



Immanuel United Church of Christ Profile

*WE ARE ONE!
Loved by the Father,
Led by the Spirit,
Living in Christ*

April 2021

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

Immanuel United Church of Christ

402 Prospect Street
Indianapolis, IN 46225

Full Time Pastor

Indiana-Kentucky Conference
Southeast Association

April 2021

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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: 402 Prospect Street, Indianapolis, IN 46225

Supplemental web links: <http://www.immanuelunited.org/>



Conference: Indiana-Kentucky Conference

Association: Southeast Association

UCC Conference or Association Staff Contact Person:

Rev. Dr. Monica Ouellette

1100 W 42nd Street, Suite 155

Indianapolis, IN 46208

Office: 317-924-1395

Cell: 814-571-6542

Email: m.ouellette@ikcucc.org

Summary Ministry Description:

Immanuel UCC has a rich heritage going back to 1852 when the First Reformed Church was founded by German immigrants on the near south side of Indianapolis. Our congregation includes persons of all generations and we enjoy diversity of racial, ethnic, social and educational background. Immanuel seeks a pastor of strong faith who will be engaged in the many vital ministries already in place as well as lead us in new directions of service and worship. We seek a pastor that will work with the lay leaders to encourage as well as inspire. Our next pastor must be able to relate to an urban near-downtown community and one that can help us discern ways to attract members who seek to be part of a nurturing faith community.



What we value about living in our area:

Most of our core membership commutes from the suburbs. While we are not a neighborhood church, our community outreach programs, children's activities, Vacation Bible School, and relationships with neighborhood schools and associations continue to bring new people and neighbors to Immanuel. Immanuel is directly south of I-70 in an urban area and the community and areas around us are going through revitalization. There are still low income areas but most people that are moving in the area are young professionals. Indianapolis is a great place to live and has a lot to offer culturally and recreationally.

The facilities include a remodeled sanctuary and a newer chapel; both can be used for worship. A two-story educational unit with a large fellowship hall, kitchen, nursery, choir room, offices, multipurpose room and gathering space add to a well-used facility. There is adequate parking and some grassy area. The church has also just agreed to use part of the grassy space as a dog park throughout the week.

Indianapolis is a thriving metropolis of 875,929. Being the capital of the state, it is a center for state and county government employment opportunities. Eli Lilly and Company and Anthem are both headquartered here (both immediately north of Immanuel). Indiana University-Purdue University Indianapolis and the IU Medical and Dental Schools, Cummins, and the insurance industries are major employers. The city is a center for a large variety of sporting events, major conventions, and educational and cultural opportunities. Indianapolis is well known for our Indianapolis Motor Speedway, home of the annual 500 mile race spectacular. Our city was also chosen to host exclusively the 2021 NCAA Basketball finals over many other cities. The Indianapolis Children's Museum is located in near downtown Indianapolis as well as the Indianapolis Zoo.



Current size of membership:

We have 220 members on our rolls and we average 50 total worshippers.

Languages used in ministry:

We have a strong German heritage in our congregation; however, our services are conducted in English.

Position Title: Pastor

Position Duration:

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

Compensation Level:

Full Time

Does the total support package meet conference compensation guidelines?

Yes

1b. SCOPE OF WORK

Core Competencies:

Must be a dynamic speaker from the pulpit using Bible based theology

Must be comfortable with live streaming our services

Must be energetic in reaching out to surrounding area to attract new members

Must provide great pastoral care for our elder members and shut-ins

1c. COMPENSATION AND SUPPORT

Salary Basis:

Conference Guidelines

Benefits:

A salary along with customary benefits including ministry expenses.

What is the expected living situation for your next minister?

Local housing opportunities exist and our pastor can choose apartment living or a house in the surrounding or immediate area. A housing allowance will be provided.

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

There are a number of UCC Churches in our area and we encourage our pastor to be involved with other clergy and the Southeast Association and Indiana Kentucky Conference.

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.

Immanuel seeks a pastor of strong biblical faith who will be engaged in the many vital ministries we already have in place. We envision the continual growth and development of our Sunday school program, Music Ministry and Mission Outreach to help get our immediate local community involved in the church. We are solvent and we want to stay in our current location. We want our pastor to help us to be a great resource to the local community and other places in need.

