Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW
LOCAL CHURCH PROFILE



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

LOCAL CHURCH PROFILE

United Church of Christ
Schleswig, Iowa

Settled Pastor

Iowa Conference, Northwestern Association

July 22, 2021

LOCAL CHURCH PROFILE CONTENTS

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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-tellings 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 MissionInsite 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: United Church of Christ
Street address:409 Maple Ave
Supplemental web links: Schleswig United Church of Christ – Facebook
www.schleswigucc.org/

Additional ecumenical affiliations*(e.g. denominations, communions, fellowships)*:

In the interim between settled Pastors's, we have entered into an ecumenical agreement with the First United Methodist Church in a program called "Better Together." Pastoral leadership for our congregation is being provided by the settled Methodist minister in nearby Denison. He is also serving 3 other smaller Methodist churches that are currently without ministers.

Conference: Iowa
Association:Northwest Association
UCC Conference or Association Staff Contact Person:

Rev. Samantha Houser – Associate Conference Minister
605.215.6090
samantha@ucctcm.org

SummaryMinistry Description:
In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

God is calling our church to be a family of faith and a place where fellowship happens through mission activities, social activities, community outreach, and other events. We pray for our church to be connected with community and engaged with the world around us, extending God's love to those around us. We long to be a church family that enjoys coming together spiritually, using our creativity to help us connect with faith. To become this church, we pray for pastoral leadership we are able to relate to that will lead us to this place. We

hope our pastor would be a part of our lives; would feel the importance of community, and be actively involved in the life of the church and congregants; encouraging the congregation to become more mission minded. We further pray that our pastor offers a worship experience that leaves us feeling spiritually nourished and encouraged to go out into the world to do God's work as true extensions of His love.

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.



Schleswig United Church of Christ



United Church of Christ Parsonage



Children at Vacation Bible School

What we value about living in our area:

We value the feeling of community we have in our area. If there is a need for support or help, the community, not just this church supports one another. We are the definition of “small town rural Iowa”.

Current size of membership: 255

Languages used in ministry*(other than English)*:English

Position Title:Settled 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?

Yes

1b. SCOPE OF WORK

- preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with organists and volunteers, 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
- leadership development by working with people in the church to create ministry and programs
- community engagement and leading the way for the church to be an ambassador of God's love
- strategic planning for current and new directions in ministry
- faithful financial development and stewardship
- energizing and deepening spiritual connections and faith understandings of others in all they do
- pastoral care in collaboration with lay people
- attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- weddings and funerals for participants in the worshipping community
- counseling, listening and referral
- availability to wider community for funerals, weddings, special worship programs and as a representative of the church to local organizations
- study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- participate in wider church activities such as conference and association meetings
- responsibility for supervision of staff
- administration responsibilities (unless delegated) such as email, website, church supplies, more

Core Competencies*:*

Core competencies we are seeking in our pastor are:

1) Caring
2) Sociable
3) Organized

1c. COMPENSATION AND SUPPORT

Salary Basis(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance):$46,205

Benefits*(choose one)*:

Salary plus Benefits

What is the expected living situation for your next minister*:*

A parsonage is available for our minister.

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

The parsonage is within 5 blocks of the church building. A vehicle provided by the pastor, would be required for community outreach visits with mileage reimbursement.

State any incentives:

At this time, we have no incentives in place. We would be open to discussing the possibilities with the right pastoral candidate.

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

The Crawford County Ministerial Association is available support for area ministers.

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

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.

We feel that we are starting from scratch. Some goals we hope to reach with new leadership are to reach out to past members and welcome them back to the congregation, bring new excitement to the members we have now and welcome new people, ideas, music and activities.

We long to be active faith-filled disciples of Christ. It is our prayer that we are able to become a vibrant church that can truly show others God's love and invite and encourage the unchurched to love God as He loves them.

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

Our vision is that our minister will guide and lead us in welcoming all people to our church family, and will encourage us and show us how having faith and sharing His love will enrich us as individual Christians and the world around us. Our hope is that our next minister will lead and gently nudge us to be extensions of God's love, in turn making the world a better place.

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

English is the preferred language, along with the ability to speak with clarity, animation and to be able to speak with all ages within the church. It matters to the congregation that our new minister can have a rapport with all the different age groups and speak to them on their level.

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.

Building Transformational Leadership Skills

Empowering the Church to be faithful to God's call, reflective of Christ's mission and open to the surprises of the Holy Spirit.

Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice

Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.

Strengthening Inter- and Intra- Personal Assets

Exhibit strong moral character and personal integrity.
Demonstrating excellent communication skills.
Understanding and ministering to stages of human development across the life span.

Engaging Sacred Stories and Traditions

Leading faith formation effectively across generations.

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 us to be open and accepting to everyone who enters our open doors. We are called to be kinder, more charitable and to be more involved in our Lord's work and to accept and do God's will. God is calling us to be an active church serving God and our fellow man.

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

There was a need for childcare in our community, so we, along with the community initiated and are in the process of building and supporting a new community daycare. The daycare will be administered by two community volunteer committees – a construction committee and an administration board. Our church has committed $50,000 per year for twenty years to the building and operation of this facility, and this has enabled the construction of this building to be started now. We are blessed to have the financial support to do this, thanks to generous endowments left to our church. While child care in the community has been a growing challenge, it has also been a challenge for our congregation to identify and support a fitting mission with the gifts we've been given. So what has been a challenge for us, is now an opportunity for continued growth and longevity of the community.

Another project our church took on and accomplished in the past year was the fundraising for and the purchase of a new outdoor nativity set for our church. This could have easily been funded with endowment funds, but the congregation raised the funds by having different creative fund-raising activities in the community. We held an outdoor community bake sale, an on-going "feed the

bunny" donation box, a traveling flock of yard flamingos and individual donations. It was a challenging year for fundraising due to covid concerns, but we were so excited to reach our goal and purchase the nativity, a beautiful addition to our Christmas decorations. It was wonderful to see the congregation get behind this effort.

While we don't necessarily have a "vision statement", we hope these two projects are seeds that have sprouted and will continue to grow and multiply to help us grow to be a giving and caring congregation that continues to grow with a God-like love.

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.

We believe in God, the Eternal Spirit, Father of our Lord Jesus Christ and our Father.

In worship, we praise and give thanks to God the Father for sending his son to live among us, conquering sin and death for each of us, giving us eternal life through him. Worship liturgy is carried out with the faithful filling different roles as readers, music ministers and some serving in other lay capacities as well.

We feel the Holy Spirit guiding us to serve and to do his will. The Holy Spirit is asking us to be open to change while being mindful of our most treasured traditions.

Describe several strengths or positive qualities of your congregation.

We have a strong core in our congregation willing and ready to go the extra mile to be an extension of God's arms. A strong financial gift from past members has given us an opportunity to help others and spread God's love. We know few churches experience this kind of financial gifts. We have the ability to find the positive in negative situations. We have a foundation that is positive and ready to move forward as the circumstances allow in this pandemic world.

Describe what worship is like when your congregation gathers.

Worship takes place where we gather – whether it is in the church sanctuary, fellowship hall, Christian education wing or chapel. We also have gathered to worship on a member's acreage by her pond. In non covid times, a typical service would begin with greeters welcoming worshipers, coffee and informal conversations prior to the service. The services are traditional but we are open to changes that help us move into the future. We have youth acolytes and sometimes we have lay scripture readers or we may have special music which can consist of the bell choir, kids music and skits, vocal and instrumental music. Our hymns are traditional but sometimes we lean toward contemporary music. We are blessed to have two organists/pianists in our church.

Recently our infant baptisms have been led by a commissioned lay person or our interim minister. Baptism is an encouraging and uplifting event in the life of our church. While it's not possible during the pandemic, members enjoy the minister introducing the newly baptized infant to the congregation and carrying the infant up and down the aisle to meet their new church family.

Our congregation enjoys a pastor who is engaging and adaptive, knowledgeable, theological, as well as biblical, animated and able to relate the scripture and sermon to modern day life.

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

In the past, we have used Rotational Sunday School. The students experienced music, art, cooking, a storytelling station all centered on the same scripture lesson and taught by volunteer teachers. While this worked well, turnover in leadership led to some changes. After several years of struggles, our Sunday School age children are currently going back to basic bible stories, led by the Christian Education Director, to create a solid foundation.

Vacation Bible School is offered in the summer to all children 3 years through 6th grade. Once the youth age out of Vacation Bible School, they are encouraged to return to help lead the younger children in the following years.This is the first opportunity for youth to become leaders.

We have an active Jr. Youth program led by our Christian Education Director for youth 4th grade through 8th grade. Since our church family is in a "rebuilding" phase, they are currently building relationships within the group through activities and conversation.

Instruction for confirmation begins in 7th grade and after completion of the required classes; youth are confirmed as 8th graders.

Currently, we are not using set curriculum for any of the youth classes. The Christian Education Director is putting together appropriate materials to create a basic biblical foundation.

The next leadership role given to the youth is to participate as acolytes for our Sunday and special worship services. The youth have also been a great help in decorating the sanctuary for Christmas. Often they are willing help when a fundraiser is held, filling in wherever needed. Some of the older youth have offered their talents through music ministry, with special music or playing with the bell choir.

After confirmation we struggle getting high school age youth to attend youth activities. Some of them help with different activities within the life of the church and offer up their musical talents for special music.

Adult members continue to grow their faith by volunteering to teach the youth, being involved in the committees in the church, and being active and participating in the life of the church.

Describe how your congregation is organized for ministry and mission.

