



## LOCAL CHURCH PROFILE



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OF CHRIST



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Countryside Community Church

Omaha, Nebraska

Interim Minister of Worship and Congregational Care

Nebraska Conference of the United Church of Christ | Living Waters Association

[Validation Date]

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*“God is able to provide you with every blessing, so that  
having all sufficiency in all things at all times,  
you may abound in every good work.”  
(2 Corinthians 9:8)*

# 1. POSITION POSTING

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

## 1a. LISTING INFORMATION

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Church name: Countryside Community Church  
Street address: 13130 Faith Plaza, Omaha, NE 68154  
Supplemental web links: [www.countrysideucc.org](http://www.countrysideucc.org)

Additional ecumenical affiliations: Christian Partner of the Tri-Faith Initiative  
Conference: Nebraska Conference the United Church of Christ  
Association: Living Waters Association  
UCC Conference or Association Staff Contact Person: Rev. Darrell Goodwin, Associate  
Conference Minister - Iowa-Nebraska-South Dakota Conferences, [Darrell@ucctcm.org](mailto:Darrell@ucctcm.org),  
605-338-8738

### **Summary Ministry Description:**

We have moved into our new home as the Christian partner in the Tri-Faith Initiative. We are now poised to purposefully align our ministries, governance structure and vision to living into this. We are seeking a minister to lead us in worship, congregational care, and discerning how we can live into this vision.

Photographs:



**What we value about living in our area:**

Greater Omaha is a generally open-minded, philanthropic community, with the cultural and economic attributes of a large city (arts, entertainment, live music, thriving businesses), but the friendly atmosphere of a small town. The people have a great work ethic, are respectful of one another, and strive to continue to make the community better.

**Current size of membership:** 1056

**Position Title:** Interim Minister of Worship and Congregational Care

**Position Duration:** Until new settled pastor is called; expected to be approximately 12-18 months

**Designated-Interim** – a called position for our interim between our retired minister and our new settled minister; the pastor may move church membership to the congregation served and may move standing to the related association; may be eligible for the settled position, based on what the discernment process determines, and the search committee decides

**Compensation Level:** Full Time

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

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

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### **Job Description**

#### **Interim Minister of Worship and Congregational Care**

#### **Leadership Team Vision and Roles**

During an interim period, Countryside Community Church (CCC) will be served by a Leadership Team consisting of three co-equal leaders (two ministers and one lay leader) who are called to embody and encourage the faith of the Church to live the transformative adventure of God's love. The Leadership Team (LT) is called to be a highly functioning team that is well supported and connected to an engaged congregation and Church Council. The LT is characterized by skill, synergy, creativity, collaboration,



and the accomplishment of goals. Each LT member is mentored, well-supported, challenged, and accountable to the team, the church council, and to the congregation.

Expectations of all Leadership Team members are to:

- Nurture a healthy spiritual life individually and together.
- Work collaboratively and collegially, sharing the responsibility for healthy Leadership Team connection and function.
- Exercise responsibility, leadership, and authority within their portfolio while consulting with the other LT members, lay leadership, and staff. It is expected that input will be sought and collaboration will occur in each area, but the designated LT member will be responsible for the leadership and ensuring the needs for each function are successfully met and related actions are completed.
- Communicate in a timely and effective manner to individuals and the congregation.
- Develop, support and manage the staff in their areas of responsibility.
- Develop and support the lay leadership of the church including attending Church Council and other meetings.
- Participate in the pastoral care needs of the church.
- Share in the officiation of church sacraments (communion and baptisms) as well as weddings and funerals for participants in our church community (ministers).
- Participate in denominational activities such as conference committees and meetings.
- Commit to professional development, study and prayer to increase faith and to improve skills to continuously improve as a leader, teacher and preacher.
- Be accountable to the congregation through the Church Council, Personnel Committee, and Leadership Relations Committee.

### **Interim Minister of Worship and Congregational Care**

The Interim Minister of Worship and Congregational Care has broad responsibility for 1) leading the congregation in meaningful, inspiring worship; 2) leading staff and lay members to provide thoughtful and supportive congregational care; 3) co-leading the congregation in the interim discernment process as we determine the future direction of our church and the gifts and skills we will need in a settled minister to significantly

contribute to achieving that future. This person should share our enthusiasm for our Tri-Faith mission, be excited to be involved with the Tri-Faith clergy group, and be willing to infuse Tri-Faith into our ministries. This person should also share our overwhelming and contagious enthusiasm for the church, have a willingness to engage in healthy conflict resolution, and be a change agent guided by Spirit.

Specific areas of leadership responsibility include:

- Worship Planning & Production
  - Responsible for majority of preaching and worship leadership. Lead the congregation in meaningful, inspiring worship.
  - Collaborate with the LT to ensure visibility of all LT members to the congregation through worship.
  - Lead the long-range planning process for worship series. Ensure that our vision as the Christian partner of the Tri-Faith Initiative and the relationships with our Tri-Faith partners are an integral part of our ongoing worship.
  - Utilize the resources available through the existing Worship Team and develop a worship team approach to worship planning.
  - Lead the planning and production of weekly in person and online worship. This involves coordination with the other minister and the audio-visual staff.
  - Responsible for quality worship recording and broadcast experience over all venues, including live in-person worship, TV Broadcast, live streaming and other social media sources.
  - Working knowledge and technology proficiency desired of audio/visual, media, and streaming technologies (e.g. ProPresenter, TriCaster, LiveStream, YouTube, Final Cut) to be able to coordinate the audio-visual staff and direct their work
  - Collaborate with arts ministry staff and Arts Ministry Board in worship planning and production.
  - Liaise with the Board of Deacons and attend their board meetings.
- Arts Ministries
  - Lead the program staff for music and arts ministries, including direct supervision of the Director of Arts Ministry.
  - Liaising with the Board of Arts Ministry and attending their board meetings.
  - Participate in the visioning and goal setting for music and arts ministries, in conjunction with the Board of Arts Ministry, in line with the overall mission and vision of the church.

- Congregational Care
  - Lead the Pastoral Care Coordinator.
  - Lead the staff and congregation in compassionate care for one another and provide ministerial care to meet the needs of the congregation.
  - Liaise with the Board of Pastoral Care and attend their board meetings.
- Discernment Process
  - Be the point person and co-lead the discernment process that will guide the congregation to determine the vision of who we want to become, the leadership and governance model we will use, and how to infuse our presence on the Tri-Faith Commons into our vision and ministries, while incorporating organizational agility.
  - Guide and support the search committee for the future settled minister.

## **Applications**

Applications should consist of the following:

1. Letter of application
2. Resume
3. Videos (2-3) demonstrating worship leadership and preaching style
4. List of three references with current phone numbers

## **Send all materials to:**

Transition Leadership Committee

Countryside Community Church

C/O Dan Loven-Crum

13130 Faith Plaza

Omaha NE, 68144

[tlc@countrysideucc.org](mailto:tlc@countrysideucc.org)

Screening of candidates will begin immediately and the search will remain open until the position is filled.



