UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

Immanuel United Church of Christ
Sedalia, Missouri

Designated Minister, Part Time

Missouri Mid-South Conference of the United Church of Christ

March 1, 2021

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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

Church name: Immanuel United Church of Christ
Street address: 418 W. 4th Street, Sedalia, MO 65301
Supplemental web links: www.iuccsedalia.com

Conference: Missouri Mid-South
Association: Western
UCC Conference or Association Staff Contact Person: Rev. Damien Lake
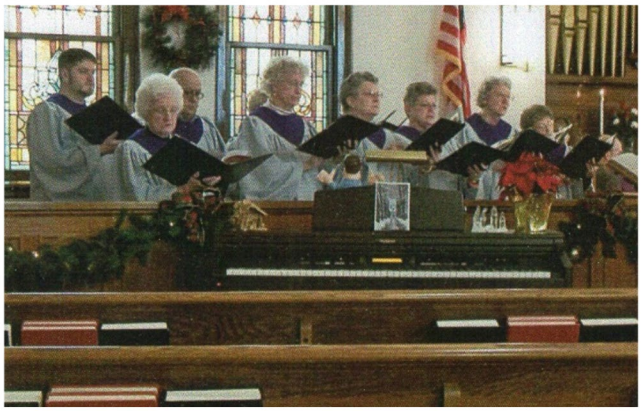
Summary Ministry Description:

Immanuel seeks to focus on supporting our current membership through activities and programs. We feel it is important to nurture our spiritual growth and support future outreach opportunities. Immanuel seeks solutions to maintain financial stability into the future. In order to reach our goals, the church will need unifying leadership to guide the congregation, provide additional resources, and support existing ministries.

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What we value about living in our area:

Sedalia is a city with a strong sense of community and giving. The city has many significant historical features and has the feel of a blend between a rural and a suburban community. The community has well established and high performing schools, medical facilities, a nearby Air Force base, and a well-respected community college which serves a 14-county area. Sedalia is located within a 30–40-minute drive to two recreational lake areas and a one-hour drive to the Kansas City Metropolitan Area or Columbia, MO. A new community center is currently under construction.

Current size of membership: 97

Position Title: Designated Minister

Position Duration:

Designated-Term – a called position for a designated time period for a defined purpose, in which the pastor may move church membership to the congregation served and may move standing to the related association.

Compensation Level:

½ Time

Does the total support package meet conference compensation guidelines?

Yes

1b. SCOPE OF WORK

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, planning of music in coordination with the Organist/Choir Director, preaching, offering of prayers, etc.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- Pastoral care in collaboration with lay people (at least to those who are sick, elderly, or grieving)
- Participate in wider church activities such as conference and association meetings as time permits
- Study and prayer to increase faith and to improve skills so as to lead, teach, and preach better
- Energizing and deepening spiritual connections and faith understandings of others in all they do

Core Competencies:

- Caring: with a strong ability to listen and provide emotional and spiritual support
- Assertive: respectful with the ability to mediate and encourage productive discussion
- Organized: maintains a structured approach to ministry and leadership

1c. COMPENSATION AND SUPPORT

Salary Basis: $27,076.50

(based on conference guidelines for a part-time minister with 0-5 years' experience for churches with membership of 1-100 persons; and utilizing the Cash Salary plus Value of Parsonage formula to determine Salary Basis)

Benefits:

Salary with Optional Benefits

What is the expected living situation for your next minister? Parsonage

The minister would be provided the parsonage as a living option. The church would not require the minister to live in the parsonage, however we are unable to provide a housing allowance should the minister choose an alternative living arrangement.

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

Pettis County Ministerial Association, Central Cluster - Western Association, and Conference support, and the Local Pastor's Lectionary Bible Study.

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

Sunday Worship is an expectation weekly, with posted office hours representing a mix of days/times to meet church needs, but within the work hours expected of a ½ time minister. Ability to visit home-bound and those in the hospital would be flexible and supported by assistance from the congregation.

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.

- Meaningful Sunday Worship with strong speaking skills
- Visits and spiritual support for homebound/hospital care
- Pastoral care and support for members of the congregation
- Provide guidance and support for the Church Council, committees, and ministries to develop new strategies to impact the community and the church's financial stability.

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

Immanuel currently supports the community through several giving initiatives. The church would expect the minister to take part in the Pettis County Ministerial Association and help the church sustain the existing community outreach programs. Additionally, we want the pastor to provide guidance and help generate ideas for new outreach possibilities in the neighborhood and surrounding area.

