

Indiana Kentucky Conference
LOCAL CHURCH PROFILE
FOR SMALLER CONGREGATIONS

(For congregations with an average worship attendance of 50 or fewer people)

Church name:

Street address:

Website:

Association:

Position:

*(Full-time Settled Pastor, Part-time Settled Pastor,
Three Quarter-time Settled Pastor, Quarter-time Settled Pastor)*

Summary Ministry 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?

Photographs:

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

*“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. WHO IS GOD CALLING TO MINISTER WITH US?

(Select the expectations of the church's next pastor using the list below and following the Call Agreement Workbook. Additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above.)

EXPECTATIONS:

- | | |
|--|---|
| <input type="checkbox"/> Worship Leadership, Preaching, Service Preparation | <input type="checkbox"/> Maintain collegial and denominational relationships. |
| <input type="checkbox"/> Church Administration, Newsletter, Communications, Staff Supervision | <input type="checkbox"/> Mission and service involvements |
| <input type="checkbox"/> Leadership with Church governing body and committees. | <input type="checkbox"/> Other expectations: |
| <input type="checkbox"/> Pastoral care, visitation of hospitalized, homebound, and members in care facilities. | |
| <input type="checkbox"/> Special services (weddings, funerals, liturgical year services) | |
| <input type="checkbox"/> Teaching – Bible Studies, adult education, confirmation, other (please provide a list of any other teaching items). | |

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

2. SUPPORT AND COMPENSATION

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

If your church has a parsonage:

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

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:

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

State any incentives (*e.g. school debt reduction, retention bonus after a certain number of years in position or Sabbatical after 5 or 7 years*):

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

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

- Salary (*from the IKC Compensation Guidelines*): \$
- Housing Allowance (*The housing allowance should be set at 1% per month of the cost of that median priced home in your community. For example if the median priced home is \$100,000, the annual housing allowance is \$1,000/month or \$12,000/year*): \$
- Benefits:
 - a) **Annuity** - minimum of 14% of base salary plus housing allowance (or minimum of 14% of 130% of cash salary if parsonage is provided) paid quarterly to [The Pension Boards UCC](#).¹
 - b) **Life Insurance and Disability Benefit Plan** (short-term and long-term disability income insurance and decreasing term life insurance through UCC program) - cost is 1.5% of cash salary plus housing allowance (or 1.5% of 130% of base salary if parsonage is provided). For more information visit [Pension Boards UCC](#).
 - c) **Health Insurance** There are three health plans (A,B and C) sponsored by the Pension Boards, which vary the premiums and deductibles. 2022 rates will be received in the fall of 2021. [Click here for rate locator](#).
 - d) **Dental & Vision Insurance** available through the UCC Pension Boards. 2022 rates will be received in the fall 2021.
 - e) **Medical and Dependent Care Flexible Spending** - Pre-tax deductions from salary for medical and dependent care expenses under Section 125 of the IRS Code. Get information at [The Pension Boards UCC](#)

3. WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

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

For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps?

¹ This is the standard formula recommended by the UCC Pension Boards for calculating the annual church contribution to a pastor's annuity. However, in some specific situations where a pastor's compensation package is heavily weighted toward a housing allowance, a tax accountant should be consulted to assure that the annuity payment does not exceed the maximum percent of taxable compensation allowed by the IRS for contribution to a 403(b) tax sheltered annuity

4. CONGREGATIONAL REFLECTIONS

Describe several strengths or positive qualities of your congregation.

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

Describe how your congregation is organized for ministry and mission.

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

- When it comes to decision-making, how many hours are spent in meetings per month?
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
- Can you provide the next minister with a copy of bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No]

5. CONGREGATIONAL MEMBERSHIP, BUDGET & LEADERSHIP

Current Membership: _____

Membership 5 years ago: _____

Average Weekly Worship Attendance: _____

Participating in Weekly Adult Education: _____

Participating in Youth Ministries: _____

Current Year Annual Church Budget: \$ _____

Current Year Our Church's Wider Mission (OCWM): \$ _____

Pledging Units: _____ Average Annual Pledge Amount: \$ _____

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

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

What is the church's current indebtedness?

Total amount of loan debt: \$

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.

Complete the following chart. List all current staff, including ministers. *(Please leave blank any fields that are not applicable to your congregation. 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

6. HISTORICAL INFORMATION

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

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

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.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

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

Pastor’s name	Years of service	UCC Standing (Y/N)

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

7. COMMUNITY VISION

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

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

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

8. 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

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

REFERENCE 2

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

REFERENCE 3

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

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.

9. 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:

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.*)
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

VALIDATION BY CONFERENCE

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

Staff Comment:

Signature:

Name / Title:

Email:

Phone:

Date: