UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

URBANDALE UNITED CHURCH OF CHRIST
Urbandale, Iowa

Intentional Interim Minister

Iowa Conference, Central Association

September 9, 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)

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: Urbandale United Church of Christ
Street address: 3530 70th Street, Urbandale, Iowa 50322
Supplemental web links: www.urbucc.org

Additional ecumenical affiliations: none

Conference: Iowa Conference
Association: Central Association
UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Rev. Samantha Houser
Associate Conference Minister
402-350-1714 (cell)
samantha@ucctcm.org

Summary Ministry Description:

Urbandale United Church of Christ is deliberately and actively living out our mission to embody God's love and justice in all that we do and share with the world. We do this in our internal and community work for justice, peace and environmental stewardship, and in our radical welcome. We seek an intentional interim minister to walk with us as we grieve the retirement of our pastor, work with us as we emerge from the effects of the global pandemic, and guide us as we explore our history. Most importantly, we seek an intentional interim minister who will equip us to move into the future by strengthening what is already effective and developing new ways to be this unique congregation.

Photographs:







June 20, 2021
Reopened with livestream capability and Covid-19 precautions



What we value about living in our area:

Urbandale is a remarkably diverse suburb with a strong sense of community. It retains the spirit of local neighborhoods while having easy access to urban amenities.

Current size of membership: 339

Languages used in ministry: none other than English

Position Title: Intentional Interim Minister

Position Duration:

Intentional Interim – a called position for a temporary term of congregational preparation for a settled-pastor search, in which the minister does not typically move church membership to the congregation served or move standing to the related association

Compensation Level:

Full Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

SCOPE OF WORK AS A PASTOR

PREACHING AND WORSHIP LEADERSHIP: Plan and lead relevant, spiritually-nourishing, thought-provoking worship. Coordinate with music staff and Ministry Program Coordinator. Recruit liturgists as needed.

PASTORAL CARE: Informal counseling, visitation of hospitalized and homebound persons. Coordinate with Caregivers and Care Connectors.

SERVE AS HEAD OF STAFF TEAM: Coordinate the work of the staff team. Meet regularly, communicate, guide, support.

ADMINISTRATION: Be familiar with the congregation's business functions, working in collaboration with staff and lay leaders/officers.

Communications: CALL newsletter; Friday emails; communications with staff, leaders, teams and groups.

Meet with and serve as ex-officio, non-voting member of Leadership Team and as advisor to other teams, meeting with leaders and attending team meetings as appropriate.

Encourage faithful stewardship.

WEDDINGS AND FUNERALS: Prepare for and officiate as appropriate.

VOLUNTEERS: Encourage volunteer involvement, helping equip those saints for their work of ministry.

INVOLVEMENT BEYOND URBANDALE UCC

Participate in events and activities of the Central Association UCC, Iowa Conference UCC, Tri-Conference Ministry (IA, NE, SD).

As time and interest allows, participate in local ecumenical and interfaith organizations and activities as well as community engagement with current issues.

<u>SCOPE OF WORK AS AN INTENTIONAL INTERIM MINISTER</u>

1. Walk with us as we grieve the departure/retirement of our pastor, and help us feel secure during this interim time.
2. Work with us as we continue to emerge from the shutdown of in-person worship and activities caused by the COVID pandemic. Help us find ways to reconnect and to feel as comfortable as possible with new, changed ways of being the church.
3. Guide us as we explore our history -- the joys, the challenges, the hopes, the dreams – and envision how we can celebrate our centennial while continuing to move forward into our second century of existence.
4. Guide us into increased knowledge and strengthened identity …
   … as members of the United Church of Christ
   … as part of a "church" that is much larger than this congregation situated on this particular corner in Urbandale, Iowa.
5. Help us assess our systems and organizational style.
6. Equip us to move into the future by strengthening that which is already effective and developing new ways of being this unique congregation.
7. Help us be clear in our answers to the questions of
   + Who are we?
   + Who is our neighbor?
   + What is God calling us to become?
8. Nurture our sense of hope and joy as we look to the future with a new called/settled pastor.

Core Competencies:

EXPECTATIONS

Degree from accredited theological seminary
Formal training/education in intentional interim ministry
Ordained ministerial standing in the United Church of Christ or a denomination in communion with the UCC
Experience: Pastoral experience as head of a multi-staff church
Experience: Intentional interim ministry

COMPETENCIES

Effective communicator, collaborator, team player
Comfortable with administrative tasks
Good organizational skills and time management
Able to see details as well as big pictures
Comfortable with and eager to work with volunteers
Caring, approachable, a good listener
Sense of humor!

1c. COMPENSATION AND SUPPORT

Salary Basis *(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance)*: $93,500

Benefits:

Salary plus Benefits

What is the expected living situation for your next minister?

Living nearby with a housing allowance

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

We prefer that the intentional interim minister live near or close to the area within 60 minutes commuting time.

State any incentives: not applicable

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

Local ecumenical clergy group
Iowa Conference: Communities of Practice

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: not applicable

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. See 1b. Scope of Work

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

Participate in events and activities of the Central Association UCC, Iowa Conference UCC, Tri-Conference Ministry (IA, NE, SD)

As time and interest allows, participate in local ecumenical and interfaith organizations and activities as well as community engagement with current issues.

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

Being the second Open and Affirming church in the Iowa Conference UCC since July 13, 1993, we seek a person who is LGBTQ-affirming and sensitive to related issues.

We also expect our intentional interim minister to be open to the rich variety of cultures in the area. We have gladly welcomed two nested congregations who hold worship in the building on Sunday afternoons: the Matu Bethel Church, a Burmese congregation, and the Light Mission Pentecostal Church, an African congregation.

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

* Exhibiting a spiritual foundation and ongoing spiritual practice
* Building transformational leadership skills
* Engaging sacred stories and traditions
* Strengthening inter- and intra-personal assets

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 continue to use our energies to fulfill and expand our commitment in serving our world, our community and ourselves. We do this through embracing part 1 of the Paris Pledge to work toward reducing our carbon footprint. Our Green Boat Crew educated us through the process of securing solar panels.

We participate in a variety of community and ecumenical activities that support Black Lives Matter and the LGBTQIA community. We also support activities that help alleviate homelessness and hunger.

We pledge to welcome all, no matter who they are or where they are on life's journey.

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

Our Mission Covenant

The Urbandale United Church of Christ is a community of people who covenant with God and each other to walk together in the way of the Christian faith, responding to and rejoicing in the cost and joy of discipleship. Together, we commit ourselves to:

- Affirm the tenets of the Christian faith
- Celebrate the good news that God has come and remains among us
- Proclaim the gospel of Jesus Christ through word and deed
- Embody God's love and justice in all that we do and share with the world.

We covenant to be a community which remains open to the challenges of the Christian faith. We welcome into this community of faith, and affirm the participation in all aspects of church life, persons of every age, race, gender identity and expression, nationality, ability, and sexual orientation. We will continue our efforts toward inclusiveness, and stand against all forms of discrimination.

We will empower ourselves, our children, and one another to be fully present in the world, as we live in Christ's image and strive for justice and peace.

To accomplish this mission, we will provide opportunities for members and friends of the Urbandale United Church of Christ to participate in the following:

- Worship and celebration
- Life-span education and exploration of faith
- Fellowship and nurture
- Social action and service
- Stewardship of time, talent, treasure and trust
- Outreach and growth.

In the past year, we have taken steps to live out our vision statement in these ways:

When the global pandemic required shutting down, we quickly developed an on-line worship experience to reach our members and the greater community.

When George Floyd was murdered, we provided a book study and installed a Black Lives Matter banner outside our church building

The congregation, led by our Green Boat Crew, voted to install solar panels on our church building, a project that has been completed and is showing immediate effects.

3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

Our statement of faith is printed on every Sunday bulletin and spoken by the congregation at every new member reception:

> "We welcome into this community of faith, and affirm the participation in all aspects of church life, persons of every age, race, gender identity and expression, nationality, ability, and sexual orientation. We will continue our efforts toward inclusiveness, and stand against all forms of discrimination. We will empower ourselves, our children, and one another to be fully present in the world, living in Christ's image and striving for justice and peace."

Describe several strengths or positive qualities of your congregation.

We are an open, affirming and radically welcoming congregation working together to provide a spiritual journey to all who enter.

While we treasure tradition and traditional seasons of the church year, we are open to observing them in a variety of ways.

Describe what worship is like when your congregation gathers.

We have a traditional worship format with contemporary interpretations and content.

We use the New Century Hymnal, the Inclusive Bible, and inclusive language.

Our current worship services are 30-35 minutes long to accommodate live-streaming as well as in-person worship.

Our pastor, musicians and Worship Team collaborate to assure that the music, the sermon and all worship are a coherent and seamless whole.

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

We offer faith formation for all ages:

Sunday School and Vacation Bible School for school-age children and youth

Adult Spiritual Formation

Our Whole Lives: Sexuality and Our Faith for all ages, kindergarten through adult

Book studies and Bible studies for all ages

High school youth fellowship

Children and youth are invited and subsidized for Pilgrim Heights, our UCC camp

Youth attendance is encouraged and subsidized for National and Regional Youth Events

All ages are encouraged to attend General Synod

Describe how your congregation is organized for ministry and mission.

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

Leadership Team meets for approximately 1.5 hours per month; other teams and committees meet for approximately 1 hour per month or as needed; executive committee of Leadership Team meets as needed.

The Pastor regularly attends the Worship and Leadership Teams; occasionally attends Personnel Team and Stewardship and Mission Interpretation; checks in periodically with each of the other teams and committees; and holds weekly staff meetings.

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

When the pandemic required immediate decisions to be made, the executive committee of the Leadership Team, the staff and members of other relevant teams met in person, by video conference and by email to arrive at consensus on how to follow local and CDC guidelines in a manner focused on retaining the worship experience, maintaining community, and keeping everyone safe. Realizing that live-streaming would need to continue after returning to in-person worship, we greatly upgraded our equipment and procedures.