In identifying major trends we envision in our church, a survey of church members suggests there will be fewer members due to an aging congregation. We feel that we could really be a great resource to the local community. We also envision the continual growth and development of the Sunday School program, Music Ministry and Mission Outreach to the immediate local community and other places in need.

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

We would hope that our pastor will work enthusiastically with our membership to encourage and develop skills and involvement as well as help us to attract new members, especially in the surrounding neighborhood. We expect our pastor to be an active participant with the Council, Annual Planning Event and Committees. Our next pastor will be invited to attend the gathering of any and all planning events in the role of a member only. Our pastor would lead the worship team.



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?

Immanuel members have repeatedly affirmed an intention to remain in this urban area despite the many transitions in the community around it. Over the next few years we feel we are being called to do the will of God by growing, serving and loving all of God’s creation. We believe that God is calling Immanuel to be a beacon of hope in this community at this time and in this place.

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

Immanuel has been involved with a number of significant local and global ministry opportunities. These have included yearly mission trips to disaster areas, activities for families and children of the community, Supper with a Friend (a monthly dinner provided for community and church members which we would like to start doing again), support for Indianapolis Public School #31 in the way of providing book bags, school supplies, school uniforms and hosting an Angel Tree for the congregation to make donations during the Christmas holidays. We have also organized canned food drives to support local food pantries, CROP walks, Good Neighbor Weekends, Tibetan Refugee Program, Riley Hospital, Salvation Army, Merom and Crossroads Children’s Home. We also work very closely with our own neighborhood’s Bates-Hendricks Neighborhood Association by allowing one of their major requests, a dog park, to be located on church property just west of the church. The Dog Park at Immanuel has its’ own Facebook page.



3. WHO ARE WE NOW?

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

Immanuel has a very strong Sunday School program, Music program, and Mission Outreach to the immediate local community and other places in need. We envision the continual growth and development of these ministries and continue to support the local community through several outreach programs.

Describe several strengths or positive qualities of your congregation.

Immanuel’s members described the following strengths and positive qualities of Immanuel:

- Loyalty of Church Members
- Mission Outreach Programs
- Friendliness of Members
- Generosity in Support of Benevolent Offerings

Describe what worship is like when your congregation gathers.

Our worship services are planned and reviewed by the Pastor in consultation with our church musicians, with input from our Worship Committee. The Pastor delivers the message or sermon with the Chancel Choir singing an anthem each Sunday from September through Pentecost Sunday and offers a Cantata at Easter and Christmas. Praise music is offered throughout the year. Various skits, videos, dance, etc. enrich our services throughout the year. Due to COVID19 we are providing a bell choir to play most Sundays.



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

We have a dedicated Christian Education Committee that oversees all Sunday School classes, their curriculum, and their many projects. Our young people are included in the decision making and the actual carrying out of these tasks. There is an adult Sunday School Class as well as Sunday school classes for our youth on Sundays. We have a weekly Bible study group that meets in the evening. Though the church was closed for 4 months due to COVID-19 the Sunday School was able to accomplish the following things in 2020; an overnight lock-in at the church for the youth, they made Valentines for our senior members, they collected school supplies for Indianapolis Public School #31, they supported our Tibetan student through the Tibetan Children’s Village (TCV), and had a well-planned reception for the confirmands & the graduating seniors. At the end of the year, they collected over 2000 food items and raised \$900 for our annual food drive for a local pantry. We are a church who supports and cares for its members, the local community and the world.



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Describe how your congregation is organized for ministry and mission.

Immanuel has been blessed through the years with strong lay leadership and faithful members.

Our church Ministry and Mission is supported by six Ministry Teams: Christian Education, Mission, Fellowship, Communications, Evangelism, and Worship.

We have an elected Council that meets one evening a month to address business and the important decisions of running the church. Additional emergency meetings can be called if needed. When the church had to be closed due to Marion County COVID restrictions, the Council met via zoom, to devise a plan for when to close, how to still have church online and on Facebook, when to open back up, and how the church would meet the safety guidelines of the state when we did open. We do have a One Call Now telephone messaging service that can send out important information to each member in the church, as it arises. Our Council was able to accomplish all this while being unable to meet in person, and they can say that none of our members was infected with COVID through church attendance. Our annual report that is published each February containing information from the previous year, gives a full detail of the church's activities and what each group within the church has accomplished.



