

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

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

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

St. James UCC
Morrison, MO

Zion St. Peter UCC
Pershing, MO

Full Time Pastor Position

Missouri Mid-South Association

January 1, 2021

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
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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)*

INSTRUCTIONS

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

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

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

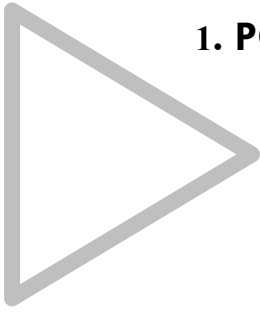
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-telling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

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

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open,

honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name(s):

St. James UCC, Morrison, MO Zion St. Peter UCC, Pershing, MO

Street address: 690 Hwy 100; Morrison, MO;

Supplemental web links: <https://www.facebook.com/zionstpeterucc/>
<https://www.facebook.com/St-James-United-Church-of-Christ-Morrison-Mo>

Additional ecumenical affiliations:

Hermann Ministerial Alliance

Conference: Missouri Mid-South Conference

Association: Eastern Association

UCC Conference or Association Staff Contact Person:

Damien Lake
Associate Conference Minister
Missouri Mid-South Conference
483 E. Lockwood Avenue, Suite 15
St. Louis, MO 63119
Cell: 616-723-5468
Office: 314-918-2605

Summary Ministry Description:

Our churches are looking for an effective speaker/leader, who is a person of faith. He/she should be effective in planning and leading worship. We need someone who would work to build a sense of fellowship and community among our congregations. They should be effective in working with children and youth. We are looking for a compassionate, caring person, who is sensitive to the needs of our congregations. He/she should be willing to make pastoral calls to homes and nursing homes, minister to people in crisis, while maintaining confidentiality.

Photographs:



Zion St. Peter UCC



St. James UCC

What we value about living in our area:

A most significant attribute of our community is that of strong family relationships and traditional American values. Many of our families have at least three generations of history in our community. Trust and mutual support have been essential values in farm communities for decades, and today this is still a community where people care for each other, across

generations. In general, people in our community take pride in our community and work to maintain the quality of community life that has been established.

Current size of membership:

Zion St. Peter UCC - membership 80, attendance 20-25

St. James UCC - membership 90, attendance 20-25

Languages used in ministry (other than English): N/A

Position Title: Full Time Pastor

Position Duration:

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level :

Full Time

Does the total support package meet conference compensation guidelines?

Salary, Benefits, and Expenses Offered:

- a) Cash salary offered: \$28,430
Conference recommended salary range: \$28,430-\$40,255

Housing Available

- b) Customary Benefits
 - Vacation: 2 weeks annually
 - UCC retirement annuity @14% (\$5,175)
 - Health Insurance negotiable
 - Travel reimbursement negotiable

1b. SCOPE OF WORK

Core Competencies:

Our churches seek a caring, kind leader who is ministering to an aging population. As our churches greatest membership is over 50. We seek a leader who is sociable and works to bring interest in our churches in our community, as we have a population of people who are members but do not attend, or are members of no church. We would like a leader who loves children and is interested in their spiritual growth as well.

1c. COMPENSATION AND SUPPORT

Salary Basis: \$28,430

Benefits (*choose one*):

Salary plus Benefits

Vacation: 2 weeks annually

UCC retirement annuity @ 14% (\$5,175)

Health Insurance negotiable

Travel reimbursement negotiable

What is the expected living situation for your next minister:

Parsonage in Morrison, MO. Ranch style, 3 bedrooms. Next to church. Attached garage, full basement. 6 rooms. 1.5 baths

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

Residence provided. If pastor is commuting, our churches will not be liable for rent or mortgage of a home that is off-site.

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

The Ministerial Alliance is a group of Pastors in the Hermann area that meet monthly. They offer support for people who are struggling.

The Grape Clusters is also a pastoral group in the Hermann area.

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

Office hours can be moved to provide for supplemental employment if that is something the pastor wants to pursue.