## **About Countryside Community Church**

Countryside is affiliated with the United Church of Christ. We were established in 1949 as part of the Congregational Church, one of the oldest denominations in America, which still remains strong in the New England states. In 1957, our branch of the Congregational Church joined with the Reformed Church in the United States, independent congregations of the Christian Connection, and the Evangelical Synod of North America to form what is now commonly known as the United Church of Christ, or the UCC.

In the spring of 2019, the congregation relocated to the Tri-Faith Commons at 132<sup>nd</sup> and Pacific as the Christian partner of the Tri-Faith Initiative. See [www.trifaith.org](http://www.trifaith.org) for more information on the Tri-Faith Initiative.

*What we believe:* We are an inclusive, open and affirming family of faith, welcoming all to God's table of love and acceptance. We are diverse, yet united by Christ's example. We care for one another, support one another, and challenge one another to become all that God creates us to be. We work together to nurture our community and to promote peace and justice in our conflicted world.

## **Equal Employment Opportunity**

It is the policy of Countryside Community Church to grant equal employment opportunity to all qualified persons without regard to race, color, creed, national origin, age, gender, gender identity, sexual orientation, marital status, veteran status, disability, or handicap – if such handicap or disability may be accommodated without undue hardship. The recruitment and selection process will be based on job-related, objective qualifications, in accordance with the job requirements of the position being filled. All employees must be able to perform the essential functions of their jobs as set forth in the employee's individual position description. Reasonable accommodations will be made, in accordance with applicable state and federal laws, to assist employees with disabilities in performing the essential job functions.

Countryside Community Church is organized for religious purposes and is substantially supported by a religious body, the United Church of Christ. As a religious organization, Title VII of the Civil Rights Act of 1964 exempts churches from the prohibition on religious discrimination; consequently, our hiring practices may require faith as a job-related, objective job qualification for some specific positions.

## **Core Competencies:**

Three core competencies we desire for this position are:

- 1) Preaching and worship leadership
- 2) Collaboration
- 3) Caring and compassionate

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

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**Salary Basis:** \$65,000 - \$85,000 based on skills and experience

**Benefits:** \$25,000 - \$35,000

**Salary plus Benefits:** \$80,000 - \$120,000

**What is the expected living situation for your next minister?** Living nearby, with at least part-time at church to coordinate worship, but depending on the pandemic situation there could be a lot of work from home. This could encompass more time out of the area, if desired, with communications through zoom and other electronic means.

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

## **1d. WHO IS GOD CALLING TO MINISTER WITH US?**

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

- 1) Discern our mission, governance structure, and ministries to align with our tri-faith vision.
- 2) Lead meaningful, inspiring worship.
- 3) Lead and provide compassionate congregational care.

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

In aligning our mission and vision more fully to Tri-Faith, we can have an impact far beyond our walls.

## 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?

The congregation discerned during 2015 and 2016 that God was calling us to become the Christian partner of the Tri-Faith Initiative, and relocate our home in 2019 to the Tri-Faith Commons, joining Temple Israel and the American Muslim Institute. Our mission was initiated when we made the move. It will be completed when each of the congregations co-exist in their own way with LOVE, LIFE, LAUGHTER, and LEARNING with the other congregations not for a year or two, but for decades. Members who approved the move experienced a new energy toward inclusiveness that was always a part of our expressed identity. Keeping it simple and appealing will continue to attract new and enthusiastic stakeholders that have the capacity to make Countryside and the Tri-Faith effort an amazing story to tell for centuries.

One way this has already begun in earnest is the Tri-Faith Garden and Orchard, which has provided an opportunity for deep friendships as volunteers gathered several times a week to plant and weed and harvest and share stories of our grandparents in *their* gardens. Our first season was spotty. Our second season was amazing. Gardeners mused that they gathered first because of a shared interest (gardening or *wanting to learn* to garden), but commitment cemented as we discovered programs in the wider community that counted on our deliveries. Even when temperatures soared or rain threatened we showed up!

Tri-Faith reached beyond the circle of Tri-Faith friends and the physical campus garden as volunteers delivered food not only to Countryside’s pantry but to other pantries in Omaha: One Chabad (<https://www.ochabad.com/>), and Benson Plant Rescue ([bensonplantrescue.org](https://www.bensonplantrescue.org/)). But it got better! When delivering produce to a few other sites, some of our volunteers then assisted staff and volunteers in the straggling gardens at those locations and we broadened our circle of friends: Clair United Methodist Church (<https://www.clairumc.com/>) and the Intercultural Senior Center (<https://www.interculturalseniorcenter.org/>). Interest + stories + social justice became a model Tri-Faith hopes to parallel for members with other interests.

Countryside aspires to provide spiritual support for anyone searching for God’s presence in their lives. We strive to make sure everyone feels welcome, accepted, and cared about,

as well as tending to all needs of our congregation and the community through our ministry. Examples of this are the Stephen Ministers, Community Cupboard, and the monthly “box” for various charitable organizations, schools, shelters, and other social justice-centered outreach.

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

One of the challenges that we face is the acceptance of our differences, which is a main reason our Tri-Faith concept is such a rarity, but also one of the main reasons that it is so compelling. We experience congregated celebrations with our neighbors (pre-Covid: Tri-Faith picnic, Winter solstice candlelight experience, celebrations of building openings and holidays). One-to-one friendships created by smaller group gatherings such as the Tri-Faith Garden and Orchard and small Neighbor-to-Neighbor social gatherings are some of our most meaningful experiences.

One of the biggest threats to the church will be financial pressures during the next 10 years as the building ages and church attendance nationwide continues to drop. We need to engage membership and increase connection in the community in ways that compel the community to support the ministries at Countryside through their participation and financial contributions.

### 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.**

The mission of Countryside Community Church says, “We are an inclusive, open, and affirming family of faith, welcoming all to God’s table of love and acceptance. We are diverse, yet united by Christ’s example. We care for one another, support one another, and challenge one another to become all that God creates us to be. We work together to nurture our community and to promote peace and justice in our conflicted world.” Congregants live this mission through serving together, worshipping together, and connecting to our broader community.

One congregant described Countryside’s perception of God as a companion, helper, challenger, and comforter as something that greatly strengthened their faith. This perception of God and experiencing the Holy Spirit in our midst is reinforced through our regular benediction about God going before us, above us, and behind us to push us where we might not be ready to go and reminding us that we are not alone on this journey and loved beyond our wildest imagination.

This belief that we are all loved beyond our wildest imagination has guided this congregation on a journey of faith and discernment leading to our involvement with the Tri-Faith Initiative and relocation of our physical house of worship to the Tri-Faith campus. We continue to explore how to live into our role and purpose within the Tri-Faith and in relationship with other faiths on the Tri-Faith Commons. There are challenges in learning how we work together to accomplish our shared and different missions for the well-being of the community. Moving through these challenges is something that Countryside welcomes and we know it will result in a stronger whole as we learn to thrive together within acceptance of our differences.



This move has helped broaden our perspective – we all become stronger as we experience different faiths and as we continue to learn to respect their beliefs, we develop a stronger cohesiveness within Countryside.

We are a congregation holding diverse theological perspectives, striving always to be open to new revelations for our lives and our service to the world. We wish to be challenged and yet respectful of members whose journeys are either more traditional or more liberal than our own. Many of us embrace and are energized by the UCC perspectives on peace, justice and inclusion; other congregants just wish to be nurtured spiritually. The congregation has widely embraced the twelve Phoenix Affirmations, both in worship and small groups (The Phoenix Affirmations may be found at [www.phoenixaffirmations.org](http://www.phoenixaffirmations.org)).

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

Our congregation has many strengths exemplified by daily action. This is a church of doing and fully participating in our community. Individuals with diverse beliefs and experiences are openly welcomed and this truly creates a friendly, open, and affirming environment. Sermons are creative and designed to reach people on many different levels – in both a scholarly, intellectual manner and a heartfelt, soulful manner. One member described this as a merging of the head and heart. We are always open to asking if we are becoming who we want to be.

Countryside diligently works to meet the needs of our congregation and the community through various ministries such as Stephen Ministries, a community cupboard, a monthly box for charitable organizations. The community cupboard is a way to engage with our neighbors in need and has been even more evident in our current pandemic. We participate in various social justice movements and often pivot sermons to be able to address these areas, such as recognizing and addressing the recent civil unrest and importance of movements such as Black Lives Matter.

Another strength of Countryside is its ability take on difficult conversations and to question where we go next, how do we thrive? This was evidenced by the ability to move through the Tri-Faith discernment process, embark upon a capital campaign for relocation to the Tri-Faith Commons, and then to implement the relocation with little interruption to ongoing service. We've also recently been able to quickly pivot and adapt to our current pandemic with online services, partnerships with local television, and creating ways for congregants to continue connecting to a strong support network.

**Describe what worship is like when your congregation gathers.**

Pre-COVID:

Worship at Countryside is the opportunity to gather for insight, transcendence, and community. Most weeks, school age children begin in the sanctuary with their parents and then are dismissed for Sunday school after about fifteen minutes. The other Sundays are considered “family worship” and the children stay with their families.

Countryside offers two services each Sunday year-round at 9:00 a.m. and 11:00 a.m.  
9:00 a.m. "Classical Service" This service is a multi-sensory traditional service held in our Sanctuary that features a mix of pipe organ and classical instrumental music. The service also includes choirs (adult and/or youth or children), prayer, multimedia, scripture, and an engaging message focused on relating our ancient faith to everyday life.

11:00 a.m. "Jazz Service" This is a multi-sensory jazz service held in our Sanctuary featuring a quartet made up of some of Omaha's finest jazz musicians. The service also includes choirs (youth and/or adult or children), prayer, multimedia, scripture, and an engaging message focused on relating our ancient faith to everyday life.

For many years, we offered a 5:00 pm service called Darkwood Brew, which was a spiritual gathering that took place in our “Coffeehouse” area. This service was streamed over the internet and was geared toward small groups. It involved group discussion, jazz music, skype guests, as well as all the coffee you could drink. Since that was discontinued a few years ago, there have been experiments with other non-traditional forms of worship, like a meditative, experiential service at 8:00 pm on Sunday called Day One, meant to provide a spiritual way to start your week. This can be held in our Sanctuary or our Chapel.

We enjoy intellectually stimulating, experiential, biblically referenced sermons with practical, everyday applications. Countryside’s advanced sound and video projection capabilities enable pastors to move beyond traditional, pulpit-style sermon delivery and create a more conversational atmosphere when addressing the congregation. They also allow for the greater integration of the arts in worship.

Good preaching can be described at Countryside in many ways – learning something new about the context of scripture, gaining a new insight into what a scripture could mean for our world today, gaining a deeper relationship with God, learning a new, deeper way to show love to God, our neighbor and ourselves. Good preaching can be uplifting – where you feel uplifted in your chest, an actual sensation of elevation and suffused by warmth. Good preaching is intellectually rigorous AND heart-ful AND wise (the merging of head and heart).

### During COVID:

We started holding online-only services in mid-March due to COVID (and one of our ministers being diagnosed with the virus). These were streamed online. Our experience with our streamed Darkwood Brew service allowed us to move quickly to a polished video service. We use a variety of music styles, jazz, traditional, contemporary, etc. utilizing musicians from our community. This had the added benefit of offering them some compensation for their services that they were in many cases not receiving from their usual live musical performances, which were not occurring during the pandemic.

In May, we began also showing our service on a local TV station. These were originally an hour, which was just a bit briefer than our normal service. But when the opportunity came to continue on TV, but in a half-hour time slot, we adapted to a briefer 30-minute service, which is still airing on TV and via YouTube.

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

#### Children and Youth Educational Programs

The children's education program is designed around a curriculum comprised of theme based, storytelling lessons and large group experiences with Mission/Outreach, Performing Arts, and Team Building. Our focus is to incorporate art, music, drama, physical movement and prayer/quiet reflection with storytelling. We hope to build Bible literacy while we encourage Countryside kids to look for personal connections with scripture, and to celebrate their unique awareness of God through many experiences in their lives. The children's ministry also includes educational programming through Family Worship, Children's Church, Vacation Bible School, and additional weekday programming. Children's education supports families as they teach their children about Jesus' ministry and the responsibilities of being a Christian in our global world.

The Countryside Youth Ministry brings together young people of junior and senior high age. This includes weekly services with a shared meal, choir opportunities, confirmation classes, youth activities, and mission trips. The work of children and youth education is achieved through volunteers and the Board of Youth, the Board of Christian Education, and dedicated church staff. Youth have the opportunity to serve on church boards, and boards are encouraged to actively engage youth on their boards.

#### Adult Educational Program

Countryside has a Center for Faith Studies which has become a premier space in the community bringing people of diverse beliefs together in a learning environment. These lecture series have been in person and more recently in a virtual space. Past speakers

include Reza Aslan, author of Zealot; Sue Monk Kidd, author of The Book of Longings; and Margaret Wheatley, which included a full day, interactive conference and smaller workshops. Center for Faith Studies lecture series are available to all through YouTube and are advertised throughout the community.

Countryside works closely with Rabbi Aryeh Azriel, who is on staff, to provide regular educational series sharing another faith perspective. An upcoming series will focus on a view of Jewish life and tradition from past sermons of Rabbi Azriel. Additional adult educational groups focus on various topics such as The Origins of Great Ancient Civilizations, Phoenix Affirmations discussion groups, mindfulness and meditation groups, and book clubs discussing White Fragility by Robin Diangelo and The Other Side of Freedom by Deray McKesson.

The Board of Christian Education and Board of Life Ministries provide ongoing guidance and support for the various adult education opportunities.

