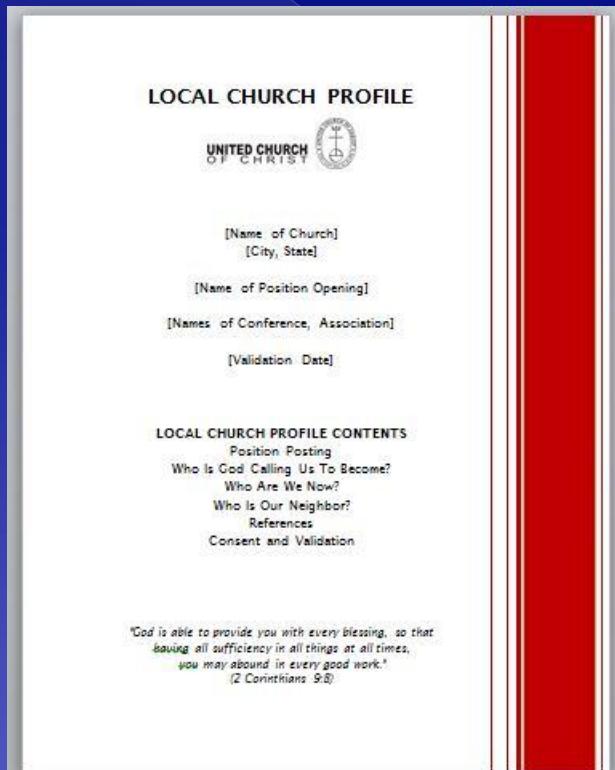


Introducing the New UCC LOCAL CHURCH PROFILE

Ministerial Excellence, Support and Authorization
(MESA) Team, September 2016



Three Questions to Advance the Calling of the Church

WHO
Are we

WHO
Is our
neighbor

WHO
Is God
calling us
to
become

Benefits of New Local Church Profile

- ◉ Churches experiences dynamic discernment
 - Questions from the past and present lead to future
 - Narrative and data
 - Thorough, honest, and distinctive
- ◉ Pastors sense direction and partnership
 - Leadership for a purpose
 - Travelling together toward God's future

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LOCAL CHURCH PROFILE CONTENTS

Position Posting

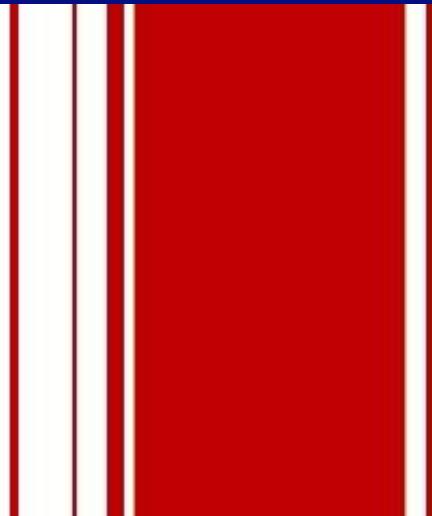
Who Is God Calling Us To Become?

Who Are We Now?

Who Is Our Neighbor?

References

Consent and Validation



1. Do It Anytime

- With current leadership
 - Discover/assess direction
- Over time learn from changes
 - Recommended every 3-5 years
 - Not just in times of search and call
- Yes, it's an option to start the main section ahead of ministerial transition
 - Draw on a retiring minister's energy within appropriate boundaries
- During an interim
 - Often the whole Local Church Profile will be completed during an interim time

2. Do the Profile *In the Best Order*

Church Answers:

WHO Are We?

WHO Is Our Neighbor?

WHO is God Calling Us to Become?

Final Document
Reads:

WHO is God Calling Us to Become?

WHO Are We?

WHO Is Our Neighbor?

3. Maximum Participation!!

Advance Team: Core Profile

- Governing Body or standing vision group OK
- Search Committee OK
- Transition Team can be strategic, to lead a season of involvement by the entire community!

6-12
months

Search Committee: Front/Back Pieces

- Use discoveries already made above
- Add Position Posting, References for new minister
- Begin confidential small-group process of discernment around candidates

6-12
months

Transition/Advance Team

- Does not have to be the Search Committee
- Leadership involves the whole community in preparing the Local Church Profile
- Use: Diversity exercises, neighbor engagement, ministry assessment, demographic study, wider church connections
- Use: Story-telling, worship, history, Appreciative Inquiry, church survey

Search Committee

- Finish references, consent
 - > Position posting including Scope of Work
- Establish small-group consensus and criteria
- Prepare interview questions using church profile
 - > *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 that your next minister will display to further equip the congregation's ministry in these areas*

Governing Body

- ◉ Certain sections of the Local Church Profile:
 - > Scope of Work
 - > Financial data
- ◉ Plans pastoral transition process together with conference

Timeline

- Designed to be done in a year
- 6-12 month process to prepare
- 6-12 month process for the search

- Kairos time – let God use it for holy discernment and Spirit-filled surprises!

Conference Support for Search Process

Types of pastorate in the UCC

- Settled / Supply / Designated-Term / Intentional Interim

Compensation and costs

- See *Call Agreement Workbook*

Timeline

- Customized

Covenantal resources and expectations

- Church Profile validation
- Posting all vacancies on *UCC Ministry Opportunities*
- Use of Ministerial Profiles and Snapshot data

Ministerial Profile & Church Profile

- ◉ Both based in reliable information for mutual discernment
- ◉ Start well – no surprises
- ◉ Both include references as a key element:
 - Provide perspective on ministry
 - Contributions to the community

Conference Support for Church Profile

VALUE ADDED:

- 11 Year Report (as reported annually to UCC Data Hub)
- MissionInsite (demographic report)
- Welcoming Diversity Inventory (support of conversations regarding difference)

Peak Performance Every 3-5 Years

Ongoing monitoring and change management:

- ◉ Church evaluates its current and potential possibilities for ministry
- ◉ Church makes decisions to positively modify its program in an ongoing way
- ◉ Context is shared and God's vision is sought in congregation-wide communications

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 AND
AUTHORIZATION (MESA) TEAM

For more information contact your Conference, or visit:
www.ucc.org/ministers_pilgrimage



BLESSINGS ON THE JOURNEY

For more information, please contact your UCC Conference or Association staff