

April 14, 2009  
Date

Senior Pastor  
Position to be filled

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## **LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING NEW LEADERS**

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### **Local Church Statement of Consent**

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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 a 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 opinion 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.

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Signature of Search Committee Chairperson

Mike Vargo

[pmvargo@earthlink.net](mailto:pmvargo@earthlink.net)

Cell 239-560-2020

Date: 4-14-09

#### **Sanibel Congregational United Church of Christ**

2050 Periwinkle Way  
Sanibel Florida 33957  
239-472-0497

#### **Search Committee Chairperson or Contact Person**

Name: Marion Bayers, Secretary Search Committee  
[m\\_bayers@comcast.net](mailto:m_bayers@comcast.net)  
Cell (239) 560-3119

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Please return the completed document to your conference or association office.

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Cell (239) 560-3119

Mike Vargo, Chairperson Search Committee  
[pmvargo@earthlink.net](mailto:pmvargo@earthlink.net)  
Cell 239-560-2020

#### **4. Conference Staff Person Assisting Our Church:**

Rev. Dr. Jean M. Simpson, Gulf Coast Regional Conference Minister

Address: 13404 Blythefield Terrace,  
Lakewood Ranch, FL 34202

Telephone: 941-373-3908

Fax:

E-Mail: [jsimpson@uccfla.org](mailto:jsimpson@uccfla.org)

## **MEMBERSHIP INFORMATION**

5. Membership: *(if information is not available, put n/a or estimate and put est.)*

	2008	5 Years Ago	10 Years Ago
a. # Church members	590	624	614
b. Average attendance at worship	350	397	390
c. Average participation of children/youth in C.E.	< 12	<12.	.<12
d. Average weekly participation in adult education	<30	<30	<30
e. # Members who are ordained clergy	2	3	3

Details regarding statistics are available on our website [www.sanibelucc.org](http://www.sanibelucc.org) . Look under committees and boards then under annual church and conference. Our annual reports for 2007 and 2008 are on the website.

SCUCC is a thirty-year-old 600-member church located on Sanibel Island, Florida and part of the Florida UCC conference [www.uccfla.org](http://www.uccfla.org). (Sanibel is a “sanctuary” island with approximately 65% of the land withdrawn from development.) Forty percent of its members live off island. Its mature congregation is well educated and practices the moderate center of UCC doctrine. SCUCC is financially sound.

**Membership:** Average attendance during 2007 was 349, however attendance varies with the season. Summer attendance averages 100 and in-season attendance is near 700. In essence we have two profiles, in-season and off-season. While our overall congregant’s ages are confidential, here is our best estimate at congregant mix by age group:

Under 11	2%
12-18	2%
19-24	1%
25-49	15%
50-64	25%
Over 65	55%

### 6. Profile of Congregation

Estimate percentage of congregation. Each category should add up to 100%

a. (See above)	b. Family units: (from survey results)
_____ % ages 0 - 5	<u>  2  </u> % couples with children at home
_____ % ages 6-	<u> 72 </u> % couples without children at home
_____ % ages 19-34	<u> 24 </u> % single
_____ % ages 35-49	<u>  2 </u> % single parent with children at home
_____ % ages 50-64	
_____ % ages 65-74	
_____ % ages 75 +	

**Occupations: The vast majority of our adult congregants are professionals or retired professionals with college degrees.**

c. Describe the racial-ethnic makeup of your congregation:

Caucasian 98 percent 2% other

## **CHURCH FINANCES**

### **Sanibel Congregational UCC Budget Summary**

Operating Income	2006 Actual	2007 Actual	2009		% Change
			2008 Budget	Budget	
Pledge Receipts	618,824	615,942	680,000	588,000	-13.53%
Plate Receipts	85,029	130,172	110,000	110,000	0.00%
Other Income - Interest	5,049	23,296	14,000	5,500	-60.71%
Other Income - Usage Inc	19,057	20,219	20,000	20,000	0.00%
<b>Total Income</b>	<b>727,959</b>	<b>789,629</b>	<b>824,000</b>	<b>723,500</b>	<b>-12.20%</b>

Details are on our website [www.sanibelucc.org](http://www.sanibelucc.org)

9. Identify special offerings the church has throughout the year and the amounts from last year:

Details are on our website [www.sanibelucc.org](http://www.sanibelucc.org)

10. Name the most significant local missions/ministries or agencies that were financially supported by your local church last year and the amount of support:

Our congregation's mission and benevolence budget is 20% of prior years pledges received and is part of our by-laws. The annual amount each year is near \$120,000. Over the years the congregation has distributed in excess of \$1.5 million dollars based on our latest estimate. Our congregation is proud of its giving tradition. Here is an excerpt from our 2008 annual report.