**Describe how your congregation is organized for ministry and mission.**

Our church bylaws can be found at: [Church Bylaws](http://countrysideucc.org/about-us/member-resources/) (countrysideucc.org/about-us/member-resources/)

We currently have eight boards:

- Board of Trustees
- Board of Deacons
- Board of Arts Ministry
- Board of Christian Outreach
- Board of Christian Education
- Board of Youth
- Board of Pastoral Care
- Board of Life Ministries

In addition, we have a Center for Faith Studies, which has a committee to support a lecture series, led by one of our ministers.

Each board has a scheduled monthly meeting of at least 1 and 1/2 hours, with leadership participating in a monthly council meeting of at least 1 hour. Most board meet longer or have subcommittees.

In emergencies a board and/or council may call other meetings, including remotely.

### **3b. 11-YEAR REPORT**

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See Appendix A for our 11-year report.

### 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:	1056	
Number of active non-members:	70	
Total of church participants (sum of the numbers above):	1126	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	554	
Less than 10, more than 5 years:	239	
Less than 5 years:	263	

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>
151	143	118	127	157	141	163	208	176	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	87	
Households with minors:	159	
Single adults age 35-65:	59	
Joint households with no minors:	448	

Single adults over 65:	121	
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Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	18.2%	
College:	30.2%	
Graduate School:	16.5%	
Specialty Training:	31.3%	
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	70%	X
Adults who are retired:	20%	X
Adults who are not fully employed:	10%	X

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

The majority of working adults are in professional or business occupations, including business owners. We also have many in nonprofit work.

**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?**

While we proclaim to be welcoming of all, we tend to mirror the neighborhood we came from and are now located in, which are both pretty white, upper-middle class, i.e. mono-cultural. However, we have made inroads into being more open and affirming and have attracted many LGBTQ+ members. An usher for an interfaith Thanksgiving service held



at our church last year was asked by a member of another congregation about an older, bearded gentleman who was wearing a pink dress and a fancy hat. The reply was that yes, he really likes to get dressed up for church.

Diversity in mind and spirit is one thing that appeals to many members. Our congregation comes from a large variety of religious backgrounds, and our sermons and dialogue embrace that diversity. The general feeling seems to be that this diversity of mind and spirit makes us a stronger congregation.

**Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future?**

We have had conversations about welcoming diversity. We have long emphasized that “All Are Welcome Here”. We changed several years ago to be not just inclusive, but Open and Affirming. We have made inroads into being welcoming and respectful and loving towards the LGBTQ+ community and have many that are members. We have a member who is one of the leading legal advocates in the country on transgender issues, and she provides educational sessions on this topic often.

### **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	712	Director of Center for Faith Studies
Baptisms <i>(number last year)</i>	24	Ministers
Children’s Groups or Classes	321	Director of Youth and Family
Christmas Eve and Easter Worship	Easter 831 (2019) Easter 220 (COVID) Christmas 482 (2019)	Worship Planning
Church-wide Meals	212	All Ministries

Choirs and Music Groups	134	Director of Arts Ministries
Church-based Bible Study	158	Associate Minister
Communion ( <i>served how often?</i> )	Weekly both services	Ministers
Community Meals	-	
Confirmation ( <i>number confirmed last year</i> )	17	Director of Family and Youth
Drama or Dance Program	-	
Funerals ( <i>number last year</i> )	12	Ministers
Intergenerational Groups	-	
Outdoor Worship	-	
Prayer or Meditation Groups	50	Ministers and Pastoral Care Coordinator
Public Advocacy Work	200 families	Food Pantry
Retreats	151	Ministers
Theology or Bible Programs in the Community	-	
Weddings ( <i>number last year</i> )	9	Ministers
Worship (time slot: 9 am)	Pre-COVID avg 115	Worship Planning
Worship (time slot: 11 am)	Pre-COVID avg 191	Worship Planning
Young Adult Groups or Classes	-	
Youth Groups or Classes	33	Director of Family and Youth
Other		

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)
Rita Otis	3	Local	Commissioned	N
Rev. Reva Karstens		UCC		Y
Lea Marshall		Local		Y
Rev. Charlene Wozny				Y
Rev. Don Sarton				Y
Rev. Judy Waible				Y
Donna Knutson		Interfaith		N
Rev. Karen Fenne				Y
Rev. Jon Noble				Y
Rev. Norm Pavey				Y
Randy Sanders		Licensed		N
Rev. Darrell Goodwin	3	Conference		N

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

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
<b>ELNES, Rev. Dr. Eric</b> Senior Minister		<b>FT</b>	<b>Resigned</b>	<b>12</b>

<b>ALEXANDER, Rev. Dr. Chris</b> Associate Minister	Executive Team – Head of Staff	FT	Church	10
<b>INTERIM ASSOCIATE MINISTER</b>	Executive Team – Head of Staff	FT	Church	-
<b>AMSTUTZ, Aly</b> Children's Choir Director		PT	Dir of Arts Ministry/Organist	4
<b>AZRIEL, Rabbi Aryeh</b> Scholar-in-Residence,		Volunteer	Associate Minister	2
<b>BOER, Fayth</b> AV Technician		PT	Dir of Admin/Comm	2
<b>BRELAND, Barron</b> Choral Conductor		PT	Dir of Arts Ministry/Organist	2
<b>BROWN, Jan</b> Pastoral Care Coordinator		PT	Associate Minister	5
<b>BUCKLAND, Bonnie</b> Clerk		Volunteer	Dir of Admin/Comm	3
<b>CARNAZZO, Stacey -</b> Dir of Kindernook Preschool		FT	Dir of Admin/Comm	15
<b>CARNAZZO, Will</b> Building/Property Coordinator		FT	Dir of Admin/Comm	1
<b>GARDER, Shari</b> Financial Secretary,		FT	Dir of Admin/Comm	20
<b>GOMEZ, Steve</b> Admin Asst		PT	Dir of Admin/Comm	6
<b>GRUTTEMEYER, Tyler</b> Faith Singers Youth Choir Director		PT	Dir of Youth/Family Ministries	4
<b>HESS, Abbey</b> AV Technician		PT	Dir of Admin/Comm	1
<b>HESS, Steve</b> AV Coordinator		PT	Dir of Admin/Comm	6
<b>HILL, Kris</b> Admin Asst		PT	Dir of Admin/Comm	4
<b>HOLIDAY, Riley</b> AV Technician		PT	Dir of Admin/Comm	2

<b>HOWELL, Ingrid</b> Nursery Care Provider		PT	Dir of Youth/Family Ministries	2
<b>HUBBARD, Robyn</b> Exec Admin Asst		FT	Dir of Admin/Comm	3
<b>LOVEN-CRUM</b> Dir of Admin/Comm	Executive Team – Head of Staff	FT	Church	8
<b>MORELLO, Rebecca</b> Dir of Youth/Family Ministries		FT	Associate Minister	6
<b>OTIS, Rita</b> Minister of Spiritual Direction		Volunteer	Associate Minister	12
<b>RITTER, Alex</b> Dir of Arts Ministry/Organist		PT	<b>INTERIM ASSOCIATE MINISTER</b>	5
<b>SCOTT, Diane,</b> Coffee House Barista		PT	Associate Minister	1
<b>SEMISCH, Ben</b> AV Technician/Video		PT	Dir of Admin/Comm	9
<b>SMITH, Marylinn</b> Children's Choir Accompanist		PT	Dir of Youth/Family Ministries	5
<b>STEVENSON, Amanda</b> Faith Singers Youth Choir Accompanist		PT	Dir of Youth/Family Ministries	2
<b>TOBIN, Rachel</b> Nursery Care Provider		PT	Dir of Youth/Family Ministries	2
<b>VIHSTADT</b> Communications Asst		PT	Dir of Admin/Comm	4