- 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. All those documents will be available to the intentional interim minister.

3b. 11-YEAR REPORT

Report attached and may be found at the end of the Profile.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	339	✓ Yes
Number of active non-members:	99	✓ Yes
Total of church participants (sum of the numbers above):	438	✓ Yes

Percentage of total participants who have been in the church:

		Is this number an estimate? (check if yes)
More than 10 years:	111	✓ Yes
Less than 10, more than 5 years:	157	✓ Yes
Less than 5 years:	170	✓ Yes

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)*
73		55		116+					✓ Yes

Percentage of adults in various household types:

We currently do not collect or organize demographic data in this manner. We have families of many, various and ever-changing configurations.

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

Education level of adult participants by percentage:

We have not collected this type of detailed personal information. We have a relatively high level of education among our members.

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

Percentage of adults in various employment types:

We currently do not collect or organize demographic data in this manner. We have not collected this type of detailed personal information.

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

Prior to the search & call process for our settled pastor, we hope to update our census of the congregation and will attempt to complete these specific categories to the best of our ability.

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

Our congregation hosts a wide variety of occupations, including but not limited to teachers, lawyers, CPAs, health care providers, service employees, local business and small business owners, government employees, clergy.

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?

Though the vast majority of our congregation is white we do have members of Native American, Hispanic, Black and Asian heritage.

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

As a congregation, we have not hosted a formal conversation or utilized a formal inventory focused on diversity. We have had classes and book studies on racism. Individual members of the congregation and leadership have diversity, equity and inclusion training and professional requirements. Our public participation in community action and advocacy for justice reflect the values of inclusivity and welcome promised in our faith statement.

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? *(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)*
Adult Groups or Classes*	20-30	Ministry Program Coordinator, ASF Committee
Baptisms *(number last year)*	2	Sr. Minister
Children's Groups or Classes	48	Ministry Program Coordinator, Lay leaders
Christmas Eve and Easter Worship	Christmas Eve, 2020: 896 views Easter, 2021: 894 views	Worship Team, Music Staff, Sr. Minister, Tech team, Choir, plus many others
Church-wide Meals	50-100	Small groups
Choirs and Music Groups	27	Music staff, Sr. Minister
Church-based Bible Study	10	ASF, Ministry Program Coordinator, Clergy members
Communion *(served how often?)*	Monthly, plus Easter, Christmas	Worship Team
Community Meals		
Confirmation *(number confirmed last year)*	2019 – 6 2021- 4	Sr. Minister
Drama or Dance Program		
Funerals (*number last year*)	3	Sr. Minister, Music Staff
Intergenerational Groups		

Outdoor Worship		
Prayer or Meditation Groups**	25+	On-line group of staff and members
Public Advocacy Work	12-15	Green Boat Crew, other ad hoc groups
Retreats	15	Sr. Minister, Leadership Team
Theology or Bible Programs in the Community	30	VBS Planning team, Lay Leaders, Ministry Program Coordinator
Weddings (*number last year*)	1	
Worship (time slot: 10:00 a.m.)	114 (Pre-COVID)	Worship Team, Tech Team, Music staff, Sr. Minister
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes	29	Ministry Program Coordinator, Youth Group Leaders
Other		

Additional comments:

*Adult Groups or Classes, in addition to Adult Spiritual Formation, include:

Bowtie Boyz 15+ lay led
UUCC Women 15+ lay led
Green Boat Crew 12+ lay led
Book Club number unknown lay led

**Prayer or Meditation Groups include:

Prayer Shawl Ministry 8 lay led

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	RETIRED	MINISTRY SETTING
Kenneth Briggs	Y	Also serving a local church
John Chaplin	N	Currently doing supply ministry
Teressa Clark	N	
Elizabeth Colton	Y	
Patricia Goldberg	N	Consulting
Lisa Griffith-Tierney	N	Hospice chaplain
Dawn Halstead	N	Wedding officiant
Paul Johnson	Y	
Walter Rehberg	Y	
John Schaeffer	Y	
Gayle Strickler, Jr.	Y	
Donald Walters	Y	
Henrietta Klarenbeek	Y	United Methodist
Joan White	Y	Disciples of Christ

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:

Most are worshipers who attend regularly as schedule and health allow. On occasion they may lead worship, serve on a team, or lead a class as needed.

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
Ministry Program Coordinator	No	¾ time	Sr. Pastor	14 years
Office Coordinator	No	Full time	Sr. Pastor	6 years
Music Director	No	Part-time	Sr. Pastor	10 years
Organist/bells/children's choir	No	Part-time	Music Director	21 years
Custodians	No	Part-time	Office Coordinator	13 years
Child Care	No	Part-time	Ministry Program Coordinator	8 years

REFLECTION

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

We have many gifts and talents in our congregation and they all contribute to our ability to live up to our vision.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	$378,131
Endowment Proceeds *(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)*	$0
Endowment Draw *(beyond what is permitted by spending policy, "drawing down the principal")*	$0
Fundraising Events	$0
Gifts Designated for a Specific Purpose	$50,074
Grants	$0
Rentals of Church Building	$50
Rentals of Church Parsonage	$0
Support from Related Organizations *(e.g. Women's Group)*	$0
Transfers from Special Accounts	$0
Other (specify):	$0
Other (specify):	$0
TOTAL	$428,255.