3b. 11-YEAR REPORT

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC
YEARBOOKS



Church#: 181200

Assoc: 244 Schedule: 0 Immanuel UCC Indianapolis IN 46225

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	248	104	0	1	0	4	10	0	-5
2010	248	106	50	0	2	6	8	0	0
2011	248	100	0	0	1	4	4	1	0
2012	242	91	59	0	0	0	6	0	-6
2013	241	88	54	0	0	3	4	0	-1
2014	232	89	53	0	1	1	11	0	-9
2015	226	73	44	2	0	0	7	1	-6
2016	226	64	44	4	0	4	6	0	2
2017	224	60	37	0	0	2	3	1	-2
2018	224	58	26	1	1	0	2	0	0
2019	226	53	32	3	0	0	0	1	2

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	\$161,516	\$18,000	\$23,923	\$5,343	\$29,266	\$383	\$29,649	14.81	\$209,165	\$229,102
2010	\$155,270	\$11,919	\$22,000	\$4,851	\$26,851	\$2,121	\$28,972	14.17	\$196,161	\$197,165
2011	\$161,081	\$0	\$23,534	\$4,526	\$28,060	\$13,099	\$41,159	14.61	\$202,240	\$212,931
2012	\$145,078	\$0	\$21,125	\$5,716	\$26,841	\$1,143	\$27,984	14.56	\$173,062	\$205,293
2013	\$138,315	\$0	\$22,500	\$10,224	\$32,724	\$4,080	\$36,804	16.27	\$175,119	\$173,774
2014	\$144,781	\$0	\$22,500	\$28,626	\$51,126	\$12,421	\$63,547	15.54	\$208,328	\$164,992
2015	\$146,853	\$0	\$16,200	\$3,180	\$19,380	\$1,207	\$20,587	11.03	\$167,440	\$127,600
2016	\$144,509	\$0	\$17,737	\$3,360	\$21,097	\$4,130	\$25,227	12.27	\$169,736	\$125,904
2017	\$145,291	\$0	\$19,400	\$4,483	\$23,883	\$18,331	\$42,214	13.35	\$187,505	\$183,591
2018	\$141,285	\$0	\$19,847	\$2,426	\$22,273	\$4,186	\$26,459	14.05	\$167,744	\$181,383
2019	\$133,038	\$0	\$17,042	\$2,400	\$19,442	\$2,667	\$22,109	12.81	\$155,147	\$174,183

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	-2.59	-40.45	-39.82	50.00	-90.91	-8.11	-61.97	-25.53
2009-2019	-8.87	-49.04	0.00	-40.00	-90.00	-17.63	-33.57	-25.83



3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	73	Yes. But we do have 220 persons on our total member rolls.
Number of active non-members:	12	yes
Total of church participants (sum of the numbers above):	85	yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? yes</i>
More than 10 years:	90%	Yes
Less than 10, more than 5 years:	8%	Yes
Less than 5 years:	2%	Yes

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>
8	8	3	6	6	7	13	20	23	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	11%	yes
Households with minors:	15%	yes
Single adults age 35-65:	13%	yes
Joint households with no minors:	48%	yes
Single adults over 65:	13%	yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	23%	yes
College:	53%	yes
Graduate School:	20%	yes
Specialty Training:	4%	yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	47%	yes
Adults who are retired:	47%	yes
Adults who are not fully employed:	6%	yes

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

Teachers, Trade workers, Office workers, Medical professionals, Business owners

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up.

Caucasian 90% African-American 10% Hispanic 0%

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

No, we have not had a formal conversation, or plan to hold one in the near future, about diversity, but we welcome all persons with open arms and exclude no one.