## REFLECTION

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

Our demographics can tend to gravitate towards mono-cultural. However, with our move to the Tri-Faith Commons, there seems to be a renewed energy toward acting on behalf of justice and equality for all. This is evidenced by some of the current study groups who are studying books on white supremacy, and the members involved in the Tri-Faith

Garden and Orchard, who are providing food for a variety of organizations in the community, but also offering their expertise to help them with their gardens.

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 1,292,896
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$ 50,218
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$ 157,500
Fundraising Events	\$ -
Gifts Designated for a Specific Purpose – new building	\$ 6,782,998
Grants	\$ -
Rentals of Church Building	\$ 22,036
Rentals of Church Parsonage	\$ -
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$ -
Transfers from Special Accounts	\$ 205,839
Other (specify):	\$
Other (specify):	\$
<b>TOTAL</b>	<b>\$ 8,511,487</b>

**Current annual expenses (dollars budgeted for most recent fiscal year):** \$ 1,340,524

See Appendix B for our most recent Balance Sheet and Current Budget

**Considering total budgeted expenses for the year, compare total ministerial support.**

**What is the percentage?** 19.9%



**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?**

- ☒ 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? *Flat \$50,000*

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

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

Reason for debt: N/A

Are capital and other payments current? N/A

**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.**

We are wrapping up our capital campaign for our new church building that was completed in April of 2019; the total campaign was for \$27 million. All construction has been paid; the remaining dollars that were pledged and are still coming in are for a \$1.5 million capital maintenance fund to support the building for years to come.

**If the church has had capital campaigns in the last ten years, describe:** None other than that described above.

**If a capital campaign is underway or anticipated, describe:** None other than that described above.

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

The mission of our most recent capital campaign was to live together with a synagogue and a mosque, purposefully co-locating, and showing that we can live together in respect, trust and love.

**Does your church have an endowment?** We have a foundation with an endowment for supporting the church.

**What is the market value of the assets?** Over \$700,000

**Are funds drawn as needed, regularly, or under certain circumstances?** Generally, funds are drawn annually, after the trustees and church council makes a request of funds, noting what specific purposes the funds will be used for. The Foundation Board reviews requests and approves as they see fit. The last few years, the request has ranged from \$57,000 to \$67,000.

**What is the percentage rate of draw** (last year, compared to 5 years ago)? Consistent 4-7% draw

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

Generally, we draw this money for special requests, not for operating budget expenses.

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

We don't expect the endowment to ever be depleted; we endeavor to keep it at approximately its current level.

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

#### **Other Assets**

**Reserves (savings):** \$479,334

**Investments (other than endowment):** \$2,734,208

**Does your church have a parsonage?** No

Describe all buildings owned by the church: 62,025 Sq. Ft. Worship Facility with classrooms, meeting rooms, sanctuary, chapel, fellowship hall, activity center, coffee house and columbarium.

**Which spaces are accessible to wheelchairs?** All parts of our new building are accessible to wheelchairs, including the balcony in the Sanctuary.

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

Our finances generally reflect our priorities. There have been serious discussions, for example, about our level of support for OCWM. The budget process begins with requests from individual boards, which are reviewed by the budget committee, approved by the trustees, approved by the council, and finally at the congregational meeting.

The obvious recent initiative was our joining the Tri-Faith initiative and building a new facility. With our capital campaign to raise \$27 million to build this new building and move to the Tri-Faith Commons, which funding was completed before the move (including pledges still coming in for another few months), our commitment to our Tri-Faith mission is clear.

As for the operational budget, we haven't had a major budget change in many years. The budgeting process has been done the past several years by letting the boards know that they have a flat budget, and they can tell us if they will allocate their budget any differently. We've even had cuts some years. We have begun to look, but haven't made changes based on whether our mission and budget are aligned in quite some time. During this transition, we are interested in pursuing some changes in both structure and budget to better align to our Tri-Faith mission.

### **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.**

- In response to a small group study, in October 2010, Countryside partnered with the Food Bank of the Heartland to provide a year-round, free mobile pantry the first Saturday of each month. The seed money to start the pantry was made possible through a generous grant from Countryside's Board of Christian Outreach. In addition to grant money, we have been fortunate to get support through ongoing fundraisers, and individual donations. 35 volunteers are needed each month to set up the food on tables in the gym, greet, keep tables stocked with food and help shoppers take groceries to their cars. The Community Cupboard helps us live out our mission statement by being inclusive and welcoming to all members of our community.
- The initiation of Darkwood Brew in October 2010 was a foray into "church beyond our walls". Darkwood fostered small group ministry within our congregation,

across the nation and throughout the world. While we don't currently do Darkwood Brew, our small group ministry has increased tremendously.

- Due to the current pandemic, and the fact that our Senior Minister contracted COVID-19 in mid-March, we quickly decided to move to online-only services. Our work with Darkwood Brew gave us many of the tools and technical skills needed to do this successfully right from the beginning. Within a couple of months, we took our online service and began airing it on local TV, to increase our reach during the pandemic.

*The most significant happening* and important event in the life of our church has been our recent move (April 2019) to the Tri-Faith Commons as part of the Tri-Faith Initiative, where we have purposefully co-located on one campus with a Jewish synagogue and a mosque.

The move helped us broaden our thinking, learning that Judaism and the Muslim faiths are quite different but at times very much the same. It has led to many new friendships and an overall cohesiveness for Countryside as a whole.

Members who approved the move seemed to experience a new energy toward inclusiveness, which was always a part of our expressed identity. We have attracted new, committed members because of our commitment to the Tri-Faith Initiative.

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

With the pandemic making connection with others in our congregation difficult, we created a program called Connect, where all congregational members who were not already involved in a group that continued to meet during the pandemic would have connection from someone in the congregation. A group of Connect callers was formed, and each caller assigned a group of members. They call, text, or otherwise engage regularly with each of these members.

**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.**

The discernment process to choose to move to the Tri-Faith Commons from a church building that was serving us well brought conflict. What we learned in dealing with this was: Lots of prayer! We worked hard to provide forums of information and opportunities for members to express concerns in a spirit of respect. It was at times contentious. We encountered fear and grief. We learned that being faithful to what we were called to become wouldn't be easy.