#### **2008 Yearly Report of the Mission and Benevolence Committee (edited)**

As our year comes to a close the Mission and Benevolence Committee is pleased to report that thanks to our congregation's generosity, we have been able to distribute **\$60,618** to 17 local agencies (Abuse and Counseling Treatment, Brightest Horizon, the Children's Day Center of the CCMI, (known as "Soup Kitchen"), Community Housing Resources (Sanibel), Dubin Alzheimer's Center, ECHO, FISH, Friends Who Care, Habitat for Humanity (along with other gifts, we have be able to complete funding for the house recently completed by our church), Harry Chapin Food Bank, Hope Hospice, Life

Education and Counseling Center, Literacy Volunteers, National Association of Mental Illness (local branch), Quality of Life Center, Radio Reading Service, Salvation Army, and the South Fort Myers Food Pantry.

We have also distributed **\$55,000** to state and national ministries and agencies, including our Florida Conference, (general support and new church development), Guadalupe Social Services, Interfaith Council of Immokalee and continued maintenance funding of our congregation's ¼ share of an Eden seminary scholarship named in honor of Ran Niehoff,

Internationally we have distributed **\$7,500** in support of missionary activities in Africa, India, for the Ebenezer School in Honduras (recently again devastated by hurricane winds), Hope Seeds, and Global Partners in Africa.

**The grand total is \$123,118!!**

11. Indebtedness **none**

Are capital and other payments current?        X   yes             no

12. Capital Campaigns: **none**

13. Assets held by the Church:

From 2008 annual report

## Balance Sheet

### Assets

Liquid Assets	551,649
Endowment Assets	1,262,178
Land and Land Improvements	458,016
Buildings	1,338,686
Equipment and Furnishings	226,569
<b>Total Assets</b>	<b>3,837,098</b>

### Fund Balances

Operating Fund Balance	343,050
Endowment Fund Balance	1,256,018
Designated Balance	210,253
Designated Outreach Balance	4,505
Fixed Asset Fund Balance	2,023,271
<b>Total Fund Balances</b>	<b>3,837,097</b>

- d. If a building program is projected or underway, describe it, including estimated date of completion:

**None**

- e. If the church owns a parsonage, describe it: **N/A Housing allowance negotiated**

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## FINANCIAL SUPPORT OF MINISTERIAL LEADERS

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**14.** If your conference has compensation guidelines, do you follow them?

yes       no

- a. If the compensation package offered falls below conference guidelines, are you willing to have a pastor who is bi-vocational having a part-time position to supplement income?

N/A  yes       no

- b. Are you willing to help bi-vocational candidates locate other employment?

N/A  yes       no

**15.** Salary History

See website pastoral relations budget [www.sanibelucc.org](http://www.sanibelucc.org) for last two years

Salary and benefits for position will be negotiated

**16.** During the above period, has your church failed to fulfill its financial obligations to its pastor?  
 yes       no      If yes, please comment:

**17.** Salary, Benefits, and Expenses Offered

Salary and benefits for position will be negotiated, fair and competitive. We offer full UCC benefits including vacation time and sabbatical time. See our pastoral committee information on our website [www.sanibelucc.org](http://www.sanibelucc.org).

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## COMMUNITY CHARACTERISTICS

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**18.** Population 6,000 Lee County 600,000

**Church property** includes a building and partially landscaped grounds situated on 22 acres. The church does not own a parsonage.

**Community:** Sanibel is primarily a retirement area with the working families associated with resort, real estate, service and construction industries. Many families visit the area during their working careers and strive to live in the area during retirement. Sanibel has a population of approximately 6,000 and swells to more than 30,000 in season. Greater Lee County, including Fort Myers, has seen growth traditionally

rooted in real estate development, however recent years have focused on higher education and service industries. Many Sanibel residents move off Sanibel in later years to communities offering services geared to those in their later years. Over 200 congregants live just off-island at Shell Point Retirement Community.

**Three distinctive attributes** of our community

Most congregants are retired making us a “day” meeting church

Lifestyle is influenced by a high regard for nature and wildlife by congregants

A majority of residents have college degrees and expect continuing spiritual education

**Three major community trends** over the next five years

Real estate slump will subside and housing values will rise back to 2005 levels

Baby boomers will invade the area expediting moves to mainland by current residents

High property taxes and traffic force nature lovers off island

**Three challenges for our congregation:**

Continued growth of off-island membership stretches resources

SCUCC has not been maintaining membership levels

Housing costs change mix of congregation

## **Activities in the community**

Lutherans, Unitarians and Jewish congregations use SCUCC facilities. We host a variety of community programs including: AA, FISH, shared scholars and a music festival. SCUCC building is one of the hubs of activity on the island.

19. Economic Factors -see above

.

20. General Description - see above

Indicate Mission Activities- See mission and benevolence report included above

1. In which your church participates as a part of its mission in the community:

See mission and benevolence report included above

2. In which your church expects the leader you are now seeking to participate:

N/A

- a. Describe how your church building is now being used by the community: see above
- b. Indicate the number of school districts from which members of your church are drawn:  
 \_\_\_\_\_ one      X   two    \_\_\_\_\_ three or more

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## **CONGREGATIONAL LIFE**

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21. Identify major trends you envision in your church in the next five years

**Three challenges for our congregation:**

Continued growth of off-island membership stretch resources

SCUCC has not been maintaining membership levels

Housing costs change mix of congregation

22. **Planning**

- a. All churches do planning. How would you characterize the way planning is done in your church?

The lay leadership within SCUCC is unusually active and congregational in nature. An active committee structure provides the framework for planning. We have had periodic sessions.

- b. What expectations do you have of the person you are seeking in relation to the planning that takes place.

Our new senior pastor will work in concert with our active lay leadership.

23. **Reflections on Congregational Life**

Comment on the following with what you believe to be the generally-held responses of the congregation. (If more space is needed, use additional pages.)

- a. Identify the three most important events in the history of your church and the year:

<u>Event</u>	<u>Year</u>
1. Calling Ran Niehoff	1991
2. Calling Sandy Boler	2001
3. Jim Boler, Sandy Boler Ran Niehoff retire	2008

- b. Identify the most challenging event in the life of your church in the last three years and what the church learned from it:

Jim Boler, Sandy Boler  
Ran Niehoff retire

2008

Do not have three pastors retire in the same year

- c. Identify what the congregation intends to accomplish during the next three years:

Unite the congregation with a variety of meaningful spiritual experiences

- d. Describe how the church expects the person you are seeking to help your church reach these goals:

We seek a new senior pastor who is caring and who can deliver inspirational, stimulating preaching that challenges the thinking of the congregation.

- e. Chose the statement that most accurately describes the theological/faith stance of your church: *You may check more than one.*

- We tend to be theologically conservative.
- We tend to be theologically moderate to conservative.
- We tend to be theologically moderate.
- We tend to be theologically moderate to liberal.
- We tend to be theologically liberal.
- We tend to be quite diverse theologically.
- Other

Comments:

### **Theological and faith Stance of SCUCC**

We are in harmony with a moderate center position of the many hues and shades of UCC. Our congregants are from a variety of backgrounds and faiths but reflect an attraction to a personal understanding of faith. Our pastors become guides on our journey using the Bible as central to learning. We demonstrate our love of others in action by supporting giving outside of our congregation.

- e. Describe the educational program of your church: See our website [www.sanibelucc.org](http://www.sanibelucc.org)
  - 1. Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum/a:

Pastoral team in concert with Children and Youth ministry committee

2 Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:

Pastoral team in concert with Children and Youth ministry committee

g. Describe how the church expects the person you are seeking to participate in the congregation's educational programs:

Our new senior pastor will work with lay leadership to develop stimulating educational programs

h. Describe how programs or ministries of your church are evaluated:

Feedback regarding content and adaptability to our spiritual and daily lives

i. Describe the strengths or positive qualities of your church:

We are a committed congregation. We are committed to our faith, our community and helping others. We have a thirty-year track record of community involvement. Our building is used by for many purposes including several AA groups, a Jewish Congregation, Unitarians, Lutherans and for several community events. We are a fiscally sound and learning congregation in search of spiritual enlightenment combined with fellowship, education, worship and service to others.