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

The church is located in an area with a significant Hispanic population; however, membership does not reflect this demographic. The ability to reach out to those speaking Spanish with English as a second language could be meaningful in developing a deeper connection to the community, however, is not specifically required.

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.

- Exhibiting a spiritual foundation and ongoing practice
- Engaging Sacred Stories and Traditions
- Working Together for Justice and Mercy
- Building Transformational Leadership Skills

As we consider who we are within our doors and beyond in the community, IUCC is looking for the following in our new pastor. We are seeking a pastor with strong but effective leadership. We seek someone who is friendly and warm in their interactions with those members in the church and our members no longer able to come to worship and activities. We are seeking an individual who is sound with their Sunday morning sermon and their message is based on the scriptures and will help us to understand how the scriptures are relevant to today's world. We want our new pastor to help us continue our community outreach and bring us ideas of how we can enhance our mission work.

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?

God is calling the congregation at Immanuel UCC to continue making an impact in our community and our neighborhood. Our membership has declined in the past few years, but we feel our contributions are still meaningful. We will continue to work with organizations that we have established a strong connection with over the years and are open to new opportunities that God is calling us to in the future.

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

In the Sedalia/Pettis County area, there are a significant number of individuals and families that are in the poverty range. This creates food and shelter insecurities. For individuals with homeless needs, IUCC made an effort to partner with Pillars of Pettis County to develop an area of tiny homes to help support the homeless in the community. Due to external barriers, we ultimately chose not to pursue this opportunity. As leaders in our community work to establish the "Mercy Rest Stop", a 24/7 warming/personal hygiene shelter, to help address this issue, IUCC will seek opportunities to provide support of this project.

As our membership declined and grew older, we found some of the activities and programs we had been involved in were no longer feasible. As we struggled to find where to go next and what IUCC could do to move forward, the possibility of engaging in the "New Beginnings" program and the "ReVisions" program was explored by the congregation in recent years, but internal barriers prevented pursuing these opportunities.

We feel at Immanuel, that God continues to call us to be a mission giving congregation. There are opportunities within our community that we can continue to support through our offerings, donations of goods and volunteer involvement.

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.

As a small congregation, IUCC depends on members of the congregation contributing their time and talents to keep the church moving in a meaningful direction. We are blessed to have a core group who has held us together and allowed us to grow in faith. Membership in this church is open to any person who desires to lead a Christian life. Members are encouraged to share in the life and the work of the church, contribute to it and support its missions. Members are also encouraged to seek diligently the spiritual welfare of the congregation and the community.

Describe several strengths or positive qualities of your congregation.

- We are committed to being a family of faith.
- We are determined to continue being active in our community.
- We are focused on growing in a way that will allow us to continue making a positive impact on the neighborhood and community.
- The congregation is supported by a core group of members who dedicate time and talent to supporting the faith life of Immanuel UCC.

Describe what worship is like when your congregation gathers.

Worship takes place in the church's sanctuary, with fellowship time in an adjoining room before services. The church has a choir that provides special music 2-3 Sundays a month. Congregational singing (pre-COVID) is accompanied by a 110-year-old Wicks pipe organ. Services are traditionally structured with a message based on lectionary readings and hymns. Communion is served on the first Sunday of every month and on Church holidays.

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

Youth members have been involved in Sunday services including providing the message, reading scripture, providing dramatic presentations, and special music. Youth members have also served as ushers and greeters and have prepared communion for Sunday services. Multi-generational bible study has implemented structured curriculum as well as studying verses based on lectionary readings.

Describe how your congregation is organized for ministry and mission.

- When it comes to decision-making, how many hours are spent in meetings per month?
  a. 3-5 hours
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
  a. In emergency situations a contingency plan is included in the Church by-laws
- 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?
  a. The organizational structure is shown below. Bylaws and annual report are available upon request.
  b. IUCC Church Council – governing body supported by the following committees/ministries:

Executive	Health and Wellness
Fellowship	Christian Education
Improvement and Maintenance	Worship and Music
Technology	Outreach
Pastoral Relations	Stewardship
Love Thy Neighbor	Evangelism

Committees/ministries meet regularly to discuss business and make appropriate recommendations to the IUCC Church Council for approval. Approval of budgets, annual reports, election of council members, and significant financial matters are brought to a Congregational Meeting as outlined in the bylaws.