An original member of Countryside who is in her 90's came to see the new church several months ago. She was against the move, because the original church was near and dear to her heart. We didn't have to move to be involved in Tri-Faith. After this tour and another conversation with a docent, she said she was happy with the new church, that she thought Tri-Faith was a great concept, and she planned on coming to the new church again. We hope to be hearing more of these stories in the months and years to come! But we also accept and respect those who choose to go a different direction.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Dr. William F. Allinder	1990-1998	
Dr. Donald J. Longbottom	1999-2006	
Reverend Tom Zoelzer - Interim	2007-2008	
Dr. Eric Elnes	2008-2020	

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

The ministerial leadership has such a huge impact on the congregation. It really helps shape who we become and what impact we have as a congregation.

**Has any past leader left under pressure or by involuntary termination? No**

**Has your church been involved in a Situational Support Consultation? No**

**Has a past pastor been the subject of a Fitness Review while at your church? No**

## 4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

### 4a. COMMUNITY VISION

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

Mission – service and witness beyond the congregation – is very important to the members of Countryside. The three main areas of mission that we generously support involve mission in the Omaha area, UCC denominational support and international projects. Our Board of Christian Outreach (BOCO) directs the financial and volunteer resources of Countryside. The Board reviews applications from members for grants for small service projects. Two members sought the assistance of our Board of Christian Outreach and began the Community Cupboard. We have partnered with the Food Bank of the Heartland to provide a year-round, free mobile pantry the first Saturday of each month. Since October 2010, tens of thousands of households have received food.

(<http://countrysideucc.org/our-ministries/community-cupboard/community-cupboard/>)

*During the COVID-19 pandemic, the pantry needs are certainly much broader in the Omaha area and beyond.*

Each summer youth from CoYo (Countryside Youth) participate in local and national service/mission trips designed to promote learning and growth and provide outreach to those in need. In the summer of 2019, our Youth Department took youth to Puerto Rico.

Our Center for Faith Studies founded in August 2004 provides speakers and study opportunities for our members and the broader community.

Together, Inc., organized by several denominations after the 1975 tornado, continues to provide food, clothing and shelter to families in need.

Special offerings gathered at Easter and Christmas support a variety of organizations, both within and beyond the Omaha community.



The recent Black Lives Matters movement and the civil unrest in the nation at the present time has been addressed quite well by Countryside, with encouragement for the advancement of equality for all. The scriptures highlighted in the sermons in the past few months have also been comforting as we struggle with these issues.

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

Our UCC participation includes OCWM and Living Waters contributions and participation at yearly annual gatherings, including holding the annual conference at our church in 2019. We have recently begun to house our conference associate minister in our building, and it is hoped that this will only improve our participation.

**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 checked="" 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 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?**

- Accessible to All (A2A) - We hope to review these requirements in the future as we believe our new church building meets these needs.
- God is Still Speaking (GISS) - We have discussed this and had it as a theme in the past. It resonates with many members. We would be interested in working toward this possibly in the future.
- Inter-cultural/Multi-racial (I'M) - With our involvement as the Christian partner in the Tri-Faith Initiative, we are committed to inter- and multi-cultural work.

- We are interested in many aspects of social justice, and could consider other designations as we discern what ministries to pursue.

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

As the Christian presence on the Tri-Faith Commons, we hope to act as an example to all of how interfaith can work well.

Tri-faith gardens and orchard is one example. It brought many members from the three organizations together and helped them build relationships, and then it broadened the circle beyond the three congregations to other local churches and organizations.

The prior Rabbi of Temple Israel, (who's vision created the Tri-Faith campus), maintains an office in our church. He regularly leads members of the Christian community in sessions to enlighten and educate people on the beliefs and teachings of the Jewish Faith. It is not designed to convert Christians to be Jewish, but rather to allow Christians to understand more about the Jewish faith.

The Tri-faith clergy participated in several sessions with congregants from all 3 faiths to discuss and inform others of each faith's teachings and how they worship.

Countryside hosted an Omaha meeting of clergy from several different Christian churches within the metropolitan area. A unique feature of this event was that the Imam from the Tri-Faith mosque gave the primary address to the attendees. Where else could a Muslim speak to Christian ministers but at Countryside?

Countryside hosted the Tri-State meeting of UCC conference ministers from Iowa, Nebraska, and South Dakota within the last 12 months. We provide office space for the Tri-State conference minister and that relationship is ongoing.

**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:*

*We are an inclusive, open and affirming family of faith, welcoming all to God's table of love and acceptance. We are diverse, yet united by Christ's example. We care for one another, support one another and challenge one another to become all that God creates*

*us to be. We work together to nurture our community and to promote peace and justice in our conflicted world.*

We follow our mission statement in a very intentional manner. Since it is broad in scope, that is fairly easy to do, while continuing to go new directions in our ministries as fits the congregational will and the community needs and challenges.

**Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?**

The job description for each of our ministers reflects the expectations for each in terms of community ministry and their ministry on behalf of the wider church. These are both important to our overall ministry.

#### **4b. MISSION InSite**

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

1. Population within 5 miles is expected to grow moderately, which is a growth opportunity.
2. Of significance we see that Households in our 5-mile radius are expected to have moderate to significant change. This is of importance as new members to a community are often looking for a new church, as they are in a new area and looking for faith as well as social connections.
3. Countryside members are above average in education and income. The new location fits with an area that is also significantly above the state average in both of those categories.
4. Our new location does lack diversity, so it will be a challenge to attract members of ethnicities other than white.
5. Our members tend to be older, but that has changed slightly with our new location. That did significantly impact our yearly pledges and financial situation for a bit, but that seems to be recovering.

We compared the Insite reports for the old 8787 Pacific Street location with our new location at 13130 Faith Plaza using a 5-mile radius at both locations. While both reports showed that Countryside remains in higher than average income, (compared to state and

local averages), our new location shows an even higher income level. Both areas remain about the same regarding racial diversity.

One of the bigger differences of the Insite reports was the significant Household Change demographic. Our new location showed a much higher number of Household changes which could work well for Countryside. Household changes are a measure of mobility, new families are moving into the area at higher levels than state averages. When people move into a new location, one of the things they look for is a new place to worship! With Countryside's reputation we could have a distinct advantage in attracting new families that did not have a prior Omaha church affiliation or are searching for a new one.

**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 internal demographics compare favorable to the neighborhood. The surrounding area tends to be slightly younger than our church population, but matches quite well with the diversity, (or lack thereof!), Education levels, and wealth. The neighborhood is wealthier than the state average and the impression is that our church members mirror that as well.

1. The biggest impact on our churches demographics and ability to perform our missions came when we made the move the Tri-Faith campus. Not everyone who was a member of our congregation was in favor of the move even though the vote was over 66% in favor at the time. Many of those who were not in favor were donors and pledgers of significance. An internal analysis done by the Stewardship team showed that when the move was approved and the capital campaign was started, (2016), we lost over \$300,000 in pledges and donations from the prior year. That loss was felt, but pledges in the last few years have been increasing.
2. The move also changed our demographics slightly, (at least in terms of pledging households). The biggest loss in pledges came from the 56+ ages. While it's not clear how many of those actually left the church, it can be assumed that a great many did not make the move originally. However, there have been instances where members have expressed a desire to return to Countryside, especially when the Covid-19 pandemic is over.
3. As a result of the move to the Tri-Faith, our average Sunday service attendance suffered for a while. In 2017 the average attendance was 270. But that is changing and for the positive, in 2019 that average had increased to 306. We expected it to continue to increase before the pandemic hit us and the rest of the Omaha community.