Our congregation is organized with several committees set forth in our by-laws. Namely:

- Church council (governing board)
- Christian Education Committee (oversees all Christian education)

- Christian Service Disbursement Committee (disburses Date Bumann endowment funds for scholarships and other approved needs)
- Christian Service Investment Committee (invests Date Bumann endowment funds)
- Counting Committee (performs weekly offering count)
- General Endowment Committee (invests endowment funds, except Date Bumann funds)
- Missions Committee (identifies and carries out mission projects with congregational help)
- Nominating Committee (identifies individuals and gets approval from the individuals to place names on the election ballot)
- Property Committee (oversees the care and maintenance of church buildings and grounds)
- Spiritual Life and Outreach Committee (oversees the spiritual life of the church and oversees membership records)
- Stewardship Committee (oversees stewardship of financial gifts and talents)

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

  10 – 15 hours are spent in meetings per month which includes actual face to face meetings, texts and phone calls.

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

  With the covid crisis, decisions concerning closing the church were shared with the congregation through phone calls, texts, email and social media. We also have an electronic sign that we can run messages on.

- 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

UNITED CHURCH OF CHRIST

ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#: 222140

Assoc: 272 **Schedule:** 0 United Church of Christ Schleswig IA 51461

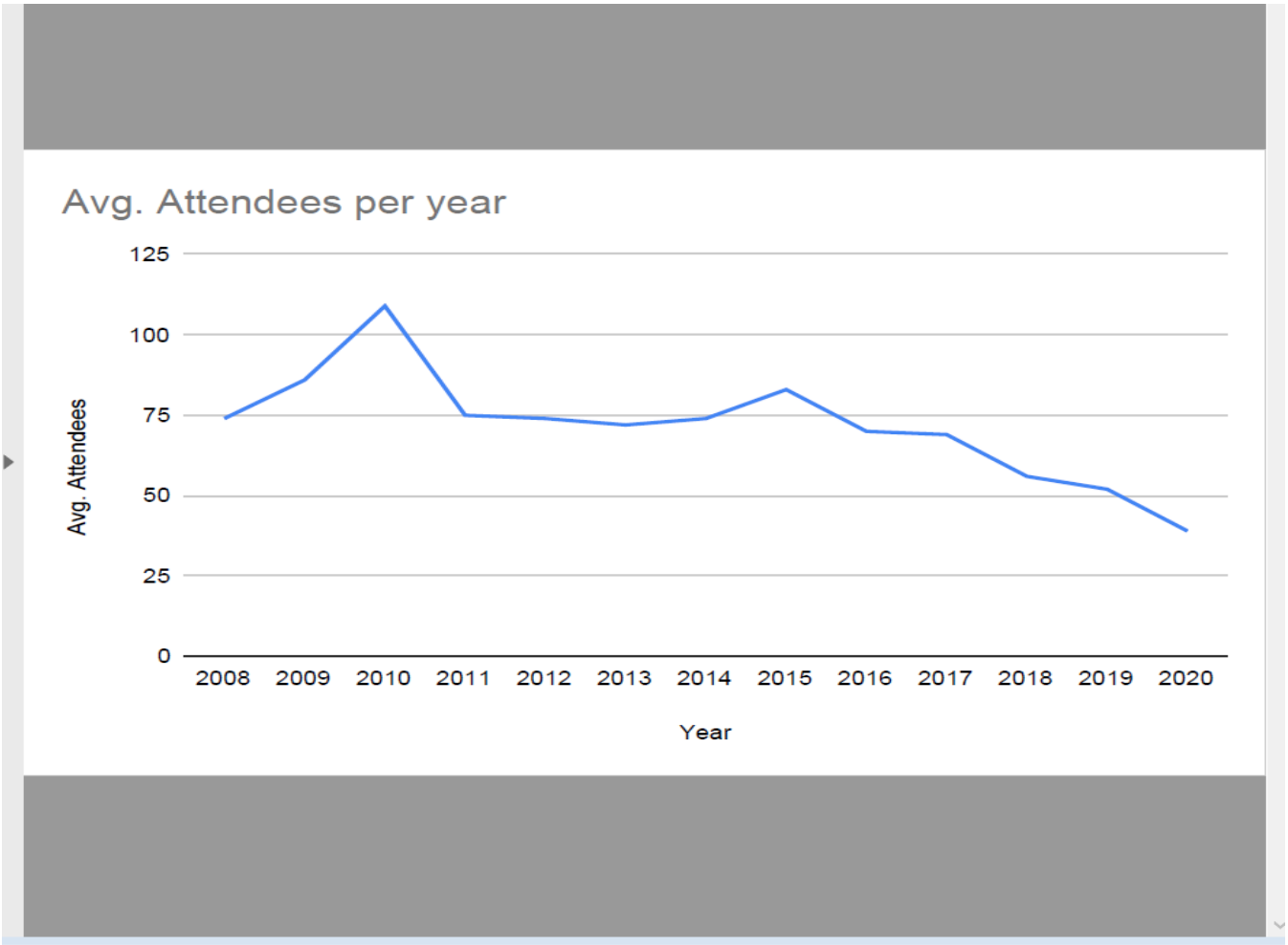
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2009	313	79	33	4	9	1	12	0	2
2010	312	88	33	1	0	4	6	0	-1
2011	312	88	41	3	4	1	8	0	0
2012	312	88	37	4	3	3	9	1	0
2013	316	86	40	7	7	0	8	2	4
2014	310	65	35	6	3	0	7	8	-6
2015	277	83	36	2	7	0	9	33	-33
2016	274	70	36	0	4	2	8	0	-2
2017	272	69	21	5	0	0	5	2	-2
2018	265	57	41	1	0	0	8	0	-7
2019	265	57	41	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 LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	$132,090	$0	$3,000	$3,686	$6,686	$2,246	$8,932	2.27	$141,022	$96,224
2010	$191,506	$0	$3,000	$5,028	$8,028	$0	$8,028	1.57	$199,534	$94,378
2011	$169,979	$143,731	$5,000	$5,601	$10,601	$1,170	$11,771	2.94	$325,481	$93,834
2012	$186,769	$167,084	$5,000	$5,140	$10,140	$781	$10,921	2.68	$364,774	$94,294
2013	$181,176	$199,540	$6,000	$6,524	$12,524	$3,193	$15,717	3.31	$396,433	$94,049
2014	$220,912	$0	$7,000	$1,610	$8,610	$56,402	$65,012	3.17	$285,924	$87,153
2015	$190,449	$0	$7,522	$5,008	$12,530	$22,500	$35,030	3.95	$225,479	$99,875
2016	$200,344	$0	$7,157	$6,725	$13,882	$72,840	$86,722	3.57	$287,066	$77,606
2017	$179,689	$0	$0	$385	$385	$118,075	$118,460	0.00	$298,149	$78,669
2018	$200,346	$0	$355	$615	$970	$84,188	$85,158	0.18	$285,504	$73,769
2019	$200,346	$0	$0	$0	$0	$0	$0	0.00	$200,346	$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	-14.52	-12.31	17.14	-100.00	-100.00	-9.31	-100.00	-29.93
2009-2019	-15.34	-27.85	24.24	-100.00	-100.00	51.67	-100.00	42.07