**24.** Indicate major boards, committees, groups, and organizations that are a part of your church, the frequency of meetings (monthly, weekly, etc.), and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity takes primary initiative and responsibility.

**Organization:** SCUCC has over a dozen committees that govern our church life. The Church Council is the decision making body. The details on each committee are in our annual report on our website [www.sanibelucc.org](http://www.sanibelucc.org).

**25. Conflict**

Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: C = closely; S = somewhat; N = not at all.

S as a church, we respect and listen to each other and work things through without generating divisiveness

C as a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides

S some have left our church because of conflict

N conflict hurts our sense of unity, but we tend not to talk about it

S painful experience with conflict has been present, but it has been worked through, and we have learned from the experience

S we have had some painful experiences with conflict, and they linger in the background

N open conflict is present, and we need a minister who can help us deal with it

other Specify:

Comment:

While we have very capable pastors, we miss the pastors who retired. There are no other major conflict issues.

## 26. Worship

a. Identify how worship is planned on a regular basis in your church:

by a worship committee

X by the pastor

by the pastor in consultation with the church musician

other. Specify:

Works with Deacons when making changes. Prior to interim period, by the pastor in consultation with the church musician

b. Describe the style and content of preaching valued by your congregation:

Survey questions are summarized at the end of this profile that reflect congregation desires

c. Describe the role in worship of the person you are seeking:

We seek a new senior pastor who is caring and who can deliver inspirational, stimulating preaching that challenges the thinking of the congregation.

d. What hymnal(s) are currently used by your congregation in worship?

"Hymns of Truth & Light" from First Congregational Church of Houston, TX.  
1st Copyright 1998, ours 2007

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**WIDER CHURCH CONNECTIONS**

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**27. United Church of Christ**

- a. Association, conference, or other denominational settings in which church members participate:

Florida UCC conference

- b. Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:

Florida UCC conference

- c. Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:

closely     moderately     nominally     other

Comment:

We have a member who is on UCC Florida board and member who regularly attends annual meetings.  
We have an excellent relationship with Jean Simpson and Kent Siladi.

**28. Ecumenical and Interfaith Activities**

- a. Describe ways your church participated in ecumenical and interfaith activities during the last three years:

For thirty years we have embraced all people. We are a committed congregation. We are committed to our faith, our community and helping others. We have a thirty-year track record of community involvement. Our building is used by for many purposes including several AA groups, a Jewish Congregation, Unitarians, Lutherans and for several community events. We are fiscally sound and learning congregation in search of spiritual enlightenment combined with fellowship, education, worship and service to others.

- b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:

continue our tradition

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## RELATIONSHIP WITH MINISTERIAL LEADERS

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### 29. Relationship With Prior Leaders

- a. Characterize your church's experience with pastoral leaders over the last 10 years.  
*You may check more than one response:*

We have had solid relationships with persons providing pastoral leadership.

We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.

We have some tough times and things did not always work out.

Other. Specify:

Comment:

- b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill.  
Do not include interims: here is our church history:
- c.

In 1977, Sanibel was selected by the United Church of Christ Board for Homeland Ministries as a site for a Mission Church. The Rev. Dr. James W. Lenhart was appointed minister. Dr. Lenhart conducted the first meeting of the Church in the Lighthouse Point Condominium Club House.

In 1978, services were moved to the Dunes Golf and Country Club where they were often interrupted by the cash register ringing in the next room. The Rev. Dwight O. Jackson and Rev. Dr. Robert L. Burt served as speakers during the summer. In June of that year, plans were formed for the organization of the Church. The Charter and Covenant were written, committees formed and Donald R. Manchester elected first Moderator. The United Church Board for Homeland Ministries purchased 21 1/2 acres of land along Periwinkle Way with plans to deed four acres across from Periwinkle Place Shopping Center to the Sanibel Congregation UCC. The first sign was placed on Periwinkle indicating the future site of the Church. The Rev. William Nelson was recruited to assist Dr. Lenhart during the intense organizational activities.