3b. 11-YEAR REPORT

UNITED CHURCH OF CHRIST

ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS



Church#: 381830

Assoc: 444 **Schedule:** 0 Immanuel UCC Sedalia MO 65301

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	162	59	22	0	0	11	7	1	3
2010	166	58	17	5	3	2	4	2	4
2011	160	58	15	0	2	1	5	4	-6
2012	154	60	18	0	2	0	8	0	-6
2013	159	55	14	4	4	0	3	0	5
2014	157	51	14	0	0	0	2	0	-2
2015	152	50	16	0	0	0	5	0	-5
2016	162	54	16	10	0	3	3	0	10
2017	161	50	17	0	1	0	2	0	-1
2018	113	38	7	0	0	2	5	45	-48
2019	113	36	7	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	$109,377	$0	$4,538	$2,294	$6,832	$16,886	$23,718	4.15	$133,095	$95,808
2010	$110,427	$0	$4,496	$3,496	$7,992	$17,527	$25,519	4.07	$135,946	$98,328
2011	$108,910	$0	$4,674	$3,936	$8,610	$8,931	$17,541	4.29	$126,451	$99,421
2012	$104,367	$0	$3,836	$1,166	$5,002	$12,832	$17,834	3.68	$122,201	$89,823
2013	$71,285	$0	$4,555	$2,053	$6,608	$11,668	$18,276	6.39	$89,561	$89,908
2014	$71,569	$41,454	$4,116	$7,009	$11,125	$9,691	$20,816	5.75	$133,839	$89,471
2015	$67,699	$0	$3,215	$591	$3,806	$0	$3,806	4.75	$71,505	$93,490
2016	$109,034	$26,426	$4,279	$1,194	$5,473	$0	$5,473	3.92	$140,933	$95,659
2017	$109,034	$0	$3,464	$1,101	$4,565	$0	$4,565	3.18	$113,599	$82,193
2018	$109,635	$66,139	$4,464	$14,471	$18,935	$750	$19,685	4.07	$129,320	$85,530
2019	$121,090	$0	$3,717	$20,756	$24,473	$5,191	$29,664	3.07	$150,754	$103,896

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	-28.03	-29.41	-50.00	0.00	-100.00	69.19	119.98	12.64

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	97	While this represents active membership, as defined by the by-laws, 30-40 are actively involved in Sunday Worship and activities.
Number of active non-members:	3	
Total of church participants (sum of the numbers above):	100	

Percentage of total participants who have been in the church:

		Is this numbers an estimate? (check if yes)
More than 10 years:	90%	
Less than 10, more than 5 years:	7%	
Less than 5 years:	3%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	*Are these numbers an estimate? (check if yes)*
0%	3%	7%	7%	3%	13%	20%	10%	37%	

Percentage of adults in various household types:

		Is this number an estimate? (check if yes)
Single adults under 35:	13%	
Households with minors:	10%	
Single adults age 35-65:	13%	
Joint households with no minors:	40%	
Single adults over 65:	23%	

Education level of adult participants by percentage:

		Is this number an estimate? (check if yes)
High school:	23%	
College:	47%	
Graduate School:	13%	
Specialty Training:	7%	
Other (please specify):	7%	

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	40%	
Adults who are retired:	47%	
Adults who are not fully employed:	13%	

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

The range of occupations in our congregation represents well some of what our community has to offer. Expanding healthcare and education facilities provide several of our members the opportunity to serve the region. Sedalia has a strong manufacturing and retail base, providing positions in management and administrative support. As the city grows, some members of our congregation help to build and maintain new and existing businesses and residences.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as "diverse." Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

The composition of the congregation is largely Caucasian with a variety of ancestry. The church has a strong connection to the German heritage and was, before merging to become a UCC church in 1957, a largely German congregation of the Evangelical and Reformed Church.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

The church has not participated in any diversity activities recently. Overall, a portion of the congregation has the desire to be more inclusive, but we sometimes find ourselves challenged with accepting and welcoming those who are unlike us.