Please note: Zero values (\"0\" or \"$0\") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

3c. CONGREGATIONAL DEMOGRAPHICS



Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	123	✓
Number of active non-members:	6	✓
Total of church participants (sum of the numbers above):	129	✓

Percentage of total participants who have been in the church:

		Is this number an estimate? (check if yes)
More than 10 years:	90	✓
Less than 10, more than 5 years:	8	✓
Less than 5 years:	2	✓

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)*
13	10	4	6	9	6	27	23	25	✓

Percentage of adults in various household types:

		Is this number an estimate? (check if yes)
Single adults under 35:	5	✓
Households with minors:	15	✓
Single adults age 35-65:	20	✓
Joint households with no minors:	35	✓
Single adults over 65:	25	✓

Education level of adult participants by percentage:

		Is this number an estimate? (check if yes)
High school:	33	✓
College:	45	✓
Graduate School:	5	✓
Specialty Training:	10	✓
Other (please specify):Military	7	✓

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	50	✓
Adults who are retired:	30	✓
Adults who are not fully employed:	20	✓

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

We are an agricultural community. We have many farmers and/or agricultural workers, blue collar workers, education professionals, health care professionals and numerous personal business owners.

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 vast majority are of German descent and a small percentage is Hispanic.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future*?* Please note the date. Comment after the exercise*:*

We have no set plans for a diversity conversation at this time, however, we do welcome all that enter.

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		
Baptisms *(number last year)*	3	Pastor
Children's Groups or Classes	12	Christian Education Director

Christmas Eve and Easter Worship	75	Pastor/organist
Church-wide Meals	75	Evening Guild or council
Choirs and Music Groups	10	Tammy (organist)
Church-based Bible Study		
Communion *(served how often?)*	35-once a month	Pastor
Community Meals	150-250	Sponsoring groups
Confirmation *(number confirmed last year)*	1	Pastor
Drama or Dance Program		
Funerals (*number last year*)		Pastor
Intergenerational Groups		
Outdoor Worship	50	Council/Pastor
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (*number last year*)	1	Pastor
Worship (time slot: 10:45)	28	Pastor, organist
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes	8	Christian Education Director
Other		

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way

Covenants *(i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).*

Name	Three- or Four-Way Covenant? *(3 or 4 or No)*	Ministry Setting	Type of Ministry Role	Retired? *(Y or N)*
Joan Cassens			Commissioned	

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:N/A

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson 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
Interim Minister	Head of Staff	Part time		9 months
Office Secretary		Part time	Minister/council	13 months
Financial Secretary		Part time	Minister/council	13 months
Christian Education Director		Part time	Minister/council	14 months
Custodian		Part time	Minister/council	9 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 is ready for leadership to take us to new places as Christians. While demographics show a decline in numbers and an increase in

the age of our congregation, we have a spark that just refuses to go out and we long for a leader to ignite the flame and lead us to be the church God wants us to be.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	$69,467
Endowment Proceeds *(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)*	$220,772
Endowment Draw *(beyond what is permitted by spending policy, "drawing down the principal")*	$0
Fundraising Events	$3814
Gifts Designated for a Specific Purpose	$0
Grants	$0
Rentals of Church Building	$266
Rentals of Church Parsonage	$0
Support from Related Organizations *(e.g. Women's Group)*	$0
Transfers from Special Accounts	$0
Other (specify): Interest Income	$280
Other (specify):Misc. Income	$880
TOTAL	$295,479

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

$147,617 (this amount reflects the 2019 budget, as do other financial numbers, due to the skewed numbers created by the pandemic in 2020)

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.