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

See attached July 2021 Analysis of Revenue and Expenses

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

37%

Has the church ever failed to pay its financial obligations to a minister of the church? No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year?

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

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

The amount given is determined by what is permitted by our annual budget. There is no formula for calculating the amount.

What is the church's current indebtedness?

Total amount of loan debt: $0

Reason for debt:

Are capital and other payments current?

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.

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

Year(s)	Purpose	Goal	Result	Impact
2016	Capital projects in the church with 15% designated for mission outside our walls	$230,00 (original) $300,00 (revised)	$341,885	$51,050 to outside missions
		$	$	

If a capital campaign is underway or anticipated, describe: none

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

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

HVAC replacement $52,500
Sanctuary lighting upgrades $50,000
Carpet replacement $40,600
Retaining walls $22,400
Solar panels $30,000
Other smaller projects

Does your church have an endowment? yes

What is the market value of the assets? $220,000

Are funds drawn as needed, regularly, or under certain circumstances?
Interest earned can be drawn pursuant to our endowment policy

What is the percentage rate of draw (last year, compared to 5 years ago)?
Interest earned can be drawn pursuant to our endowment policy

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: none

At the current rate of draw, how long might the endowment last?
The endowment is designed to exist in perpetuity

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): $31,250

Investments (other than endowment): $0
Does your church have a parsonage? no

Fair market rental value of the parsonage:
How is the parsonage used?
Street / City / State / Zip:
Finished square footage:
Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:
Available for minister residence: Y/N
Expected minister residence: Y/N
Condition of structure, systems and appliances
Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:
Church building, small shed on premises

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

Which spaces are accessible to wheelchairs?

Our sanctuary, chancel, fellowship space, classrooms, offices, bathrooms and all areas within the church are 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 giving has remained stable through the pandemic! A Revenue and Expense Statement dated July 31, 2021 is attached and may be found at the end of the Profile.

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.

We became a Just Peace congregation in 1989.

We became an Open and Affirming congregation in 1993.

In the past ten years,

1) we have strengthened our endowment fund and

2) opened our doors to Burmese and African nested congregations.

Our 2016 Building on the Promise capital campaign enabled us to strengthen our infrastructure, including the installation of solar panels on our church building, and heightened awareness which lead us to endorse part 1 of the Paris Pledge on climate change.

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

When the global pandemic required an immediate shut-down in March of 2020, we immediately developed the capacity to provide livestream worship and provide fellowship and team meetings via video technology.

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.

During the last interim between settled pastors, the congregation participated in a workshop, "Facilitating Healthy Pastor-Congregation Relationships," presented by the Lombard Mennonite Peace Institute.

We have a detailed grievance procedure included in the personnel policies for every staff member

We engage in civil and spirited discussions on budget issues and most recently engaged in civil and spirited discussions regarding the best practices in reopening the church building for worship, activities and outside groups as the pandemic subsided.

We are guided by principles of safety, welcome, and justice as we deliberate on our decisions.

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

Staff member's name	Years of service	UCC Standing *(Y/N)*
Rev. Patricia de Jong	1988-1994	Y
Rev. Sue L. Gallagher	1994-2003	Y
Rev. S. Michael Pater	2004-2008	Y
Rev. Emily Goldthwaite Fries (associate)	2005-2008	Y
Rev. David Sickelka	2010-2021	Y

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

We have looked to our pastors to guide us and walk with us through our many journeys and transitions. We have had satisfying experiences with called pastors and now look forward to working with a minister experienced with intentionally leading a congregation through a healthy interim period.

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?

Simply Smiles
Family Promise
Bicycle Ministry to Homeless
Hunger Hike
Habitat for Humanity
Urbandale Food Pantry
Pilgrim Heights Camp and Retreat Center
Urbandale Community Action Network
LGBTQ Youth Camps

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

National and Regional Youth Events
Youth and adults attend General Synod, Central Association and Conference meetings
Delegates to Association and Conference meetings
General Synod delegates

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

__ Accessible to All (A2A)
__ Creation Justice
__ Economic Justice
__ Faithful and Welcoming
✓ God Is Still Speaking (GISS)
__ Border and Immigrant Justice
__ Inter-cultural/Multi-racial (I'M)
✓ Just Peace
__ Global Mission Church
✓ Open and Affirming (ONA)
__ WISE Congregation for Mental Health
__ Other UCC designations:
__ Designations from other denominations
__ None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

Although we have not yet pursued the Creation Justice designation, our congregation did receive the Interfaith Power and Light's 2019 national congregational award for its efforts on creation care, including our congregational vote to accept the first part of the Paris Pledge, seeking to reduce our carbon footprint by 50% by 2030, installing energy-efficient HVAC equipment and light bulbs as well as installing solar panels on the church building.