3d. PARTICIPATION AND STAFFING

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	15	Christian Education Committee
Baptisms (<i>number last year</i>) (1)	2	Pastor / Parents / Altar Guild
Children's Groups or Classes	32	Christian Ed / Youth Fellowship
Christmas Eve and Easter Worship	75	Pastor / Worship Committee
Church-wide Meals	40	Fellowship Committee
Choirs and Music Groups	15	Organist / Choir Director / Lay Leaders
Church-based Bible Study	14	Pastor / Lay Leaders
Communion (<i>served how often?</i>)	7	Pastor / Altar Guild / Council
Community Meals	100	Hearts & Hands / Fellowship
Confirmation (<i>number confirmed last year</i>)	1	Pastor / Dedicated Confirmation Teachers
Drama or Dance Program	14	Pastor / Lay Leaders
Funerals (<i>number last year</i>)	4	The Deceased Family
Intergenerational Groups	10	We encourage every group to be intergenerational if they can.
Outdoor Worship		
Prayer or Meditation Groups	10	Worship / Hearts and Hands
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	1	Pastor/ Altar Guild / The Couple
Worship (time slot: 10:15 - 11:15am	45	Pastor / Worship Committee
Worship (time slot: _____)		
Young Adult Groups or Classes	8	Lay organized
Youth Groups or Classes	25	6 different Sunday School Classes and a Youth Fellowship program
Other - Sew-ers / Dog Park Committee	8 / 450	Sew-ers - Make quilts, puppy pillows, blankets, masks and newborn hats for Local hospitals. Dog Park Committee organized the building of a dog park for the community use on church land.

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)
Rev. Duane Yegerlehner		Pastor Emeritus		Yes
Rev. Al Willhouse		Member		Yes

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
Office Manager		Part-time position	Pastor / Council	Almost 2 years
Minister of Music		Part-time position	Pastor / Worship Committee	2 years

REFLECTION

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

We are a congregation that strives to seize outreach opportunities in our neighborhood and we wish to closely reflect that to our neighborhood and community.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$179,245.00/ \$131,210.00
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)2020 figures</i>	\$ 25,246.00
Endowment Draw <i>(beyond what is permitted by spending policy, “drawing down the principal”)</i>	\$0.00
Fundraising Events	\$0.00
Gifts Designated for a Specific Purpose	\$ 31,145.00
43%Grants	\$0.00
Rentals of Church Building	\$0.00
Rentals of Church Parsonage	\$0.00
Support from Related Organizations <i>(e.g. Women’s Group)</i>	\$0.00
Transfers from Special Accounts	\$0.00
Other (specify):	\$0.00
Other (specify):	\$0.00
TOTAL	\$235,636.00

Current annual expenses (dollars budgeted for most recent fiscal year):
\$152,500.00

	2020 Budget	2021 Budget	Difference between 2020 Budget and 2021 Budget
Current Expense Fund			
Our Pastor			
Base Salary	\$40,000	\$0	-\$40,000
Housing	\$26,000	\$0	-\$26,000
Social Security Allowance	\$0	\$0	\$0
Retirement Fund	\$0	\$0	\$0
Family Protection	\$966	\$0	-\$966
Health Insurance	\$0	\$0	\$0
Education/Professional Expense	\$250	\$0	-\$250
Car Allowance	\$500	\$800	\$300
General Synod	\$0	\$0	\$0
	\$67,716	\$800	-\$66,916
Pulpit Supply			
Pulpit Supply/Sub-Minister	\$800	\$23,000	\$22,200
	\$800	\$23,000	\$22,200
Office			
Secretary Salary	\$6,427	\$6,556	\$129
Secretary Taxes (FICA/Medicare)	\$492	\$502	\$10
Office & Administration (includes DSL)	\$1,500	\$1,500	\$0
Telephone(Office/Elevator)	\$2,500	\$2,700	\$200
Post Office	\$1,400	\$1,400	\$0
Petty Cash	\$150	\$150	\$0
Equipment / Maintenance/Printing	\$5,000	\$5,000	\$0
Computer	\$200	\$200	\$0
Secretary Mileage	\$100	\$100	\$0
Payroll Service	\$1,800	\$1,800	\$0
	\$19,569	\$19,908	\$339

Music and Worship			
Choir Director Salary	\$0	\$0	\$0
Choir Director Taxes (FICA/Medicare)	\$0	\$0	\$0
Organist Salary	\$12,000	\$12,240	\$240
Organist Taxes (FICA/Medicare)	\$918	\$936	\$18
Vacation (Choir Dir/Organist)	\$500	\$700	\$200
Organ/Piano Maintenance	\$500	\$500	\$0
Music	\$0	\$0	\$0
Contemporary Music	\$0	\$0	\$0
CCLI Music License	\$130	\$250	\$120
Robe Cleaning	\$200	\$200	\$0
Altar/Worship Supplies	\$600	\$600	\$0
Professional Dues	\$0	\$0	\$0
Music Concert Series	\$0	\$0	\$0
	\$14,848	\$15,426	\$578
	2020 Budget	2021 Budget	Difference between 2020 Budget and 2021 Budget
Programs			
Youth Activities	\$500	\$500	\$0
Recreation/Confirmation	\$300	\$300	\$0
Special Events	\$500	\$500	\$0
Fellowship Committee	\$500	\$500	\$0
Communications Team	\$500	\$500	\$0
Evangelism	\$200	\$200	\$0
Hearts & Hands	\$200	\$200	\$0
	\$2,700	\$2,700	\$0

Maintenance			
Custodial Services	\$9,800	\$9,800	\$0
IPALCO	\$8,000	\$8,000	\$0
Gas Company	\$5,800	\$5,800	\$0
Water & Sewer	\$1,900	\$1,900	\$0
Insurance Co. Property	\$11,500	\$12,000	\$500
Supplies	\$500	\$500	\$0
Waste Disposal	\$700	\$900	\$200
Yard Maintenance	\$2,800	\$5,200	\$2,400
Marion County Stormwater Fee	\$725	\$725	\$0
	\$41,725	\$44,825	\$3,100
Stewardship			
Envelopes	\$300	\$300	\$0
Financial Sec. Salary	\$415	\$415	\$0
Treasurer Salary	\$415	\$415	\$0
Stewardship Campaign	\$100	\$100	\$0
	\$1,230	\$1,230	\$0
Administrative			
Conference Delegate	\$300	\$300	\$0
Seminars	\$100	\$100	\$0
Special Events/Search Committee	\$0	\$0	\$0
	\$400	\$400	\$0
Miscellaneous			
Christmas Gifts to Employees	\$800	\$800	\$0
Marion County Property Tax	\$0	\$0	\$0
Pastor (Misc)	\$0	\$0	\$0
	\$800	\$800	\$0
Total Current Expense	\$149,788	\$109,089	\$40,699
	-1.2%	-27.2%	-26%

	2020 Budget	2021 Budget	Difference between 2020 Budget and 2021 Budget
Benevolent			
OCWM	\$17,500	\$17,500	\$0
CUE	\$1,200	\$1,200	\$0
Discretionary Fund	\$800	\$800	\$0
Total Benevolent	\$19,500	\$19,500	\$0
Building			
Major Repair Fund	\$7,000	\$7,000	\$0
Property Maintenance	\$3,000	\$3,000	\$0
Elevator Expenses	\$1,750	\$1,750	\$0
Pest Control	\$550	\$550	\$0
Total Building Fund	\$12,300	\$12,300	\$0
TOTAL BUDGET	\$ 181,588.00	\$140,889	-\$40,699
	-1.0%	-22.4%	



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

43%

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*)

- x Our Church's Wider Mission (OCWM & CUE)
- 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 the operating budget, what is that percentage?

10% for basic support

What is the church's current indebtedness?

Total amount of loan debt: \$0.00

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.

NA

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

NA

Does your church have an endowment?

Yes

What is the market value of the assets?

\$339,603.00

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

Dividends Only

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

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

No draws-NA

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

NA

Please comment on the above calculations or estimates:

When we get dividends, we give out $\frac{2}{3}$ of it as benevolence (split between missions & outreach) and reinvest $\frac{1}{3}$ of it

Other Assets

Reserves (savings):

\$0.00

Investments (other than endowment):

\$0.00

Does your church have a parsonage?

No

Describe all buildings owned by the church:

Our Church building, and a disabled member's home

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

NA

Which spaces are accessible to wheelchairs?

Worship space, fellowship space, facilities. Our Pulpit is not wheelchair accessible. 95% of our church is wheelchair accessible.

Reflection:

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

Our church is small but with regards to finances we are strong. When a need arises, we meet it.

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.

Confirmation and Baptisms

Supper with a Friend

Expansion and Commitment to the Location



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

We added a live stream of worship during COVID that will continue into the future, as well as added audio and video elements to the in-person service.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

We have many passionate voices but when a decision is made we all support the decisions made, as a family.

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

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

Beyond our contributions through the UCC, the most significant local or global missions, ministries, or agencies that we financially supported last year are shown below:

- Support for Indianapolis Public School #31 (Angel Tree, providing book bags and school supplies and uniforms.)
- Yearly mission trips to disaster areas (Biloxi, New Orleans, Joplin, Tennessee, Kentucky) (suspended in current COVID year)
- Activities for families and children of the community (Easter, 4th Fest, Advent programs), VBS
- Support for Trusted Mentors – mentoring organization supporting homeless and recently released prisoners –The organization also used to be housed in the church facility as needed.
- Other groups supported include – Canned Food Drive for Emmaus Lutheran Food Pantry; Tibetan refugee program; Riley Hospital and Altenheim; Salvation Army; UNESCO; Bread for the World (letter-writing campaign to Congress to renew SNAP); CROP Walk; Northview Church and Good Neighbor Weekend (volunteers to beautify the neighborhood); CICOA (volunteers repair houses for poor and elderly in the neighborhood); Merom; Crossroad Children’s Home.
- Immanuel worked in the past year with the Indy Dog Park Coalition to construct a much needed and popular dog park on church land across the street from the church.
- Immanuel has been active in attending association, conference and national UCC conventions.
- Immanuel’s sewing group has for many years met weekly to make “Puppy Pillows” which have been given to Riley Hospital for Children in the past and are currently given to Community South Hospital. “Lovies” and knitted newborn hats are sent to the March of Dimes.

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 only 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 checked="" type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" 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) | |

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

Immanuel has for many years held midweek Lenten services with our nearest UCC churches, and have been an active participant in the Saturday Lenten Breakfast services (although these have been suspended in the current COVID year). The offerings from these have been used for various local food banks, shelters, and literacy programs.

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?

We would expect our pastor to help the church become a better member of the wider neighborhood and seek opportunities for involvement in the local UCC Association and Conference.



4b. MISSION InSite

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

The neighborhood is trending up with young professionals moving in which gives the Church the opportunity to grow with the neighborhood.

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?

The church's demographics are less diverse than the surrounding neighborhood members.

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

While Immanuel hasn't shaped its ministry to the community, it is open to the possibility in the future.

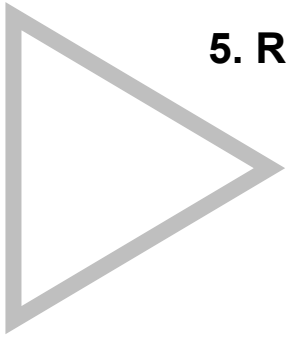
What do you hear when you talk to community leaders and ask them what your church is known for?

They view Immanuel as a partner in building a stronger community.

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

All church members, new and old, are willing to take part in community outreach.





5. REFERENCES

REFERENCE 1

Laura Giffel 317-490-2870
Member

Dog Park Chair & Bates Hendricks Council

REFERENCE 2

Rev. Dick Bailey 317-979-7033

Part-time Pastor & Pulpit Supply

REFERENCE 3

Jamie Hixon 317-226-4231

Indianapolis Public School 31 Indianapolis, In

To Whom it May Concern:

My name is Laura Giffel and I am the past president of the Bates-Hendricks Neighborhood Association and the current Executive Director of The Dog Park at Immanuel, a unique partnership between Indy Dog Park Coalition and Immanuel United Church of Christ. I've had the pleasure of working with Immanuel over the past 5 years in both of these roles and am excited to offer positive words of their involvement with our community. As an urban, quickly changing neighborhood, we rely on our partnerships with community groups that share a similar mission as ours: to build community and serve our neighbors. Immanuel has been kind enough to offer their building for us to use for monthly membership meetings, community meetings and as a hub for large scale cleanups. We appreciate this partnership as it allows us to have a place to gather with neighbors old and new.

Indy Dog Park Co searched for a home for over 5 years and we've found a great partner in Immanuel. We currently have a lease to use vacant lots adjacent to the church as Downtown Indy's only dog park which serves almost 600 households. By allowing us to use the land for free, we can keep dues low and open the park to all income levels in our diverse community. The park also presents opportunities for church members to connect with our members at free hours weekly.

I would be happy to continue a conversation with anyone interested in learning more about how Immanuel participates and supports the Bates-Hendricks Neighborhood.

Laura Giffel
lkgiffel@gmail.com
317-490-2870

(1)

MARCH 29, 2021

TO WHOM IT MAY CONCERN:

I AM WRITING THIS LETTER FOR THE PEOPLE OF IMMANUEL U.C.C. AS THEY SEEK A NEW PASTOR.

I AM AN ORDAINED U.C.C. MINISTER IN GOOD STANDING WITH THIS ASSOCIATION AND CONFERENCE.

I HAVE BEEN A SUPPLY PASTOR TO THIS CONGREGATION SEVERAL TIMES A YEAR OVER THE LAST 40 YEARS.