EXPENSES	2019	2020	2021
Association Dues & Fees	$882.00	$900.00	$750.00
Insurance & Taxes	$6,948.00	$7,000.00	$7,000.00
Janitor Supplies & Expenses	$972.00	$1,300.00	$1,000.00
Chicken Dinner Expense	$2,004.00	$2,004.00	$2,300.00
Emergency Family Assistance	$300.00	$300.00	$300.00
Music Expense	$3,300.00	$3,000.00	$3,000.00
Office Expense	$7,508.40	$7,600.00	$7,600.00
Pastor's Salary & SS Offset	$39,775.20	$37,560.00	$5,200.00
Pastor's Pension &Insurance	$25,696.20	$27,500.00	-
Pastor's Mileage & Expense	$4,065.00	$5,000.00	-
Pastor's Utilities	$3,600.00	$3,300.00	$1,200.00
Repairs & Maintenance	$4,662.00	$10,500.00	$10,500.00
Supplies	$1,500.00	$1,500.00	$1,000.00
Support Staff Salaries	$27,000.00	$27,000.00	$27,000.00
Church Utilities	$19,404.00	$12,000.00	$12,000.00
Better Together	-	-	$26,400.00
Total Expense	$147,616.80	$146,464.00	$105,250.00

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

51.5% (2019)

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)*
X *One Great Hour of Sharing*
__ *Strengthen the Church*
__ *Neighbors in Need*
__ *Christmas Fund*

In the past we have contributed to OCWM, One Great Hour of Sharing, Neighbors in Need and the Christmas Fund. Due to employee illness and turnover, these contributions have been overlooked for the past couple years.

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

In the past, the OCWM offering has been given through the endowment funds. As interest rates have declined, there is less expendable money; the giving has fallen by the wayside. We have lost pastoral leadership to encourage us in finding other ways to give to this mission.

What is the church's current indebtedness?

Total amount of loan debt:$0
Reason for debt: N/A
Are capital and other payments current? N/A

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. N/A

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

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

If a capital campaign is underway or anticipated, describe:N/A

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

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

Does your church have an endowment?

We have five separate endowment funds, each having their own set of guidelines.

Jens A. Carstensen Family Memorial Fund
Carstensen Brothers Memorial Fund

Christian Service Fund
EW Claussen Endowment
UCC General Endowment

What is the market value of the assets?

Jens A. Carstensen Family Memorial Fund- $2,485,631.45
Carstensen Brothers Memorial Fund- $2,428,643
Christian Service Fund- $681,445
EW Claussen Endowment- $100,000
UCC General Endowment- $59,373

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

Due to the guidelines each endowment was given with, some are drawn regularly, some as needed and some under certain circumstances.

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

There is no draw on any of the principal, now or 5 years ago. The only draw on any of the endowments is interest and dividends and farm rent income.

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

a) Jens A. Carstensen Family Memorial Fund-the income from thisendowment are drawn on only for extraordinary budget expenses such as major repairs or improvements.

b) Carstensen Brothers Memorial Fund- the interest and dividends from this endowment are used to supplement the budgeted expenses.

c) Christian Service Fund- in the past, the interest and dividends from this endowment has been used to supplement the music budget. Most of the income from this fund is given as scholarships to further the education of any member of the congregation.

d) EW Claussen Endowment- the interest from this endowment is used to supplement a settled pastor's budgeted salary.

e) UCC General Endowment-allinterest and dividends are used to supplement the budget.

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

No principal is drawn from the endowments, so they will last indefinitely.

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): $0

Investments (other than endowment):$0

Does your church have a parsonage?

Yes

Fair market rental value of the parsonage: $900
How is the parsonage used? Pastoral lodging
Street / City / State / Zip: 208 Valley View Dr., Schleswig, IA 51461
Finished square footage*:2366*
Number of Bedrooms, Number of Bathrooms: 3 bedrooms, 2.5 bathrooms
Assessed real estate value: tax exempt property, no taxable assessed value
Available for minister residence: **Y**/N
Expected minister residence: ***Y****/N*
Condition of structure, systems and appliances:

The home itself is in very good repair. The kitchen and family room on the main floor were remodeled in 2015. All appliances were new then. A half bath was installed at that time as well. The upstairs bathroom/laundry area was remodeled the following year. New air conditioning and furnace was installed in 2019.

Entity in the church responsible for review and needed repairs:

Property committee is responsible for repairing and/or arranging for repairs needed on the parsonage.