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

Our Building on the Promise capital campaign included 15% of the receipts given to 12 different local, regional and international non-profit organizations.

We participate in the Interfaith Alliance, Des Moines Area Religious Council and Interfaith Power and Light.

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.

Our Mission Covenant (above) includes the following:

To accomplish this mission, we will provide opportunities for members and friends of the Urbandale United Church of Christ to participate in the following:

- Worship and celebration
- Life-span education and exploration of faith
- Fellowship and nurture
- Social action and service
- Stewardship of time, talent, treasure and trust
- Outreach and growth.

We endeavor to live out our mission by doing all of these every day.

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 welcome, encourage, and expect our pastor to continue discerning with us how we can live out our mission, especially in the time of transition between pastors and the time of transition out of the global pandemic.

4b. MISSION InSite

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

In many ways, Urbandale and Polk County reflect a wide range of incomes and opportunities reflecting Iowa as a whole. We have a large business and professional sector, largely related to insurance and state government, and we have many who lack security for basic human needs. The result is that we have both the opportunities and resources to provide support and welcome to our neighbors.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

Our congregation is drawn from neighborhoods and communities across the area so reflects the diversity both of Urbandale and of the Des Moines metropolitan area.

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

We are aware of the needs of our immediate community and of the wider community, and we seek to address the needs by participation in local and community activities.

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

We are known in the community as being Open and Affirming, actively involved, taking a lead on climate issues.

When two local police officers were fatally shot, our church was the gathering place for an interfaith service to honor them and mourn their deaths.

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

Our on-line presence
Our location
The steeple on the church
The rainbow on our outdoor sign
Their family history in the United Church of Christ
Our music
"Faith is a journey, questions are required"
Preaching and action to be God's presence in this world
Our radical welcome to all

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 - Letter is attached and may be found at the end of the Profile.
Connie Ryan
Executive Director
Interfaith Alliance of Iowa
(515) 279-8715
connie@interfaithallianceiowa.org

REFERENCE 2 - Letter is attached and may be found at the end of the Profile.
The Rev. Debra Griffin
Pastor, Downtown Disciples
(515)370-8715
pastor@downtowndisciples.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.

6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Creator God, we thank you for your constant loving presence as we face the joys and challenges of faithful living in this world. Now, as we enter this "in between time," we trust that you will guide us, sustain us, and never, ever abandon us, even as you surprise us with new possibilities for mission and ministry. 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 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?

   Leadership Team; Interim Hiring Committee, a subcommittee of the Leadership Team; Office Coordinator and staff for statistical information. Our Mission Covenant was formed from congregational discernment.

2. Additional comments for interpreting the profile:

Signed: 

Diane L. Dornburg/Moderator/ Date: September 1, 2021

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Y

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

Staff Comment: Y

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

Staff Comment: Y

My signature below attests to the above three items.

Signature: Rev. Samantha Houser
Name / Title: Reverend Samantha Houser
Associate Conference Minister
Email: samantha@ucctcm.org
Phone: 402-350-1714
Date: September 9, 2021

UNITED CHURCH OF CHRIST

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

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

UNITED CHURCH OF CHRIST

ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#: 220665

Assoc: 256 **Schedule:** 0 Urbandale UCC Urbandale IA 50322

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2010	616	176	78	0	15	1	11	0	5
2011	625	188	112	10	7	0	8	0	9
2012	633	187	105	0	17	3	12	0	8
2013	636	183	101	5	7	0	9	0	3
2014	594	183	85	0	7	2	15	36	-42
2015	597	133	97	7	0	8	12	0	3
2016	615	150	107	0	0	21	5	0	16
2017	622	125	83	4	0	11	8	0	7
2018	627	114	80	0	0	10	5	0	5
2019	336	114	80	0	0	0	5	286	-291
2020	334	92	0	2	0	0	4	0	-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
2010	$280,498	$10,266	$17,659	$5,866	$23,525	$8,696	$32,221	6.30	$322,985	$295,604
2011	$292,589	$10,266	$18,515	$9,194	$27,709	$9,588	$37,297	6.33	$340,152	$282,200
2012	$313,175	$10,380	$24,223	$7,092	$31,315	$3,473	$34,788	7.73	$358,343	$312,554
2013	$304,552	$5,820	$17,291	$10,158	$27,449	$8,851	$36,300	5.68	$346,672	$304,834
2014	$333,614	$6,826	$18,500	$5,337	$23,837	$7,052	$30,889	5.55	$371,329	$325,266
2015	$323,533	$5,337	$1,076	$7,560	$8,636	$4,888	$13,524	0.33	$342,394	$349,143
2016	$312,014	$5,340	$8,495	$4,479	$12,974	$3,950	$16,924	2.72	$334,278	$322,961
2017	$356,542	$150,332	$31,148	$3,468	$34,616	$23,627	$58,243	8.74	$414,785	$357,284
2018	$348,273	$13,211	$16,306	$14,619	$30,925	$16,516	$47,441	4.68	$395,714	$306,278
2019	$340,413	$0	$4,710	$7,131	$11,841	$2,678	$14,519	1.38	$354,932	$309,096
2020	$335,374	$93,268	$4,220	$6,194	$10,414	$3,500	$13,914	1.26	$349,288	$340,994

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-44.05	-30.83	-100.00	-86.67	-66.67	3.66	20.59	2.01
2010-2020	-45.78	-47.73	-100.00	-87.50	-63.64	19.56	-55.73	8.14

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.