In 1979, the Church Charter was signed by 38 members at a Service in the Dunes Golf and Country Club. Dr. Lenhart retired due to ill health and the Rev. Dr. Webb Howard was appointed Interim Minister. The Services were shifted to the Sanibel Community Association building, Periwinkle Way. In December, Rev. Howard initiated the first Christmas Eve Service with carol singing on the Lighthouse beach.

In 1980, Rev. Mark Burns was summer Interim Minister. The Rev. Dr. Theodore Holland assumed duties as full time Minister. The first Church budget was \$30,000.

In 1981, new officers were elected. The United Church Board of Homeland Ministries established a \$10,000 grant for preliminary studies of our own building. A building committee was formed with Allen Lloyd as Chairman. At the invitation of Father James Hubbs, Rector, our Services were moved to The Episcopal Church of St. Michael and All Angels, Periwinkle Way. Rev. Holland resigned and the Rev. Richard Stein was called as Minister.

The Constitution and Bylaws were adopted at the Annual Meeting in 1982. A Bible Study group was started and a Choir formed. Rev. Stein was officially installed as Minister.

In 1983, Sanibel Congregational United Church of Christ appeared before the Sanibel City Planning Commission and was recognized as an Institution under the Sanibel zoning laws.

At the 1984 Annual Meeting, the first Building Fund Campaign was authorized by the congregation. The campaign with the theme, "Responding to Today, Building for Tomorrow" was directed by Rev. Haskins, of the United Church Board for Homeland Ministries, Office of Church Building. The Sanibel Congregational Women in Mission (SCWIM) was organized and the plans were finalized for the new Church building. The building site clearing was begun and halted for a time by the City of Sanibel for vegetation code infringement.

In 1985, SCWIM adopted a Constitution and Bylaws. Ground breaking ceremonies were held at our newly cleared site. Members of the Congregation took turns driving gilded spikes into the ground marking the building pilings.

The new Church building was dedicated in 1986. Additional meeting and Sunday school rooms were added to the undercroft in 1994. In 1998, additional choir and office space was added to the existing office.

We have grown from 38 original members to 657 members in 2002. Our present Minister, the Rev. Dr. Randall H. Niehoff came to us in September of 1991 and was joined by Associate Minister, the Rev. Sandra R. Boler in 1997. She is now the Rev. Dr. Boler.

In 2002, we celebrated with joyful hearts our 25th anniversary.

Beginning in 2003 and extending through 2004, we initiated and completed several beautiful Memorial projects involving the renovation of our courtyard and Memorial Gardens. We also installed a walkway from the street to the front of the Church to facilitate parking in areas across Periwinkle Way.

No Sanibel Island history will be complete without mentioning the visit from Hurricane Charley on August 13th, 2004. There was a great deal of damage done to the trees and homes on Sanibel and Captiva islands. Fortunately, the Church was spared significant damage.

In January of 2005, the Rev. Dr. James Boler joined Ran and Sandy as Associate Minister. We are fortunate to have Pastors and Teachers who provide us with inspired leadership and ministry.

Even as Sanibel Island is a special place, the Sanibel Congregational United Church of Christ is a center for all to join together to worship God, to nourish ourselves spiritually as we serve God, and to reach out to help those in a needy world.

- d. If a previous pastor is currently a member of the church, describe his or her role in the life of the congregation:

Retired pastors not involved, but continue membership

- e. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:

Motivated and active lay leadership

- e. Involuntary Terminations:

Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure?

yes  no: If "yes," respond to the following:

1. Chose all the issues that may have contributed to the termination: *You may check more than one.* (not applicable)

conflict of personalities in the church  
 inadequate performance  
 pastoral style inappropriate for this church  
 ethical issues  
 other. Specify:

2. Indicate, if you can, which of the following best describe the congregation's behavior toward that person prior to her or his leaving: *You may check more than one.*

<input type="checkbox"/> civil	<input type="checkbox"/> kind
<input type="checkbox"/> compassionate	<input type="checkbox"/> supportive
<input type="checkbox"/> harsh	<input type="checkbox"/> indifferent

2. Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:

Do not have three pastors retire in the same year

30. Does the church have a Pastoral Relations Committee?  yes  no

See website for detailed report. This is a key committee and has been a guiding light for our pastors and congregation during our transition.