Describe all buildings owned by the church:

Besides the church building, the church owns a 3-bedroom, 2 car garage parsonage in good repair on a corner lot near the golf course. See the following photos:



208 Valley View Drive-front



208 Valley View Drive-back



Kitchen



Hallway to kitchen



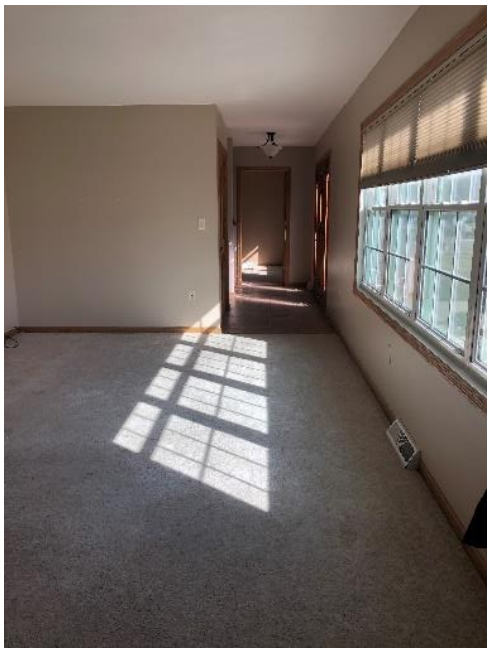
Half bath on lower-level



Dining/living “L-shaped area”



Dining/living “L-shaped area”



Dining/living “L-shaped area”



Upper-level laundry room



Upper-level laundry room



Upper-level bathroom/tub



Upper-level bathroom/shower



Upper-level master bedroom



Hallway to bedrooms

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.)*

The entire main floor of the church building is accessible by wheelchair with the exception of the chancel area. The basement is accessible by elevator and is fully accessible by wheelchair thereafter. The balcony does not have wheel chair access.

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

After reviewing the finances, we see a need to be a more giving church and get back to supporting UCC special offerings and OCWM. This could be a good time to create new line items in the budget in support of special offerings and OCWM with help from our council and congregation. We have recently started investing in a new venture—a community child care facility in Schleswig. An absolute long term commitment has been made by our church for the new building and some operating expenses for the facility.

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.

The trauma of losing a longtime pastor and having a lot of turnover in our leadership in a short period of time has been problematic for our congregation. With no consistency in leadership, many programs and mission opportunities have been sidelined. We have the will and desire to continue to support these programs and missions, and look forward to having leadership from a pastor.

Nearly forty years ago, our church received a generous gift from the estate of Date Bumann. This gift enabled us to establish a scholarship program for anyone in the congregation wishing to further their education.

In the past 10 years, our church has received several endowments which include farm land and investments. With this money, we are able to help support community projects which in turn help support our church. This money has also funded the maintenance and upkeep of our church.

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

Our congregation has entered into an agreement with the United Methodist Church in the last few months. “Better Together” uses technology to unite five different churches and one pastor together in worship. This union has required many changes, including: the purchase and installation of flat screen TV’s, webcams and an extensive computer system. It has also required volunteers to learn and operate the equipment. All these changes have required the congregation to adapt and learn new ways to worship.

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.

While valuing the congregation’s opinions,the people with conflict go to the council. The conflict is either resolved at that level or it is shared with the congregation or minister to arrive at a desirable solution.During our annual meeting of the congregation, members vote and are encouraged to present opinions and concerns at this time.

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

Staff member's name	Years of service	UCC Standing *(Y/N)*
Duane Mullen (interim)	3	N
Stuart Vander Vegte	<1	N
Bruce Schoup (intentional interim)	2	Y
Chris Burtnett	12	Y
Juanita Gillies (interim)	1	Y
Doug Searles (interim)	1	Y
Gordon Hoyt	3	Y
Richard Hempenius (interim)	1	Y
James Schatz	5	Y

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

> We have learned we need to be selective and take time to find the right fit for our congregation when we call pastoral leadership. We have learned we need to be more open and accepting of everyone's opinion and that a compromise needs to go both ways, between the leadership and the congregation.

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

Y/N/**Ask us**

Has your church been involved in a Situational Support Consultation?

*Y/**N**/Ask us*

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

Y/**N**/Ask us

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?

In the past we have provided grant opportunities to community organizations which were funded by a generous endowment left to the church. We have supported the local library, a local organization supporting and providing resources to those in need, and provided fellowship in the community with a farmer's breakfast. This year we adjusted to the covid regulations and modified our annual fundraiser and held a drive through chicken dinner fund raiser which served the entire community. Grants have been given to the local rec board for a new ball field and have provided funds to update the local community building. We have supported two local food pantries through monetary and food donations.

On a more global level, we have supported Operation Christmas Child for many years. In the past we have supported a group that provided solar panels to create electricity in El Salvador and have supported Heifer International.

We are currently in the process of helping fund the building of a day care in our town that will provide a much needed service to the surrounding counties. This will be transformational for parents in need of child care so they are able to work and support their families.

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

It has been some time since we have participated in the wider church meetings. When our last long term settled pastor was here, we were active within the association and within the conference.

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 belowthat 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 denomination
_X_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 currently busy trying to find a pastor and redeveloping our identity as a congregation. Until we develop this identity, it is difficult to make a statement.