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

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

Currently we are known locally and beyond our community as the Christian partner of the Tri-Faith Initiative. We've been known for our acceptance of the LGBTQ community, our Community Cupboard which supplies needed food assistance for anyone in the community, and our Kindernook early child education program. Kindernook is known for the ability to have a safe and welcoming environment for children of all ethnicities and faiths, not just white Christian.

We have an ongoing program called "the box", where members of the congregation, (and the community in general), provide a variety of household goods and personal hygiene to families in the surrounding areas.

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

Current new members most often mention the Tri-Faith Initiative and the publicity that was generated as what drew them to Countryside.

# APPENDIX A

## ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#: 421010

Assoc: 462      Schedule: 0      Countryside Community Church UCC      Omaha      NE      68144

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS- REMOVED
2009	1559	460	650	19	13	59	12	235	-156
2010	1512	482	763	28	5	68	20	128	-47
2011	1512	482	763	0	0	0	0	0	0
2012	1431	396	230	0	1	44	20	106	-81
2013	1525	405	777	28	0	48	18	21	37
2014	1593	409	450	32	5	78	47	0	68
2015	1551	333	471	28	3	31	90	14	-42
2016	1454	299	515	23	1	47	168	0	-97
2017	1281	262	693	12	0	46	27	204	-173
2018	1323	270	500	28	2	35	19	0	46
2019	1371	323	302	17	2	59	18	12	48

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
2009	\$1,404,069	\$0	\$60,000	\$63,333	\$123,333	\$69,161	\$192,494	4.27	\$1,596,563	\$1,216,245
2010	\$1,404,069	\$0	\$49,999	\$7,250	\$57,249	\$0	\$57,249	3.56	\$1,461,318	\$0
2011	\$1,404,069	\$0	\$50,000	\$300	\$50,300	\$0	\$50,300	3.56	\$1,454,369	\$0
2012	\$1,221,346	\$0	\$50,000	\$3,024	\$53,024	\$48,993	\$102,017	4.09	\$1,323,363	\$1,196,418
2013	\$1,421,927	\$0	\$50,000	\$5,109	\$55,109	\$32,208	\$87,317	3.52	\$1,509,244	\$1,186,297
2014	\$1,516,310	\$0	\$51,200	\$53,162	\$104,362	\$33,829	\$138,191	3.38	\$1,654,501	\$1,278,515
2015	\$2,196,137	\$0	\$51,200	\$2,887	\$54,087	\$0	\$54,087	2.33	\$2,250,224	\$2,099,094
2016	\$1,421,637	\$678,993	\$50,000	\$2,862	\$52,862	\$32,091	\$84,953	3.52	\$2,185,583	\$6,102,218
2017	\$1,383,038	\$3,293,843	\$41,250	\$2,862	\$44,112	\$27,907	\$72,019	2.98	\$1,455,057	\$11,776,730
2018	\$1,468,731	\$13,961,391	\$45,000	\$2,862	\$47,862	\$36,334	\$84,196	3.06	\$1,552,927	\$3,609,264
2019	\$1,385,045	\$5,552,083	\$49,000	\$2,652	\$51,652	\$30,193	\$81,845	3.54	\$1,466,890	\$3,845,649

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	-13.94	-21.03	-32.89	-32.17	-36.17	-8.66	-50.51	-11.34
2009-2019	-12.06	-29.78	-53.54	-14.29	-87.85	-1.35	-58.12	-8.12

## APPENDIX B

### 2019 Balance Sheet as of December 31, 2019

	ASSETS		
<b>CASH/LIQUID ASSETS</b>			
Petty Cash	\$104.39		
Cash In Bank	\$84,046.35		
General Fund Savings	\$275,936.32		
General Fund Money Market	\$39,125.02		
Investments	\$655,264.73		
Adjustments to Market Value	\$369,111.17		
<b>Total Cash Balances</b>		\$1,423,587.98	
<b>PROPERTY &amp; EQUIPMENT</b>			
Land - 8787 Pacific	\$6,000.00		
Land - 13130 Faith Plaza	\$1,503,324.50		
Buildings	\$7,445,641.22		
Equipment	\$598,066.45		
Accumulated Depreciation	-\$6,388,476.53		
<b>Total Land, Building &amp; Equipment</b>		\$3,164,555.64	
<b>PREPAID EXPENSES</b>	\$23,517.55		
<b>Total Prepaid Expenses</b>		\$23,517.55	
<b>CAPITAL FUND</b>	\$223,000.00		
<b>Total Capital Fund</b>		\$223,000.00	
<b>TRI-FAITH RELOCATION CASH &amp; INVESTMENTS</b>	\$20,118,377.41		
<b>Total Tri-Faith Relocation</b>		\$20,118,377.41	
<b>TOTAL ASSETS</b>			<b>\$24,953,038.58</b>
	<b>LIABILITIES &amp; NET ASSETS</b>		
<b>LIABILITIES</b>			
Accounts Payable	-\$455.80		
A/P-State Taxes WH	\$2,184.21		
Prepaid Pledges	\$129,671.03		
Accrued Vacation Pay	\$5,712.46		
<b>Total Liabilities</b>		\$137,111.90	

<b>RESTRICTED FUNDS</b>				
Christian Education Fund		\$82,034.35		
Youth Fund		\$683.08		
Family Life Fund		\$29,420.97		
Volunteer Coordinator Fund		\$839.50		
Music Fund		\$5,694.06		
		<b>LIABILITIES &amp; NET ASSETS</b>		
<b><i>RESTRICTED FUNDS (cont.)</i></b>				
Deacon's Fund		\$0.00		
Pastoral Care Fund		\$15,200.45		
Maintenance Reserve Fund		\$10,235.79		
Scott Chapel / TCC Fund		\$0.00		
Kindernook Fund		\$39,752.24		
Minister Discretionary Fund		\$29,080.66		
Young at Hearts Fund		\$1,122.46		
Wedding Fund		\$3,950.52		
Total Miscellaneous Account Fund		\$29,937.99		
Gifts & Estates Accounts Fund		\$435,596.04		
Darkwood Brew		\$60,633.88		
Relocation		\$2,435.55		
Memorials Fund		\$36,107.77		
<b>Total Restricted Funds</b>			\$782,725.31	
<b>NET ASSETS</b>		\$24,033,201.37		
<b>Total Net Assets</b>			\$24,033,201.37	
<b>TOTAL LIABILITES &amp; NET ASSETS</b>				<b>\$24,953,038.58</b>