If yes, describe its purpose and how it functions: see [www.sanibelucc.org](http://www.sanibelucc.org)

31. If there is periodic assessment of the nature of the work and of the performance of that work for the position you are seeking to fill, describe it

Pastoral relations committee meets on a regular basis

### 32. Leadership Expectations

- a. A list follows of 43 items which represent a range of qualities in the ministry of the church. Place an "X" beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items. See below

#### Our church needs a person who...

- |   |  |
|---|--|
| 1. <input checked="" type="checkbox"/> is an effective preacher/speaker     | 24. <input type="checkbox"/> regularly encourages support of       |
| 2. <input type="checkbox"/> continues to develop his/her                    | Our Church's Wider Mission   |
| theological and biblical skills   | 25. <input type="checkbox"/> reaches out to inactive members       |
| 3. <input checked="" type="checkbox"/> helps people develop their           | 26. <input type="checkbox"/> works regularly in the development    |
| spiritual life  | of stewardship growth  |
| 4. <input type="checkbox"/> helps people work together in                   | 27. <input type="checkbox"/> is active in ecumenical relationships |
| solving problems  | and encourages the church to                                       |
| 5. <input checked="" type="checkbox"/> is effective in planning and leading | participate  |
| worship   | 28. <input checked="" type="checkbox"/> is a person of faith       |
| 6. <input type="checkbox"/> has a sense of the direction of                 | 29. <input type="checkbox"/> writes clearly and well               |

- his/her ministry
7. \_\_\_\_\_ regularly encourages people to participate in United Church of Christ activities and programs
  8. \_\_\_\_\_ helps people understand and act upon issues of social justice
  9. \_\_\_\_\_ is a helpful counselor
  10. X \_\_\_\_\_ ministers effectively to people in crisis situations
  11. \_\_\_\_\_ makes pastoral calls on people in hospitals and nursing homes and those confined to their homes
  12. \_\_\_\_\_ makes pastoral calls on members not confined to their homes
  13. X \_\_\_\_\_ is a good leader
  14. \_\_\_\_\_ is effective in working with children
  15. X \_\_\_\_\_ builds a sense of fellowship among the people with whom he/she works
  16. \_\_\_\_\_ helps people develop their leadership abilities
  17. \_\_\_\_\_ is an effective administrator
  18. \_\_\_\_\_ is effective with committees and officers
  19. X \_\_\_\_\_ is an effective teacher
  20. \_\_\_\_\_ has a strong commitment to the educational ministry of the church
  21. \_\_\_\_\_ is effective in working with adults
  22. \_\_\_\_\_ inspires a sense of confidence
  23. \_\_\_\_\_ works regularly at bringing new members into the church
  30. \_\_\_\_\_ works well on a team
  31. \_\_\_\_\_ is effective in working with youth
  32. \_\_\_\_\_ organizes people for community action
  33. \_\_\_\_\_ is skilled in planning and leading programs
  34. \_\_\_\_\_ plans and leads well-organized meetings
  35. X \_\_\_\_\_ encourages people to relate their faith to their daily lives
  36. X \_\_\_\_\_ is accepting of people with divergent views
  37. \_\_\_\_\_ encourages others to assume and carry out leadership
  38. X \_\_\_\_\_ is mature and emotionally secure
  39. \_\_\_\_\_ has strong commitment and loyalty
  40. \_\_\_\_\_ maintains confidentiality
  41. \_\_\_\_\_ understands and interprets the mission of the church from a global perspective
  42. X \_\_\_\_\_ is a compassionate and caring person
  43. \_\_\_\_\_ deals effectively with conflict
  44. \_\_\_\_\_
  45. \_\_\_\_\_

If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet.

**GENERAL**

33. Does your church search committee or governing body have a policy against discrimination?

yes     no

Comment: Everyone is welcome

34. a. Describe the functions and duties of this position:

Primary responsibilities:

Provide Spiritual leadership and quality preaching skills

Contribute to our goals and covenant of our church in accordance with its by-laws

- Fellowship
- Education
- Worship
- Service

Supervise office

Carry out programs in concert with lay leadership

Caring, compassionate and spiritual interaction with our congregation at all stages of their life

- Education
- Visitation
- Services

Detailed responsibilities will be negotiated

b. Does your church have a personnel policy covering this position?     yes     no

35. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).