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

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

Because local businesses have closed over the past 20 years, our church is the remaining life of our community. We seek ways to build community through activities at our church, bringing in our whole community as well as our church family. We seek ways to grow our churches, be that in possible mission work, or bible study, or just fellowship nights, such as a game night that is held on the 5th Sunday of the month. We seek ways to bring in young families and keep our youth active.

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

Our churches support OCWM, Our Churches world mission. We have Mission Sunday in October where we support a mission. This year we are supporting a clinic in Guatemala. The 5th Sunday offerings are given to that mission, and we generally have a fund raiser that is earmarked for that mission.

We would welcome a minister who is interested in mission work and getting a mission with church members in the works. I believe we have plenty of members who are interested in mission trips. We support blanket Sundays, or relief offerings through the UCC church.

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

Our small mid-Missouri congregations are not very culturally diverse. At this time, we have no members who speak a different language.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

- 1) WORKING TOGETHER FOR JUSTICE AND MERCY
 - o Identifying and working to overcome explicit and implicit bias in the life of the Church.
 - o Understanding community context and navigating change within a community.
 - o Engaging in mission and outreach.
 - o Building relationships of mutual trust and interdependence.

- 2.) STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS
 - o Living in relationships of covenantal accountability with God and the Church.
 - o Exhibiting strong moral character and personal integrity.
 - o Respecting the dignity of all God's people.
 - o Understanding and ministering to stages of human development across the life span.
 - o Demonstrating excellent communication skills.

- 3.) EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE
 - o Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
 - o Praying actively and nurturing spiritual practices.
 - o Being called to ordained ministry by God and the Church.
 - o Continuing discernment of one's call in community.
 - o Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.

- 4.) ENGAGING SACRED STORIES AND TRADITIONS
 - o Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
 - o Maturing in effective proclamation and preaching.

- o Understanding the history of the Christian Church, from biblical times forward.
- o Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- o Leading faith formation effectively across generations.
- o Holding the Holy with integrity especially as represented in the Sacraments.



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?

They are to do good, to be rich in good works, generous, and ready to share, thus storing up for themselves the treasure of a good foundation for the future, so that they may take hold of the life that really is life. 1 Timothy 6:18-19 NRSV

We feel that God is calling our churches to revitalize and grow – both in faith, and in numbers. To circle around our entire church family and get everyone interested in being a part of our community of faith. Planning events where the entire community is involved, regardless of denomination would possibly draw in from surrounding areas. Doing things for entire community rather than just members of our church.

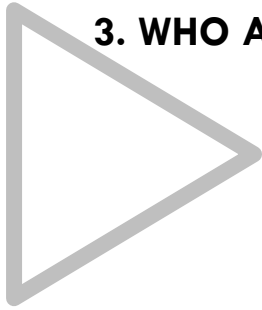
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

Places to gather – both Pershing and Morrison are little dying towns. The businesses have closed because they were small family businesses that just can't compete with larger stores. Morrison's flood added to businesses not willing to try again. It is to the point that our small churches are the life blood of these small towns. The church is the community.

At Zion St. Peter, locals gather at the church hall for coffee on Wednesday and Saturday mornings starting at 7:00 AM. This was the case at the local bar/grill, until they closed several years ago. The hall also opens to throw washers in the winter, and for game nights with the community on 5th Sundays.

As far as experiments... Well, the past year we have experienced covid, so we haven't had a normal year. We have seen a drop in attendance due to worries from covid. One thing we've had to do is change the way we do things at fundraisers. We held carry outs at St. James annual picnic, and at Zion St. Peters annual sausage dinner. We encouraged our

members to give to make up for our fundraisers being cancelled. Our raffles did well despite due to members and friends who stepped up and bought tickets or sold tickets.



3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

Our congregations are theologically moderate to conservative. We follow the Apostles Creed, reading it in worship monthly. We read the bible during worship service, and we pray, both the Lord's Prayer and a weekly prayer where we can request a prayer for someone. We sing songs of faith to God in worship. We have a monthly communion on the first Sunday of the month. We believe in God, the father, the son, and the holy spirit. I would describe the holy spirit as God being within and around me. When I talk to Him, as if I were talking to myself.