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? *(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)*
Adult Groups or Classes	0	
Baptisms *(number last year)*	0	
Children's Groups or Classes	0	
Christmas Eve and Easter Worship	83	Pastor, youth, organist, choir
Church-wide Meals	40-45	5-6 events per year, various groups and committees
Choirs and Music Groups	9-11	1 Chancel Choir led by Organist
Church-based Bible Study	8-10	Pastor, Licensed Lay Leader
Communion *(served how often?)*	36	Served 1st of the Month and Holidays
Community Meals	400	Annual German Dinner – Fellowship Committee
Confirmation *(number confirmed last year)*	0	
Drama or Dance Program	0	
Funerals (*number last year*)	0	
Intergenerational Groups	0	
Outdoor Worship	0	One was planned in 2020 but cancelled due to weather
Prayer or Meditation Groups	0	

Public Advocacy Work	3	Church members participated in Pillars of Pettis County and Open Door Service Center. A member served as Board President for Open Door Service Center for several years.
Retreats	0	
Theology or Bible Programs in the Community	1	Pettis County Ministerial Association and Ministers Retreat
Weddings (*number last year*)	1	
Worship (time slot: 10:30 am)	36	
Worship (time slot: _____)	0	
Young Adult Groups or Classes	0	
Youth Groups or Classes	4-6	Christian Education Committee
Other	0	

Additional comments:
These numbers represent church activity prior to COVID-19, as the ability to gather and develop activities has been significantly limited with the present restrictions.

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)*
Leora Bremer	No		Parish Nurse	N

Leora is "licensed in and on behalf of the Western Association of the Missouri Mid-South Conference" and she serves as the Faith Community Nurse for the church as well as doing pastoral care during the absence of a pastor. She also volunteers as a chaplain at the local hospital.

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
Administrative Assistant	N/A	Part-time	Council	20
Organist/Choir Director	N/A	Part-time	Council	18
Sexton	N/A	Part-time	Council	12
Staff Accountant	N/A	Volunteer	Council	11

REFLECTION

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

Reflecting on our congregational demographics and our activities, IUCC is an aging congregation but we strive to continue supporting missions important to us and support the local community. We place a priority on ministering to our elderly and homebound members.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	$74,121.16
Endowment Proceeds *(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)*	$0
Endowment Draw *(beyond what is permitted by spending policy, "drawing down the principal")*	$0
Fundraising Events	$2,708.00
Gifts Designated for a Specific Purpose	$0
Grants (SBA Payroll Protection Program)	$16,700.00
Rentals of Church Building	$0
Rentals of Church Parsonage	$0
Support from Related Organizations *(e.g., Women's Group)*	$0
Transfers from Special Accounts	$9000.00
Other (specify):	$0
Other (specify):	$0
TOTAL	$100,424.26

Current annual expenses (dollars budgeted for most recent fiscal year): $94,395.00

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? Our budget for 2021, indicates ministerial support at approximately 33% with a part-time minister.

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? Yes *(indicate those included during the most recent fiscal year)*

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

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

Individual Member Donations

What is the church's current indebtedness?

Total amount of loan debt: $0

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.

No Current Projects

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

No capital campaigns in the last 10 years.

Does your church have an endowment? *No*

Other Assets

Reserves (savings): $166,596

Investments (other than endowment): $613,312

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: $12,970.00
How is the parsonage used? Pastor's Home
Street / City / State / Zip: 416 W. 4th Street, Sedalia, MO 65301
Finished square footage: 1,720
Number of Bedrooms, Number of Bathrooms: 4 Bedrooms, 1 ½ Bathroom
Assessed real estate value: No assessment – owned outright by the church

Available for minister residence: Y
Expected minister residence: Y
Condition of structure, systems, and appliances: Very Good – Well maintained
Entity in the church responsible for review and needed repairs – Improvement and Maintenance Committee

Describe all buildings owned by the church:
Church building, Parsonage, and adjacent lot.

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

Which spaces are accessible to wheelchairs?
Sanctuary and adjacent reception room

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

The IUCC budget is developed utilizing conference guidelines for pastor salary, to create a budget based on spending in recent years to make sure day-to-day operations carry on without interruption. The church budget is developed in partnership between the Executive Committee and the staff accountant, reviewed and approved by the Church Council, and reviewed and approved by the congregation at a congregational meeting, annually.

The decision to seek a part-time minister reflects the most recent significant budget change the church has made in the recent past. IUCC is financially stable, but we are focused on maintaining a reserve to make sure we can continue to function and react to emerging needs.