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

We are currently in a "Better Together" relationship with several area Methodist churches. We are using technology and sharing a pastor. We are exploring doing youth group activities together. This is a new relationship and we are excited for what opportunities it will provide in the future.

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 do not have a mission statement, but it is something that we would like to see formed in the future.

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?

As we reflect on the scope of the work assigned to our pastor, we hope this individual will have ample opportunities throughout the work week to fulfill not only their internal church duties but external church duties within the community. This can be done by leading our committees and members into action to be help fulfill these duties.

4b.MISSIONInSite

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

While the trends and opportunities reflected in the report show very little change in the future for Schleswig or the surrounding area, we believe our community holds its own. The immediate Schleswig area has a nice K-8 school, a 9-hole golf course, swimming pool, walking trail, community center, 3 parks, softball/baseball complex and a library. In the near future, a new day care facility will be completed and available to families. A short drive offers grocery stores, movie theaters and shopping opportunities. While this area lacks the hustle and bustle of the big city, the quality of life in Schleswig is exceptional. City life opportunities are available within an hour and a half drive, with main highways leading in all directions to or from Schleswig.

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 demographics of our congregation are similar to the adjacent neighborhood.

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

With a growing Hispanic population there is a group of people remodeling a building in Schleswig to establish a Hispanic church. We have offered usable items from our church to help them get established. We have reached out to the Hispanic population welcoming children to Vacation Bible School and other youth events.

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

We are an open and welcoming congregation. Because of the endowments that our church has received, we have been known to assist the financial needs of different organizations.

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

We haven't had a settled pastor for over six years and growth within our congregation has been minimal. In the past new people in church have said they enjoyed our then, longtime minister, and the fellowship within the church.

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

Rev. Michael Fillmore
Senior Pastor-Denison First United Methodist Church
Telephone: 712-263-2934
mikefillmore09@gmail.com /

REFERENCE 2

Janette F. Clausen, LBSW
Director, Crossroads of Crawford County
Office: 712-393-4673
Cell: 712-263-9950
director@crossroadsofcrawfordcounty.org

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.

Rev. Michael A. Fillmore
Denison First United Methodist Church
113 South 14th Street * Denison, IA * 712-263-2934
mikefillmore09@gmail.com

January 27, 2021

Schleswig United Church of Christ
Search and Call Committee
409 Maple Ave.
Schleswig, IA 51461

To Whom It May Concern:

At the end of August 2020, I began serving Schleswig United Church of Christ in an interim capacity. I am an ordained elder in the Iowa Annual Conference of the United Methodist Church and senior pastor at Denison First United Methodist Church, St. John's United Methodist Church in Mapleton, Iowa, Gray United Methodist Church, and Calvary United Methodist church in Ross, IA. We have a group of churches that we serve through a combination of lay people and digital ministry. I have been personally filling the role of pastor at the church including officiating funerals, weddings, and offering the sacraments.

During our brief time together, I have experienced the people of the Schleswig United Church of Christ as extremely dedicated and caring individuals. In my opinion the congregation is hungry for positive leadership that offers a vision that can lead them successfully into the future.

Like many churches today, the congregation can be torn between their love of the church which can manifest itself through a rigid adherence to tradition, and the realization that to be successful, change must happen. However, the church has been open to change and I have witnessed many examples of their willingness to adapt including a new video system and creating a stronger presence on social media.

I have enjoyed the leadership and the people of Schleswig United Church of Christ a great deal and it is easy for me to imagine a pastor being successful in that church. If I can be any help in any way, please feel free to contact me. It is my pleasure to recommend this church and these people to any pastor that can see their potential.

Blessings,

Rev. Michael A. Fillmore

Crossroads
of Crawford County
Community Outreach for Life's Journey

December 15, 2020

United Church of Christ Pastoral Search Committee
PO Box 10
Schleswig, IA 51461

To whom it may concern;

I am honored to have been asked to provide this letter of reference for United Church of Christ, Schleswig as they search for a pastor to lead their congregation.

While I have been living in the Schleswig community nearly 40 years, I have become most connected with UCC Schleswig after starting a Christian community outreach in Crawford County that serves many households in Schleswig. The first gift to Crossroads of Crawford County from the Carstensen Family Memorial Foundation through UCC was made in 2016. The following year the amount was much larger, and it provided a substantial portion of our annual budget for our mission as a new nonprofit charitable organization. It remains a huge impact on Crossroads' ability to work closely with those in need of Christian support for any family life issues.

The members of UCC feel like family to me though I am not a member. They have joined with me as Crossroads set out to help individual families, and in whole agency needs such as fundraising, professional skills contribution, and community awareness. Previous pastors from UCC have each made referrals and assisted with referrals when I requested. I am currently a founding board member for the daycare development that is underway for the time after UCC builds a building that they later wish to provide for a service to the community.