Urbandale United Church of Christ
Analysis of Revenues & Expenses
July 2021

Accounts	MTD Actual (This Year)	YTD Actual (This Year)	YTD Actual (Last Year)	Annual Budget (This Year)	% of Annual Budget Used (This Year)
Revenues					
Pledge Offering					
1-400100 - Current Year Pledges	$14,837.11	$211,768.32	$222,160.54	$336,157.00	63.00 %
Total Pledge Offering	$14,837.11	$211,768.32	$222,160.54	$336,157.00	63.00 %
Other Receipts					
1-410100 - Non Pledge and New M	$1,383.25	$9,949.47	$21,526.79	$25,364.00	39.23 %
1-410200 - Plate Offering	$60.00	$130.00	$501.33	$0.00	0.00 %
1-410300 - Interest	$0.60	$3.15	$10.37	$0.00	0.00 %
1-410400 - Weddings	$150.00	$150.00	$0.00	$0.00	0.00 %
1-410600 - Building Use	$0.00	$0.00	$50.00	$0.00	0.00 %
1-410800 - Fundraisers	$0.00	$17.00	$22.00	$0.00	0.00 %
Total Other Receipts	$1,593.85	$10,249.62	$22,110.49	$25,364.00	40.41 %
Total Revenues	$16,430.96	$222,017.94	$244,271.03	$361,521.00	61.41 %

Urbandale United Church of Christ
Analysis of Revenues & Expenses
July 2021

Accounts	MTD Actual (This Year)	YTD Actual (This Year)	YTD Actual (Last Year)	Annual Budget (This Year)	% of Annual Budget Used (This Year)
Expenses					
Personnel					
Senior Pastor					
1-500110 - Sr Pastor Salary	$5,293.92	$36,953.60	$36,253.90	$63,527.00	58.17 %
1-500120 - Sr Pastor Housing	$2,119.67	$14,837.69	$14,837.69	$25,436.00	58.33 %
1-500130 - Sr Pastor SS Offset	$567.17	$3,962.19	$3,908.35	$6,806.00	58.22 %
1-500140 - Sr Pastor Health/Denta	$2,009.00	$14,063.00	$13,364.75	$24,108.00	58.33 %
1-500141 - Sr Pastor Life & Dis	$111.21	$778.47	$708.00	$1,334.00	58.36 %
1-500150 - Sr Pastor Annuity	$1,037.91	$7,265.37	$6,984.32	$12,455.00	58.33 %
1-500160 - Sr Pastor Cont Ed	$0.00	$0.00	$0.00	$1,000.00	0.00 %
1-500170 - Sr Pastor Prof Expense	$20.00	$45.77	$166.10	$1,500.00	3.05 %
1-500180 - Sr Pastor Sabbatical Rs	$0.00	$0.00	$850.74	$0.00	0.00 %
Total Senior Pastor	$11,158.88	$77,906.09	$77,073.85	$136,166.00	57.21 %
Ministry Program Coordinator					
1-500270 - Min Prog Crd Salary	$3,293.25	$22,988.25	$22,086.92	$39,519.00	58.17 %
1-500271 - Min Prog Crd Housing	$1,356.58	$9,496.06	$9,496.06	$16,279.00	58.33 %
1-500272 - Min Prog Crd SS Offset	$355.75	$2,485.25	$2,415.92	$4,269.00	58.22 %
1-500273 - Min Prog Crd Hlth Adm	$6.60	$346.20	$339.60	$400.00	86.55 %
1-500274 - Min Prog Crd Annuity	$650.98	$4,556.86	$4,306.66	$7,812.00	58.33 %
1-500275 - Min Prog Crd Prof Exp	$20.00	$49.12	$1,164.43	$1,800.00	2.73 %
Total Ministry Program Coordinator	$5,683.16	$39,921.74	$39,809.59	$70,079.00	56.97 %
Office Coordinator					
1-500310 - Office Coord Salary	$2,355.60	$17,598.60	$17,086.80	$30,637.00	57.44 %
1-500330 - Office Coord FICA	$180.20	$1,346.29	$1,307.14	$2,344.00	57.44 %
1-500341 - Office Coord Hlth/Dent	$771.50	$5,400.50	$3,714.75	$9,258.00	58.33 %
Total Office Coordinator	$3,307.30	$24,345.39	$22,108.69	$42,239.00	57.64 %
Music Director					
1-500510 - Music Director Salary	$1,587.08	$11,063.40	$10,741.52	$19,045.00	58.09 %
1-500530 - Music Director FICA	$118.67	$827.14	$802.51	$1,457.00	56.77 %
Total Music Director	$1,705.75	$11,890.54	$11,544.03	$20,502.00	58.00 %
Organist/Youth Choir/Handbells					
1-500610 - Org/YChoir/Hbell Slry	$1,123.98	$8,380.15	$8,225.02	$14,583.00	57.47 %
1-500630 - Org/YChoir/Hbels FICA	$83.27	$622.14	$610.28	$1,116.00	55.75 %
Total Organist/Youth Choir/Handbell	$1,207.25	$9,002.29	$8,835.30	$15,699.00	57.34 %
Custodian					
1-500710 - Custodian Salary	$1,311.20	$9,795.60	$9,509.20	$16,623.00	58.93 %
1-500730 - Custodian FICA	$100.30	$749.36	$727.46	$1,272.00	58.91 %
Total Custodian	$1,411.50	$10,544.96	$10,236.66	$17,895.00	58.93 %
Child Care Providers					
1-500760 - Child Care Prov Wages	$0.00	$0.00	$802.40	$1,747.00	0.00 %
1-500780 - Child Care Prov FICA	$0.00	$0.00	$61.38	$134.00	0.00 %
Total Child Care Providers	$0.00	$0.00	$863.78	$1,881.00	0.00 %
Other					
1-500900 - Payroll Processing	$201.24	$1,429.91	$1,354.71	$2,400.00	59.58 %
1-500910 - Miscellaneous Personn	$0.00	$0.00	$0.00	$200.00	0.00 %
1-500920 - Staff Development	$0.00	$0.00	$0.00	$250.00	0.00 %
Total Other	$201.24	$1,429.91	$1,354.71	$2,850.00	50.17 %
Total Personnel	$24,675.08	$175,040.92	$171,826.61	$307,311.00	56.96 %
Other Expenses					
Christian Growth Ministry Team					
1-520110 - Church School Curricul	$0.00	$49.99	$104.16	$750.00	6.67 %
1-520115 - Confirmation/Our Whol	$0.00	$71.63	$28.27	$1,000.00	7.16 %
1-520120 - Adult Education	$0.00	$0.00	$0.00	$100.00	0.00 %
1-520130 - Church School Supplies	$0.00	$66.98	$0.00	$350.00	19.14 %
1-520160 - Special Activities	$38.72	$272.93	$486.12	$2,250.00	12.13 %
1-520190 - Lay Development	$0.00	$0.00	$0.00	$450.00	0.00 %