The church purchased property adjacent to the church to utilize for outdoor activities or worship. Additionally, the church purchased several lots in the neighborhood with the idea that the land could be leveraged to benefit the church or a community project. This financial commitment demonstrates that when an opportunity arises, we are willing to make a financial investment to grow our ministry where God is calling us.

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.

Our church has been blessed with ministers who have believed community involvement is important. This has allowed our church to play a role in the development of the Open Door Service Center, Citizens Against Spouse Abuse, and Child Safe.

Immanuel's most significant effort over the past 10 years, was the development and support of the Food 4 Kids program. Food 4 Kids was a summer meal and activity program that allowed us to serve the children in our neighborhood and surrounding area. Immanuel developed the program in 2006 and supported and maintained the program for more than 11 years. This program provided children and youth in need with a safe place to nourish body and spirit.

From this program a larger county-wide effort was developed and now serves the children and youth in need of food during the summer months.

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

COVID-19 has caused a specific change our church has had to manage. The "Love thy Neighbor" committee was formed to make decisions about how the church would respond to the evolving crisis. In-person Worship resumed in early summer 2020 and has carried on to present-day, uninterrupted. The committee, in partnership with the Council created guidelines to ensure a safe Worship experience. By allowing church members to oversee this process, and the congregation acting responsibly within the guidelines, we have been able to manage this crisis with no identified spread of COVID from congregational activities.

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.

IUCC has a Pastoral Relations Ministry that has been called upon to help resolve conflict. In the past 2 years this group has found it necessary to invite members of the congregation that cannot move past hurt feelings, to meet off site and discuss the events that led them to regard other members of the church with contempt. While this meeting helped the situation, not all conflict can be resolved.

Some members feel that their opinion is the only opinion that matters. These people have a tendency to stop working for the church, and work to undermine any attempt to move forward, once they decide they cannot otherwise get their way. Ministers, both called

and supply have encouraged our members to move on from perceived slights, but it would be inaccurate to say conflict does not exist in our congregation.

Our congregation is encouraged to seek out the Council members and share thoughts, both positive and negative, so they can be addressed before they become major issues. For many issues, this plan does work successfully. We realize there will always be some who continue to create conflict when ideas, matters, issues do not meet their expectations.

Ministerial History:

Staff member's name	Years of service	UCC Standing *(Y/N)*
Catherine Jurgens	2015-2020	Y
Brady Abel	2004-2012	Y
Judith Rinehart-Nelson	2000-2001	Y
Keith Ballenger	1997	N
Marvin Albright	1964-1994	Y

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

The congregation is composed of members with mixed opinions and ideas regarding approach to ministry. The various life stages represented by the congregation presents challenges for a minister to meet the spiritual and growth needs of all members. It is hard for some members who are accustomed to services and activities being a certain way for many years to see the positives that change may bring.

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

Y

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?

Y

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 many years the church ministered to the community through a meal program for children and young adults during the summer. This included a noon meal and activities daily for children and youth in the community that were in need. This program began at Immanuel and grew into a community program that is still being supported in the area. While we no longer minister through this program directly, the needs of the children in the area that we served are still being met. The Church has partnered with one of the local elementary schools in the church neighborhood to make meaningful and needed donations to support the children of the school. IUCC has strongly supported the Open Door Service Center through financial and food donations. Open Door Service Center grew out of a program the church began in 1972. The church also donates school supply packs annually to CACTUS (Community and Children Teaming up for Success) to support local children in need.

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

Minister and Lay Leaders have attended Conference and Association meetings regularly.

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 are seeking leadership to help guide our path forward and determine which of these programs, if any, would be appropriate for our congregation.

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

The church has been represented on the Pettis County Ministerial Association and with Church Women United. Spring Breakfasts (formerly Lenten Breakfasts) are held in the community and Immanuel hosts the first annual breakfast each year on Ash Wednesday, organized by the Choir.

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.

Prior to COVID 19, the congregation at IUCC spent more time in planning activities and programs than governing. Many of our current outreach/mission is limited due to the pandemic, but we feel strongly we would pick up where we left off and move forward as soon as possible.

Mission:

IUCC is a faith community called by God to nourish others by sharing gifts of love, humor, and compassion with all of God's people.

Vision:

As we travel together on our journey of faith, we seek to be a welcoming congregation to ALL. We reach out to those in need in our church family, the community, and the world as we strive to nourish the body and soul through our worship, ministries, and prayers. We seek to serve with love and justice as revealed in the person of Jesus Christ and experienced in the Holy Spirit.