- |                         |  |  |
|-------------------------|--|--|
| Title: Associate Pastor | <input type="checkbox"/> PT            | <input checked="" type="checkbox"/> FT |
| Title: office manager   | <input type="checkbox"/> PT            | <input checked="" type="checkbox"/> FT |
| Title: music director   | <input checked="" type="checkbox"/> PT | <input type="checkbox"/> FT            |
| Title: parish nurse     | <input checked="" type="checkbox"/> PT | <input type="checkbox"/> FT            |
| Organist                | <input checked="" type="checkbox"/> PT |  |
| Sunday School teacher   | <input checked="" type="checkbox"/> PT |  |
| Nursery Attendants      | <input checked="" type="checkbox"/> PT |  |
| Sound Technician        | <input checked="" type="checkbox"/> PT |  |

36. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to final candidate seeking more information about your church, e.g., previous pastor, conference staff, person in community:

Name	Telephone	Relationship to Your Church
<b>Rev. Kent Siladi, Conference Minister, Florida UCC</b>		
<b>Rev. Dr. Jean Simpson, Gulf Coast Regional Conference Minister, Florida UCC</b>		
<b>Previous pastors' and lay leader's names and phone numbers will be released to final candidates</b>		

37. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?

Search committee

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**STATEMENT ON LEADERSHIP IN MINISTRY**

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Using this page, and one additional page if needed, write a statement that will help a candidate better understand the relationship of clergy and lay leadership in the life of your congregation. Include in the statement reflections on leadership styles that work well for your church. Describe how clergy and lay leaders work together. If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks:

We are in harmony with a moderate center position of the many hues and shades of UCC. Our congregants are from a variety of backgrounds and faiths but reflect an attraction to a personal understanding of faith. Our pastors become guides on our journey using the bible as central to learning. We demonstrate our love of others in action by supporting giving outside of our congregation. We are blessed with an energetic acting associate pastor and active lay leadership who appreciate quality spiritual and practical leadership. This is not a position for a command and control Pastor.

In summary we seek a quality pastor to lead this congregation for years with talents to expand our thinking and reach. We look forward to welcoming our new senior pastor who had these primary skills:

Preaching skills:

Content and delivery in a challenging and informative manner.

Care giving skills:

Our pastors have been extremely caring and have established high standards for visiting and interacting with our congregation. These skills will be vital.

Communication skills:

Excellent verbal, written, contemporary communication tools and skills are a must. Teamwork is required.

## **Here are congregation survey question responses summarized by our search committee that will provide more information:**

**Question #1** asked what attracts people and keeps them coming to our church.

People have been attracted to Sanibel UCC primarily by our friendly, caring members and by a spiritual worship service in our beautiful sanctuary; highlighted by thought-provoking, intellectual sermons—especially by Ran. They love the fellowship and music and generally agree with SCUCC concerns for mission & benevolence as well as social justice.

Obviously, these are the elements the congregants want to continue and many indicated a willingness to wait and see if the next pastor meets their expectations.

**Question #2** focused on the most important thing a new minister could bring to our church.

The largest category of responses (38%) related to preaching and the worship service and stressed quality preaching with good teaching skills and inspirational sermons that make one think, Bible based, stressing contemporary issues and social justice.

The second largest category focused on the new pastor's personality and saw him or her as a warm, compassionate, caring and giving individual with enthusiasm, vitality and charisma. A number of people stressed the need for an intellectual like Ran. Deep faith and a sense of humor were also important.

Our congregation clearly wants to see us find someone who can unite the congregation, promote growth and attract young families as well as offering Bible study and education to meet the needs of our aging members.

**Question #3** - On the question of gender, ethnic and racial background, marital status or sexual orientation; 65% of the respondents said they had no preference. Of those who did have some concerns, 13% stated a preference for a heterosexual. The remainder stated a variety of preferences, all 5% or less. Eight felt a male and female combination for senior and associate was a good balance.