Describe several strengths or positive qualities of your congregation.

One of the most significant attributes of our community is that of strong family relationships and traditional American values. Many of our families have at least three generations of history in our community. Trust and mutual support have been essential values in farm communities for decades and today this is still a community where people care for each other across generations. In general people in our community take pride in our community and work to maintain the quality of community life that has been established.

Describe what worship is like when your congregation gathers.

We hold Sunday morning worship at both churches. The services last one hour. We have a call to worship, there are general announcements, and we sing a song. We have a confession of sin and an assurance of pardon. Then we generally sing again. Then we pray. We pray for things going on in our community, our country, and our world. We also pray for people on our prayer list. The prayer ends with the Lords prayer. After that there is a children's sermon. The children come up and listen. It is lighter and more interactive. Then we have an old testament reading, a psalm reading, and a new testament reading. Then the sermon, an offertory, and a benediction. There's a song or two in there as well.

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

Right now our congregations do not have a formal Sunday school program, but will be starting one soon. There are several young children in both congregations.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

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

Our church councils meet once a month for approximately an hour. There is also a joint council that meets 4 times a year. Special council meetings are called on an as – needed basis.

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

Our congregations are small. Many times the pastor calls the board president, and the board president calls council members and they make a decision over the phone.

- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?

Yes

3b. 11-YEAR REPORT

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	70	X both churches..
Number of active non-members:	5	
Total of church participants (sum of the numbers above):	75	

Percentage of total participants who have been in the church:

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

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>
5%	5%	5%	15%	10%	10%	20%	10%	20%	X both churches

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	10%	X both churches
Households with minors:	20%	X both churches
Single adults age 35-65:	20%	X both churches
Joint households with no minors:	30%	X both churches
Single adults over 65:	20%	X both churches

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	90%	X both churches
College:	30%	X both churches
Graduate School:	5%	X both churches
Specialty Training:	15%	X both churches
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	30%	X – both churches
Adults who are retired:	50%	X - both churches
Adults who are not fully employed:	20%	X – both churches

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

Farming industry	business owner	USPS
Teacher	Farming	self - employed
Legal secretary	Nurse	Technical School
Secretary	construction	Manager

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?

Very little ethnic diversity in either congregation. Most members come from the area. While we welcome diversity, there just isn’t many diverse people in our area.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	10-12	pastor
Baptisms <i>(number last year)</i>	3	pastor
Children’s Groups or Classes	0	
Christmas Eve and Easter Worship	2	One of each (depends on service)
Church-wide Meals	0	
Choirs and Music Groups	0	
Church-based Bible Study	10-15	pastor
Communion <i>(served how often?)</i>	30	Pastor – once a month both churches
Community Meals	0	

Confirmation (<i>number confirmed last year</i>)	0	
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	4	pastor
Intergenerational Groups	10	Fellowship Crusaders
Outdoor Worship	1	Easter sunrise - pastor
Prayer or Meditation Groups	0	
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	1	pastor
Worship (time slot: 9:00)	20	Pastor
Worship (time slot: 10:30)	25	Pastor
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
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).

None

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

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

None

REFLECTION

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

While our churches demographics are small, perhaps aging populations - we as a community depend on our church as our community identity and meeting place. The church is the heart of our community. After reviewing, there are lots of ways that we can involve our community in ways that we aren't doing right now.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$24450.99
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$
Fundraising Events	\$16402.32
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$100
Transfers from Special Accounts	\$

Other (specify):	\$
Other (specify):	\$
TOTAL	\$51000

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 51000.00

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

Pastor - 28000

Pension – 3800

Mileage reimbursement – 5000

Guest minister – 500

Office supplies – 1500

Organist – 750

Electric – 2200

Fuel – 500

Telephone / internet – 840

Groundskeeping – 1700

Building maintenance – 1000

OCWM – 1500

Continuing ed – 800

Conference expense – 700

Fundraisers – 7000

Misc. 925

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

Unsure – it's been an unusual year with covid – no church services from March – May.