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?

Immanuel is committed to supporting programs and missions, at least in part, through lay leadership and member support. This will allow a part-time minister the opportunity to participate in wider church and community activities that will enhance their spiritual growth and knowledge.

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 population of the community remains stable but the membership of the congregation is declining. The number of births vs deaths in the community is remaining stable but we are having more deaths. The level of education of the community members remains stable with educational opportunities from prekindergarten through local community college, with four-year programs available 30 to 60 minutes away.

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 IUCC congregation has much less diversity than our church neighborhood and the community when considering race and financial means. The median age of the community is much younger than the median age of our congregation. The poverty level of the community is higher than the state average and is significantly higher than the congregation.

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

Our congregation does much work in the community with our missions and giving to help those in need and the need is great.

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

Community leaders connected to the churches feel that IUCC is a giving congregation that supports the local missions of those who are in need. We are focused less on demographics and more about helping where we can. We attempted to help alleviate homelessness in our area. We donated land to a local organization, Pillars of Pettis County, to help jump start a "tiny house" project. This would have provided help across the spectrum of our demographics. City leadership ended this effort when they decided they did not want the project developed on the land we donated.

We have for years worked to provide relief to the children in our immediate area. We ran a summer lunch program for years. We now donate supplies-clothing, laundry soap, food/snacks, small trinkets students can be rewarded with, disinfect wipes, cash/gift cards, and other supplies to the local elementary school. Outreach was extended to the staff at the elementary school on several occasions in 2020 thanking the staff for their work with the students. Once again, this is less about the demographics, and more about helping where we can.

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

The most recent families that have come into membership, joined because of the welcoming congregation and because their children felt good about the youth opportunities for participation.

5. REFERENCES

Reference Letters are attached.

REFERENCE 1

Chelsea Turner - Non-member regular Sunday Worship Attendee who resides in the neighborhood; (660) 620-0448, chelseajturner@gmail.com

REFERENCE 2

Mary Jo Sartin/Minister – Community of Christ; Director of Community and Children Teaming up 4 Success (CACTUS of Pettis County)
1808 S. Stewart Ave., Sedalia, MO 65301; (660) 827-0263; mjs116@iland.net
Immanuel regularly contributes to CACTUS as part of their school packs program

REFERENCE 3

Amanda Davis/Executive Director – Open Door Service Center
111 W. 6th Street, Sedalia, MO 65301; (660) 827-1613; adavis@opendoorservicecenter.org
Immanuel founded Open Door Service Center and now supports financially and through volunteering.

To Whom it may concern,

I was asked to provide a letter of reference for Immanuel United Church of Christ in Sedalia, Missouri. I'm grateful to them for thinking of me and for many other things.

Immanuel has some strong areas in the church's ministry. Immanuel is very involved in surrounding the local community, including Open Door Food Pantry, C.A.C.T.U.S. (an organization providing school supplies to students in Pettis County) and one of the city's elementary schools, Heber Hunt. They provide both monetary support as well as volunteers to these and other organizations. Immanuel began the summer feeding program in Sedalia that has become instrumental in feeding many children and adults over the last 10 or so years. The people of the Church are welcoming, something I have been able to experience firsthand.

Immanuel could improve some areas of the church's ministry. I would like to see Immanuel reach out even more to the neighborhood they are located in. The area has several churches that may be able to work together. I would like to see more outreach to younger people who are not necessarily "young families".

I have experienced the church's ministry in my own significant way. I have enjoyed being in a church that welcomes my talent as well as time and treasure. I came from a denomination that does not allow women to preach or to read Scripture as part of the service. Immauel celebrates me as a liturgist. I am trained in speech and theatre and am glad to be able to share my gifts in the congregation.

I think Immanuel has been instrumental in keeping me personally in the Church. In the last 5-6 years, I have become disillusioned with many of my former mentors and spiritual leaders. Being in an affirming church has been a blessing.

Sincerely,
Chelsea Turner
ChelseaJTurner@gmail.com
(660) 620-0448

February 24, 2021

To Whom It May Concern:

I have been asked to give my impressions of Immanuel United Church of Christ in Sedalia, Missouri. Although I have never attended a Sunday morning worship service there, I do know many of the members of the congregation, have been friends with recent pastors, and have had other interactions with the congregation and its members.