## 2020 Budget Summary

OPERATING INCOME		2018 Actual	2019 Actual	2020 Budget
Member Revenue	Pledge Contributions	\$852,737	\$847,581	\$807,072
	Donor Directed Gifts	\$169,000	\$200,507	\$175,694
	Estimated Unpaid Pledges		\$0	-\$20,000
	Unpledged Contributions	\$32,040	\$81,603	\$75,000
	Coll/Unpaid Pledges	\$4,430	\$5	\$0
	Prepaid Pledge	\$145,253	\$73,200	\$129,671
	<b>Total Member Revenue</b>	<b>\$1,203,460</b>	<b>\$1,202,896</b>	<b>\$1,167,437</b>
Other Income	Loose Offering	\$3,272	\$4,964	\$5,000
	Investments-Dividends	\$27,843	\$27,629	\$15,000
	Investments-Realized Gains	\$54,955	\$4,046	\$188,905
	Foundation Grant	\$57,386	\$57,500	\$67,500
	Matching Grant			\$125,000
	Miscellaneous/Building Use	\$29,597	\$22,036	\$18,438
	<b>Total Other Income</b>	<b>\$173,053</b>	<b>\$116,176</b>	<b>\$419,843</b>
		<b>\$1,376,513</b>		
<b>TOTAL REVENUE</b>		<b>3</b>	<b>\$1,319,072</b>	<b>\$1,587,280</b>
OPERATING EXPENSES		2018 Actual	2019 Actual	2020 Budget
Administration	Operating Expenses	\$82,377	\$109,017	\$107,830
	Personnel Expenses	\$216,351	\$272,366	\$394,556
	<b>Total Administration</b>	<b>\$298,728</b>	<b>\$381,383</b>	<b>\$502,386</b>
Board of Christian Ed	Operating Expenses	\$6,289	\$4,573	\$10,517
	Personnel Expenses	\$63,484	\$58,756	\$61,460
	<b>Total BOCE</b>	<b>\$69,773</b>	<b>\$63,329</b>	<b>\$71,978</b>
Deacons / Ministry	Operating Expenses	\$4,733	\$7,107	\$6,650
	Personnel Expenses	\$367,795	\$377,715	\$385,882
	<b>Total Deacons</b>	<b>\$372,528</b>	<b>\$384,822</b>	<b>\$392,532</b>
Life Ministry	Operating Expenses	\$1,192	\$4,826	\$3,450
	Personnel Expenses	\$57,313	\$56,236	\$0
	<b>Total Life Ministry</b>	<b>\$58,505</b>	<b>\$61,062</b>	<b>\$3,450</b>
Music Ministry	Operating Expenses	\$59,141	\$50,180	\$56,745
	Personnel Expenses	\$121,775	\$96,504	\$99,757

<b>Total Music Ministry</b>		<b>\$180,916</b>	<b>\$146,684</b>	<b>\$156,502</b>
<b>OPERATING EXPENSES (cont.)</b>		<b>2018 Actual</b>	<b>2019 Actual</b>	<b>2020 Budget</b>
<b>Outreach</b>	Operating Expenses	\$58,362	\$58,062	\$58,600
	Personnel Expenses			
	<b>Total Outreach</b>	<b>\$58,362</b>	<b>\$58,062</b>	<b>\$58,600</b>
<b>Pastoral Care</b>	Operating Expenses	\$778	\$549	\$3,090
	Personnel Expenses	\$21,806	\$22,051	\$24,937
	<b>Total Pastoral Care</b>	<b>\$22,584</b>	<b>\$22,600</b>	<b>\$28,027</b>
<b>Property</b>	Operating Expenses	\$166,614	\$208,479	\$252,403
	8787 Restricted Funds		-\$208,479	-\$31,236
	<b>Total Property</b>	<b>\$166,614</b>	<b>\$0</b>	<b>\$221,167</b>
<b>Youth Ministry</b>	Operating Expenses	\$18,625	\$26,268	\$18,650
	Personnel Expenses	\$68,368	\$58,842	\$51,388
	<b>Total Youth Ministry</b>	<b>\$86,993</b>	<b>\$85,110</b>	<b>\$70,038</b>
<b>Foundation Grants</b>	Operating Expenses	\$36,397	\$57,500	\$67,500
	<b>Total Other Personnel Exp</b>	<b>\$7,921</b>	<b>\$21,406</b>	<b>\$15,100</b>
	<b>TOTAL REVENUE</b>	<b>\$1,376,513</b>	<b>\$1,319,072</b>	<b>\$1,587,280</b>
	<b>TOTAL EXPENSES</b>	<b>\$1,359,320</b>	<b>\$1,281,957</b>	<b>\$1,587,280</b>
	<b>NET INC / (EXP)</b>	<b>\$17,193</b>	<b>\$37,114</b>	<b>\$0</b>
<b>Unrealized Gains / (Losses) on Investments</b>		<b>-\$81,928</b>	<b>\$213,395</b>	

## 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

Marcia McFee / Worship Consultant  
510.301.8427 / [worshipworkshop@aol.com](mailto:worshipworkshop@aol.com)  
Past consultant

### REFERENCE 2

Wendy Goldberg / Executive Director / Tri-Faith Initiative  
402.212.6391/ [wgoldberg@trifaith.org](mailto:wgoldberg@trifaith.org)  
Head of the Tri-Faith Initiative our church is a partner in

### REFERENCE 3

Rev. Joshua Sawyer/ Senior Minister, First Christian Church, Omaha, NE  
402-558-1939/ [joshuaadamsawyer@gmail.com](mailto:joshuaadamsawyer@gmail.com)  
Has worked with us on our online service

### 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.



## 6a. CLOSING PRAYER

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*Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:*

Abraham's Bridge is a circle bridge that connects the four buildings of the Tri-Faith campus – Countryside Community Church, Temple Israel, The American Muslim Institute and the Tri-Faith Center. We pray that your journey with us is like a walk on this bridge, as shared by Lubna Hussein, Graduate student at UNO, in reflections on the Tri-Faith website on 2/24/20.

"...traveling to Abraham's Bridge was like the journey to the sky that was full of faith and tranquility. When I smelled the nectar of heavenly religions that preach to the soul with beauty, love and bonding, this short and valuable trip on Abraham's Bridge outfitted my heart with purity as the diamonds with lights. The first moment, that my feet stepped on the wooden bridge, I felt that I was melting in the crucible of faith, in which there is a greatest one creator who created us differently to get to know each other and complete each other in the journey to shape and flourish our life with peace and love."

May your journey be one of peace, serenity, faith and love.

## 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?

*The Transition Leadership Committee, which included four individuals and our church administrator, with input from a large variety of members throughout the congregation.*

2. Additional comments for interpreting the profile:

Signed: ***Diane Poots***

Name / Title / Date: Diane Poots, Tracey Halvorson, Stacy Warner, Aubrey Fitzke/  
Transition Leadership Committee/ 10/27/20

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

**UNITED CHURCH  
OF CHRIST**



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

*"Jesus answered them, 'Have faith in God!'" – Mark 11:22*