However, we have not changed salary and he was paid, our income will be different this year with much less offering and much less fundraising.

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (*indicate those included during the most recent fiscal year*)

- Our Church’s Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*)

Zion St. Peter – we collect 5th Sunday offerings that are earmarked specifically for OCWM. This year we were closed for COVID during March offering.

St. James gives a designated 1500 each year.

What is the church’s current indebtedness?

Total amount of loan debt: None

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.

Zion St. Peter UCC just finished a siding project with continental siding. There is also plans to do some updating in the sanctuary.

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

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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

Does your church have an endowment? no

What is the market value of the assets?

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

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

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

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$122661.74

Investments (other than endowment): \$

Does your church have a parsonage? yes

Fair market rental value of the parsonage: 350

How is the parsonage used? Pastor's home

Hwy 100; Morrison, MO 65061

Finished square footage: 1500

Number of Bedrooms, Number of Bathrooms: 3; 1.5

Assessed real estate value: 50,000

Available for minister residence: Y

Expected minister residence: Y

Condition of structure, systems and appliances : good

Entity in the church responsible for review and needed repairs: Joint council

Describe all buildings owned by the church:

Parsonage, church, ice cream building: St. James UCC

Church, Pershing community center, and dining hall building: Zion St. Peter

Describe non-owned buildings or space used or rented by the church: N/A

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) All

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

Much of our reserves are from donations from people who have passed and left money in a trust. I don't think the reserves reflect a healthy stream of giving. Our parishes do depend on fundraising to make the numbers work for our mission. We are then fairly conservative with our money, knowing that our membership is small. We do believe part of our church mission is giving, and we want to continue to give as we can.

3f. HISTORICAL INFORMATION

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

St. James UCC Morrison - 1954 – moving church out of flood plain. 1980 – 100 year anniversary. 2001 – all church reunion

Zion St. Peters UCC Pershing – 1916 rebuild church after fire; 1959 Fredricksburg merged with Pershing at St. Peter. 2008 Built Community Center. 2020 New siding / building improvements

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

From March until June, there were no worship services. The pastor had to call people rather than visit due to covid restrictions. We started talking as a group on Facebook messenger rather than as a committee or group in person. Zoom meetings began.

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.

I would say that we have a few personalities that are stronger than others. Like all churches, it takes all kinds to make a church or a community. We seek a pastor who can work with most of us, who are generally agreeable, and then a few that might be a little more ornery.

Ministerial History:

Staff member’s name	Years of service	UCC Standing (Y/N)
Reverend Ron Stair	4	Y
Reverend Barbara Zastrow	10	Y
Reverend Don	3	Y
Reverend Bruce Edwards	4	Y

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

By and large, I feel that our church families are pretty malleable when it comes to bringing in a new pastor, No real problems.

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

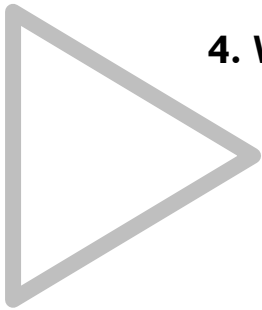
Ask us

Has your church been involved in a Situational Support Consultation?

N

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

N



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

*For example, which service activities has your church participated in this past year?
Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?*

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

OCWM – Our church’s Wider Mission

We put together school bags and health kits for donation

We send our kids to conference summer camp

Send our pastor and in the past delegates to our conference meetings

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

Check any statements below that apply to your UCC faith community.

Accessible to All (A2A)

Creation Justice

Economic Justice

Faithful and Welcoming

God Is Still Speaking (GISS)

Border and Immigrant Justice

Inter-cultural/Multi-racial (I’M)

Just Peace

Global Mission Church

Open and Affirming (ONA)

- WISE Congregation for Mental Health
- Other UCC designations:
- Designations from other denominations
- 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?

We feel that we continually have to work on being open and focusing on God and what we should be doing to help our community. We hope to grow our congregation and get more community involvement.

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

We have co-services with St. James for special services. We have an interfaith Thanksgiving service. We invite the entire community to all events. We also have a Facebook page and announce activities. Many people from the area come to coffee at our church hall.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

We spend our time doing the work of our church – worshipping God, raising money to support the church, OCWM, and our yearly mission. We try to provide support to families in our community. For example, we recently took a collection for a family that lost their house in a fire. We also recently helped a family that lost a member due to covid. We have seasonal bible studies that anyone is invited to, whether member or not.

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

Our pastor is involved in our community. He/She attends meetings of the various organizations of the church. Our current pastor is a member of the Lions in Chamois, and is also involved in the Grape Vine which is a group of pastors from the county wide area. Our pastor is also a member of the Ministerial Alliance for Gasconade County. We would expect the pastor to visit those who are homebound, in nursing homes or hospitals, and even new families to welcome them to the community and ask them to come to church.

4b. MISSION InSite

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

The trends in our rural community is that people tend to retire and move to the country later in life, rather than raising their families here. That is probably because of the lack of jobs that are local, also we live 25 miles from the nearest schools. So we don't have a young population in our churches. We are however, a close knit community. We care for each other, look in on each other, and generally know everyone personally.

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?

We feel the demographics of our communities are the same. We are comprised of very small rural towns, which were vibrant in the 18th and 19th centuries but are dying out due to people moving to cities for more opportunities, etc.

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

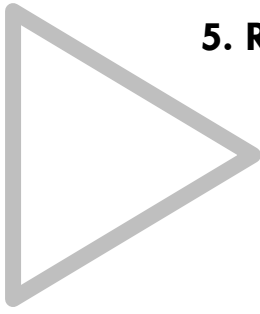
We are a small community, but we are a vibrant community that is actively seeking a minister who wants to become a member of our community.

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

I think our church is known to be open and welcoming to anyone in the community. We are a tight knit group. We make great homemade ice cream...

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

Our churches are the heart beat of our communities. We don't have other gathering places. Joining the church in these rural areas is one way to meet people, and to interact with other community members.



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

Fred Brandenburg / Retired Pastor / Hermann, MO
(573-486-8852 /mimibburg@icloud.com / Pulpit supply)

REFERENCE 2

Nelda Godfrey / Professor of Nursing, Univ of Kansas / Liberty, MO
(816-304-7179/neldagodfrey@gmail.com /Grew up in the area, knows congregations well)

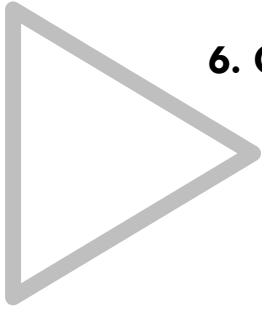
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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:

We feel that it is important that our minister be willing to be present in our community on a consistent basis and become involved in supportive activities beyond Sunday worship services. There are a variety of activities in which we hope to see our Pastor engaged, such as visiting with members who are ill or hospitalized, participating in our community celebrations, and supporting the development of youth activities.

Finally, as we face the challenges of sustaining two small churches in a community that is changing with time, we seek a minister who will be supportive and help us recognize our own weaknesses and challenges, so that our two-congregations may strengthen their relationship.

6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*)

Lori Bockting – Zion St. Peter UCC Member

Chris Cramer – St. James UCC Member

David Glick – St James UCC Member

Tammy Klossner – Zion St. Peter Member

Diane Martellaro – Zion St. Peter Member

Becky Whitthaus – St. James UCC Member

2. Additional comments for interpreting the profile:

Signed:

Lori Bockting

Lori Bockting / Search

12/19/2020

**UNITED CHURCH
OF CHRIST**



Committee Chair /

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

My signature below attests to the above item.

Signature:

A handwritten signature in black ink, appearing to read "R. Lake". The signature is fluid and cursive, with a long horizontal stroke at the end.

Name / Title: Rev. Damien J. Lake, Associate Conference Minister for MMS

Email: damien@mmsucc.org

Phone: (314) 918-2605

Date: 7/21/2020

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