I really appreciate that the congregation is involved in ecumenical activities with other churches. The pastors have traditionally been active in the Pettis County Minister's Association and have held offices in that organization. They also have been active in a group of ministers who meet on Wednesday mornings for lectionary study. Women of the congregation are involved with Church Women United and again have been active as officers and have participated in and supported the special celebrations such as World Day of Prayer and the Silver Tea.

Before the pandemic, the congregation traditionally hosted the first Lenten Breakfast each year sponsored by the Pettis County Minister's Association. Besides providing breakfast, they also provided a worship which I have always found to be well-planned and meaningful.

The congregation has also supported area nonprofit organizations by making donations to Community Santa, Open Door food pantry, and collecting school supplies for C.A.C.T.U.S. I know that they also provided free summer lunches to children in the neighborhood for several years. These are the ways they generously support the community of which I am aware but there may be more.

Like most denominations, I believe that engaging more young families and outreach to the unchurched are ongoing challenges. I wish the congregation the best as a new pastor is selected. May God guide you in your efforts.

Sincerely,

Mary Jo Sartin

Mary Jo Sartin
Community of Christ Minister

Open Door Service Center, Inc.

Ending Hunger: Restoring Lives

2/22/2021

Immanuel United Church of Christ

418 W. 4th Street

Sedalia, MO 65301

To whom it may concern,

Open Door Service Center, Inc. would not be as strong as it is today without the support, hard work and strength of IUCC's ministry over the last 49 years. Open Door was founded in 1972 by Reverend Marvin Albright, who was the Pastor at the time and in the early years we operated from the church and his home. The purpose was to meet the needs of individuals in our Community who had nowhere else to turn.

Over time we have seen IUCC support OD in many ways, the ministry provides each year Thanksgiving fixings to our patrons in need through our food pantry, will hold food drives for our Soup Kitchen , donate funds to our programs and provides members to serve on our Board.

We would love to see a stronger volunteer base build for the future but have appreciated everything IUCC has done for Open Door and our Community.

In 2020 IUCC donated almost 1000lbs of food and supported our Mission financially with $3,000.00. We are very thankful for our relationship and thank you for making supporting Open Door a prioriy.

Thank you,

Amanda Davis

Executive Director

111 W. 6th St. Sedalia, Mo. 65301 p. 660-827-1613

www.opendoorservicecenter.org

Choice Pantry, Thrift Store, Soup Kitchen

THE FOOD BANK FOR CENTRAL & NORTHEAST MISSOURI

LIVE UNITED United Way Sedalia - Pettis County

6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

God, we ask that you continue to be with Immanuel United Church of Christ as we search for someone hearing the call to come to us. Be with us to be open to hearing what each individual may bring to us. Be with us as we work together to discern if there is a mutual call. Help us be open to the changes a part-time pastor will bring to the congregation and how each of us can help fill in the gaps. God, help us keep IUCC alive and feeding the spiritual growth of our members and those beyond our doors who are in need. Thank you for the blessings you have given to us and continue to help us use them to do your work. In Jesus name we pray, Amen.

A favorite hymn of the congregation and one that seems appropriate at this time of transition is:

"Hymn of Promise" By: Natalie Sleeth

In the bulb there is a flower;
in the seed, an apple tree;
in cocoons, a hidden promise:
butterflies will soon be free!
In the cold and snow of winter
there's a spring that waits to be,
unrevealed until its season,
something God alone can see.

There's a song in every silence,
seeking word and melody;
there's a dawn in every darkness
bringing hope to you and me.
From the past will come the future;
what it holds, a mystery,
unrevealed until its season,
something God alone can see.

In our end is our beginning;
in our time, infinity;
in our doubt there is believing;
in our life, eternity.
In our death, a resurrection;
at the last, a victory,
unrevealed until its season,
something God alone can see.

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?

   The profile was composed by the IUCC Committee for Future Leadership, a 5-member committee for the purpose of search and call; with support from the IUCC Church Council, and with contributions from members of the congregation through surveys and discussions.

3/7/2021



X

John Kritos
Chairperson, IUCC Committee on Future Leader...
Signed by: John Kritos

Signed:
Name/Title/Date: John Kritos, Chairperson – IUCC Committee on Future Leadership
March 1, 2021

X Carol Knight

Carol Knight
President - IUCC Church Council

Signed:
Name/Title/Date: Carol Knight, President – IUCC Church Council
March 1, 2021

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:



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

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