Urbandale United Church of Christ
Analysis of Revenues & Expenses
July 2021

Accounts	MTD Actual (This Year)	YTD Actual (This Year)	YTD Actual (Last Year)	Annual Budget (This Year)	% of Annual Budget Used (This Year)
Total Christian Growth Ministry Tean	$38.72	$461.53	$618.55	$4,900.00	9.42 %
Outreach/Nurture Ministry Team					
1-520210 - OCWM	$2,000.00	$3,000.00	$2,000.00	$4,000.00	75.00 %
1-520215 - Interfaith Alliance	$0.00	$0.00	$500.00	$500.00	0.00 %
1-520220 - DMARC	$0.00	$0.00	$750.00	$750.00	0.00 %
1-520230 - Central Assn Dues	$0.00	$0.00	$675.00	$350.00	0.00 %
1-520250 - Advertising	$0.00	$0.00	$0.00	$100.00	0.00 %
1-520270 - Membership	$0.00	$0.00	$4.29	$100.00	0.00 %
1-520280 - Family Promise	$0.00	$0.00	$1,000.00	$1,000.00	0.00 %
Total Outreach/Nurture Ministry Tear	$2,000.00	$3,000.00	$4,929.29	$6,800.00	44.12 %
Worship Team					
1-520310 - Service/Worship Suppli	$0.00	$512.95	$359.85	$500.00	102.59 %
1-520315 - Pulpit Supply	$100.00	$100.00	$0.00	$200.00	50.00 %
1-520320 - Sub Organist/Guest Mu	$0.00	$0.00	$0.00	$200.00	0.00 %
1-520330 - Music Senior Choir	$0.00	$463.95	$191.90	$600.00	77.32 %
1-520370 - Piano Tuning	$0.00	$319.55	$0.00	$400.00	79.89 %
Total Worship Team	$100.00	$1,396.45	$551.75	$1,900.00	73.50 %
Ad-Ministry Team					
1-520510 - Electric/Gas	$397.15	$4,036.81	$2,163.00	$5,500.00	73.40 %
1-520511 - Communications	$357.53	$2,325.48	$1,668.63	$4,600.00	50.55 %
1-520512 - Water/Sewer	$129.11	$720.41	$1,113.23	$1,900.00	37.92 %
1-520520 - Buildings/Grounds Mair	$987.04	$4,485.10	$4,775.70	$9,000.00	49.83 %
1-520530 - Custodial Supplies	$68.29	$68.29	$312.57	$800.00	8.54 %
1-520540 - Snow Removal	$0.00	$1,162.50	$688.75	$2,000.00	58.12 %
1-520550 - Elevator	$0.00	$255.35	$1,209.30	$1,500.00	17.02 %
1-520600 - Office Supplies	$109.25	$228.88	$382.22	$1,500.00	15.26 %
1-520610 - Office Equipment	$217.11	$1,464.43	$1,518.87	$2,800.00	52.30 %
1-520620 - Postage	$0.00	$428.95	$225.00	$800.00	53.62 %
1-520630 - Technology	$426.17	$3,359.21	$3,400.87	$6,000.00	55.99 %
1-520640 - Insurance	$3,447.25	$7,681.50	$6,536.00	$16,000.00	48.01 %
1-520650 - Stewardship	$0.00	$0.00	$0.00	$250.00	0.00 %
1-520660 - Kitchen Supplies	$0.00	$0.00	$12.59	$100.00	0.00 %
Total Ad-Ministry Team	$6,138.90	$26,216.91	$24,006.73	$52,750.00	49.70 %
Total Other Expenses	$8,277.62	$31,074.89	$30,106.32	$66,350.00	46.83 %
Total Expenses	$32,952.70	$206,115.81	$201,932.93	$373,661.00	55.16 %
Net Total	($16,521.74)	$15,902.13	$42,338.10	($12,140.00)	0.00 %