IMMANUEL IS A DOWNTOWN CHURCH. MOST OF THE CONGREGATION DRIVE IN TO ATTEND SERVICES. THE MEMBERS OF THIS CHURCH ARE ACTIVE IN THE LIFE OF THE COMMUNITY THAT SURROUNDS THE CHURCH LOCATION.

IMMANUEL IS A CONGREGATION IN THE REFORM TRADITION. THERE IS A STRONG GERMAN HERITAGE. A NEW PASTOR NEEDS TO BE AWARE OF HOW IMPORTANT TRADITION IS TO THIS CHURCH FAMILY.

THE CHURCH MEMBERS HAVE ALWAYS BEEN VERY WELCOMING TO MY WIFE AND MYSELF WHEN WE HAVE BEEN A SUPPLY

(2)

PASTOR AT IMMANUEL.

I CANNOT STRESS ENOUGH THAT THE LIFESTYLE OF A PASTOR TO THIS CHURCH MUST MATCH THAT OF THE MEMBERS IN VALUES, MORALS, AND THEOLOGY.

REV. DR. RICHARD M. BAILEY
(DICK BAILEY)
7036 LAUREL DR.
INDIANAPOLIS, INDIANA
PHONE: 46227
(317-979-7033)



James A.



307 Lincoln Street | Indianapolis, IN 46225 | 317.226.4231
Mrs. Adrienne E. Kuchik – Principal
Dr. Eva Gossard – Assistant Principal

April 12, 2021

To Whom It May Concern:

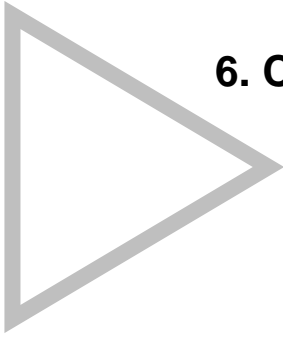
It is my pleasure to write this reference letter for Immanuel United Church of Christ. In the six years that I have served as the Assistant Principal, and now Principal of James A. Garfield School 31, Immanuel has been instrumental in making our building a success. They have donated uniforms countless times to our neediest families as well as donated backpacks with supplies at the start of every school year. They have allowed us to partner with them to donate canned goods as well.

Perhaps the most honorable and generous of all is Immanuel's willingness to participate in our Christmas Assistance Program. Each year we provide Christmas gifts and stocking stuffers for children aged 0 – 18 years. In December of 2020 we helped provide Christmas assistance to almost 150 children. Our Christmas Assistance program relies heavily on donations and would not be possible without the help of Immanuel United Church of Christ.

We are beyond thankful for the support and love we receive from the church community and look forward to continuing our partnership for many years to come.

Dedicated to creating a community of learners,

Adrienne Kuchik, MBAe
Principal
James A. Garfield



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Great God of all creation, we give thanks for leading and guiding Immanuel Church over the past many years. We have tried over the years to keep the faith and preserve the truth of our Lord Jesus. Help us to continue to pass a viable community of believers on down to future generations, just as the true faith was passed down to us. Even as we know that You and the truth of the gospel are unchanging, we also know that all human institutions grow and evolve over the years even as so much in society changes as well. We want to continue to be relevant and relate to our community. We pray you would show us through the Holy Spirit how to do this, how we can continue to be a positive force for good locally, in our city and in some small way to the whole world. Now, Lord God, we are at a new milestone in the history of Immanuel and looking forward to a new pastor to lead us forward into the opportunities and challenges that lie ahead. May we listen to the voice of the Spirit in where It is leading us to go and to be. Help us along this search process to work together in Christian love to find the person that will be the best fit for the church as well as someone who will find Immanuel a fulfilling and rewarding calling. Lord, may the Holy Spirit show us your will and guide our decisions, now and always. We pray in the name of our Lord and Savior, Jesus the Christ.

Amen.

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 ministers 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.

Which individuals and groups in the church contributed to the contents of this Local Church Profile?

A committee was formed for the sole purpose to search for a new Pastor.

Sherry Chapell, Committee Chairperson

Phyllis Groves, Dennise Nordholt, Bob Burns & Alexx Murphy make up the rest of this committee.

Signed:

Sherry Chapell, Chairperson of the Pastor Search Committee

March 23, 2021

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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:

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**