**Question #4** asked the congregation's views on our church's most important needs and how we can accomplish them. The responses were thoughtful and diverse, but there was clear consensus on three related themes:

### Growth

The primary need (80 comments) stressed membership growth—not to achieve a larger congregation, but to maintain our present size by replacing the losses of an aging congregation. Many responses stress the need to attract younger members, although “younger” may have meant newly retired. However, over half of the responses referred specifically to younger families including families with children.

To accomplish this, a number felt we need to strengthen our youth program, get younger members to serve on the membership committee and have vibrant, inspirational preaching and teaching.

Maintaining our size depends in large measure on the second theme of comments—the new pastor.

#### New Pastor

Fifty plus comments centered on the need for a new pastor who is caring and who can deliver inspirational, stimulating preaching that challenges the thinking of the congregation. Some referred to a pastor like Ran. Some stressed the need for scripture and faith-based preaching in a worship service that satisfies the spiritual needs of congregants.

Implicit in many of these comments was a sense of urgency in hiring a new pastor, not entirely a reflection on our interim pastor, but more a sense of uncertainty during this interim period and anxiety over whether the new pastor will meet their needs. Some have expressed a “wait and see” attitude.

#### Serving the Church and Strengthening the Congregation

This third theme related to the need to serve the entire church community, with some emphasis on Shell Point members and a need to recognize the ages and intellectual level of the congregation. These comments pointed to a need to strengthen our congregation, a need to rid ourselves of negative feelings and to hold our congregation together during this interim period. We need to achieve stability, utilize the gifts of older members and provide a safety net for those in need.

#### Other views

Other comments related to the need for stronger links to agencies in the community, strong lay leadership and expanding the mission and vision of the church.

#### **Question #5** - How can we make it easier to volunteer, serve and participate?

Though many respondents felt no change was needed, about half felt we can do more by just asking people on a personal face-to-face basis to join in an activity. Others felt joyous leadership and good preaching will help develop a sense of serving and belonging through participation and show the value of this to themselves and the church.

Some of our longer term members feel that they have served well by their participation and leadership and look to other newer and younger members to carry the leadership.

Many feel we can improve the process by use of a yearly talent survey, a volunteer coordinator, an activities committee, moving the sign-up sheets and perhaps give greater recognition for those who volunteer.

We can do more to communicate the volunteer needs of the church both in writing and perhaps a periodic report on Sunday morning from one of the committees. Several felt we need to get new members involved early.

Other comments related to limiting the terms of involvement, so they don't feel they are stuck with an open ended commitment. Some feel we should find opportunities closer to home—especially for Shell Point residents.

#### **Question #6** asked the congregation to give their views on what God is calling this church to become.

While a number of people felt we should continue our present course and build on it, a third of the responses indicated a need for the church to continue being a welcoming, caring, inclusive haven for all people, where loving and serving one another and adherence to the Golden Rule is evident. They also stressed a need to be open to change and more tolerant of other beliefs.

More than a fourth of the comments stressed a need for greater outreach to the wider world with social action, becoming a stronger presence in the local community and setting a good example of Christian living and values.

Beyond this, our congregation feels God is calling us to meet member needs by strengthening individual faith and personal growth and effectively addressing the needs of the various age groups.

Other comments related to the importance of education and learning about the Bible and Jesus, focusing on Christian worship, attracting and nurturing younger members and living up to the SCUCC covenant's emphasis on environmental stewardship.

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## **Conference or Association Descriptive Reference**

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**Church Name: Sanibel Congregational United Church of Christ**

**Location: Sanibel Island, Florida**

**Conference: Florida Conference**

**Association: Gulf Coast Region**

**Name of Staff Assisting in the Search: Rev. Dr. Jean M. Simpson, Gulf Coast Regional Conference Minister**

**People have been attracted to Sanibel UCC primarily by the friendly, caring members and by a spiritual worship service in the beautiful sanctuary; highlighted by thought-provoking, intellectual sermons. They love the fellowship and music and generally agree with SCUCC concerns for mission and benevolence as well as social justice.**

**Obviously, these are the elements the congregants want to continue and many indicated a willingness to wait and see if the next pastor meets their expectations.**

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Signature of Staff Assisting in the Search

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Date