INTERFAITH ALLIANCE OF IOWA

September 9, 2021

Diane Dornburg, Moderator
Urbandale United Church of Christ
3530 70th Ave.
Urbandale, IA 50322

Dear Diane,

I am writing this letter in support for Urbandale United Church of Christ Church and as a reference for the search and call process in seeking an Intentional Interim Minister. Thank you for the honor of writing this letter in support for your community.

Urbandale UCC and Interfaith Alliance of Iowa have had a long and positive relationship for many years. I appreciate greatly the respect and flexibility your community provides for your clergy, allowing them to be leaders in our community and to use their prophetic voices for the common good.

Interfaith Alliance of Iowa has had the honor of and benefited from two Senior Ministers of Urbandale UCC serving as Chairperson of our Board of Directors. Both were encouraged by the congregation to use their voices and do God's work in the world through the mission and work of Interfaith Alliance of Iowa. Both served our community and the organization as strong and valuable leaders helping our organization to move forward in our own mission.

In encouraging the Senior Minister to participate in and be leaders in our shared work, the church has stated clearly that you believe strongly in people of faith playing a significant role in social justice work outside the walls of the church. Not all congregations share that same vision, nor do they encourage strong leadership from their clergy in community-based organizations. Urbandale UCC shows your commitment to social justice work by walking the walk every day.

P.O. Box 41086 | Des Moines, IA 50311
O: 515-279-8715 | info@interfaithallianceiowa.org | www.interfaithallianceiowa.org

I am grateful to Urbandale UCC as a valued partner with Interfaith Alliance of Iowa and with many other community organizations. It is a testament to the congregation's faith and mission.

It is without hesitation that I support and endorse Urbandale UCC in your search for an Intentional Interim Minister. You are to be commended for all that you do to make God's world better for all people.

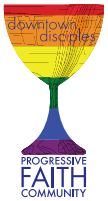
I wish you all the best in your search and look forward to meeting and hopefully working with your new minister when they are called.

With appreciation,



Connie Ryan
Executive Director

P.O. Box 41086 | Des Moines, IA 50311
O: 515-279-8715 | info@interfaithallianceiowa.org | www.interfaithallianceiowa.org



Re: Reference Letter for Urbandale United Church of Christ
9/13/21

Reference Provider:
Rev. Debbie Griffin
Pastor of Downtown Disciples, ordained in the Christian Church Disciples of Christ
(515) 370-2281
pastor@downtowndisciples.org

Dear Potential Candidate,

As the Pastor of Downtown Disciples and ecumenical partner of Urbandale UCC, it is my joy to provide this letter of reference for UUCC. Downtown Disciples and I have been blessed to serve alongside UUCC in the Des Moines Metro Area for the past 6 years. As a six-year-old new church start with the Christian Church Disciples of Christ, we've been delighted to partner with UUCC in a variety of social justice ministries, ecumenical worship opportunities, Pride Parades, Capitol City Pride Festivals, the work of Interfaith Alliance of Iowa, immigration and refugee justice, and racial justice.

UUCC is a leader in proclaiming the inclusive affirming love of Christ in the Des Moines area. Some areas of strength include their Queer affirming ministry, participation in ecumenical acts of social justice, generosity, and lovely Spirit filled worship. In the earliest days of Downtown Disciples' ministry UUCC invited us to walk with them in the Pride Parade and partner with them in several social justice events, as we grew our church. They even granted us financial support for our young ministry as part of their outreach. While some churches might feel threatened by a new church rising up nearby, UUCC saw Downtown DIsciples as an opportunity to partner and support another affirming inclusive expression of Christ's church in the world.

I look forward to meeting and growing in ministry with the next Pastor of UUCC! Please feel welcome to contact me with any questions or further information.

Pastor Debbie Griffin
Downtowndisciples.org
515-370-2281 cell
pastor@downtowndisciples.org