A strength for the UCC members includes that there is a source of dedicated and sincere helpers who want to build and maintain a strong church family and serve the Lord. I see that there is a challenge for nearly any church in today's times to meet the needs of Christian families, given the wrestle with reprioritization of values of time, family, and faith. I have talked with members of the church who feel they are not only working against that issue and the changing cultural values, but also with a lack of emotional 'glue' amongst members, which creates underlying themes of conflicting focus.

As is true for many churches of all denominations, church attendance and involvement in church duties is mostly low at UCC. I would think that the pastoral changes over a fairly short period of time over the years contributes to the problem. Solid leadership is not easy to find, though I would suggest that be a priority in

3707 Timberline Drive Suite 3, Denison, Iowa 51442 • 712.393.4673(HOPE)
www.crossroadsofcrawfordcounty.org • info@crossroadsofcrawfordcounty.org

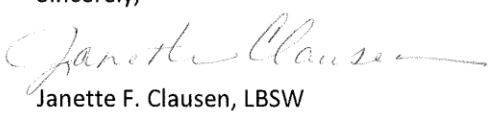
their search, along with prayerful and intentional focus, so the leader's roles and responsibilities are not easily challenged or overrun by parishioners. The search committee and the evaluative committee would hopefully consult with each other on the pastoral traits they agree are most important.

In my opinion, the new pastor should have a strong team work ethic, while also being able to be approachable and effective in their responses to families and individuals. Of course, that would need to be in addition to effectively bringing Christ into the everyday homes and hearts of the families.

Both personally and professionally, I am hopeful for the strong and passionate skill set the congregation is looking for. Battling our current cultural norms is exhausting. The more the families in our community who are healthy and anchored in Christian values, and who are well fed by a Christian church that is passionate about living life God's way, the more thriving and stronger our community will be!

Thank you for your trust in asking me for this recommendation. I would be happy to visit with any candidate or parishioner through this phase, and will be praying that it results in a God-sized validation and experience! I can be reached at the number or email below.

Sincerely,



Janette F. Clausen, LBSW
Director, Crossroads of Crawford County

712-393-4673 (office)
712-263-9950 (cell)
Director@crossroadsofcrawfordcounty.org
www.crossroadsofcrawfordcounty.org

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:

2 Timothy 4:2
Preach the word. Be ready to serve God in good times and bad. Correct people's mistakes. Warn them. Encourage them with words of hope. Be very patient as you do these things. Teach them carefully.

Ephesians 4:11-12
[11]So Christ himself gave the gift of the apostles to the church. He gave the prophets and those who preach the good news. And he also gave the pastors and teachers as a gift to the church. [12] He gave all these people so that they might prepare God's people to serve. Then the body of Christ will be built up.

Lord God, we pray that it is your will to send a minister to our congregation to light our fire. As written in Philippians 2:29, teach us to "welcome him then in the Lord with all joy, and honor…"

A Prayer about the Search for a Leader for our Church

Dear Heavenly Father,

There comes to mind a special vision
Of a person close to You.
A deliverer of Your word
Of hope and love.
A teacher to minds thirsty,

Anxiously anticipating a guide
Towards truth and wisdom.
A guide who will walk beside us
And when necessary,
Carry us through
Thick and thin,
With a steady vision
That will lead us toward salvation.
A person that realizes
We are trying
Even when we disagree
And doubt clouds our horizon.
A caregiver who is with us
At the beginning of life
And when the end is near
And sickness rears
Its ugly head.
A pastor that truly feels
And cooperates and
Communicates the truth
To our church community.
Amen

Jeffrey Boelter

In closing, the song “Pass It On” speaks to us. May our new minister create the spark that we are able to pass on.

Pass It On
It only takes a spark to get a fire going,
and soon all those around
can warm up in its glowing;
that’s how it is with God’s love,
once you’ve experienced it:
you spread God’s love to everyone,
you want to pass it on.
Kurt Kaiser

b. STATEMENT OF CONSENT

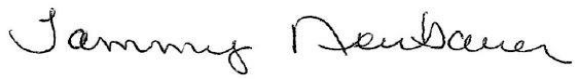
The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided 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.)
   Pulpit Search and Call Committee:
   Sue Boland-chairperson
   Tammy Neubauer-secretary
   Lorene Reimer-chaplain
   Jeff Boelter-council representative
   Cheri Streck-council representative
   Candice Bral
   John Dorfler
   Cara Kastner
   Trevor Nemitz

2. Additional comments for interpreting the profile:
   Statistics were very difficult to compile, with the preparation of this profile beginning in the midst of the pandemic, which greatly altered attendance, giving and the ability to be an active church. The financial numbers provided are for the year 2019, before the pandemic was influencing attendance or giving.

Signed: Tammy Neubauer



Search and Call Committee Secretary
July 2, 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: Rev. Samantha Houser, Associate Conference Minister

Email: samantha@ucctcm.org

Phone: 402-350-1714

Date: July 22, 2021

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

Happenings throughout our church:


WONKA BAR
GOLDEN TICKET
UNITED CHURCH OF CHRIS
NAME I KNOW
SUNDAY SCHOOL NEWS

Happenings throughout our church, cont'd:

