

Name of Church
Immanuel UCC
Address
5812 Ford Rd Mount Vernon, IN 47620
Conference:
Indiana-Kentucky
Association:
Evansville Tri-State
Title
Settled Pastor
Start Date
n/a
Description
Looking for a new settled pastor

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<https://immanueluccmv.com>

Type: Other

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Rev. Dr. Monica J. Ouellette

Title:

Associate Conference Minister

Phone:

Cell: 814-571-6542

Email:

m.ouellette@ucc.org

Summary Ministry Description

Immanuel United Church of Christ is looking for a dynamic, energetic and inspiring leader who is sociable and can relate across all age groups by being an effective communicator and involved in our local community. We are located in a rural/residential area of southwestern Indiana and we are excited for a pastor to join us on a journey to discover God's future for us. We are a small congregation but we want to grow and we are dedicated to each other and to our community. We are blessed to have a beautiful sanctuary, a large Fellowship Hall, on-site parsonage, and a well-kept cemetery and outdoor fellowship area. We are already making a difference in our community with monetary gifts from our Christian Service Fund and numerous outreach activities coordinated by our very active Immanuel Mission Team. We also offered a homeschool art program, family guided paint classes, an adult exercise class, a chili cook-off and a Habitat for Humanity soup luncheon fundraiser are some of the community outreaches we have recently started and plan to continue and expand. We look forward to attracting younger members of the community to our church and growing both in membership and community outreach. We have recently developed the following updated Vision and Mission Statements:

VISION STATEMENT- Our Why

Immanuel's vision is to grow a vibrant church by sharing Christ with the community

MISSION STATEMENT – Our How

Our mission is to invite, inspire, involve, and increase.

Church pictures



What we value about living in our area.

Living in a rural area offers a unique way of life that emphasizes simplicity, connection, and self-sufficiency. Here are some of the key values that people in rural communities often cherish:

1. Strong Sense of Community

- Progressive Schools
- Strong police and fire departments
- Community pride
 - Neighbors know and look out for each other.
 - Churches, schools, local events to build relationships.

2. Faith & Tradition

- Rural communities are deeply rooted in faith in daily life.
- Values such as honesty, hard work, and kindness.

3. Peace & Quiet

- Life moves at a slower pace, less stress and simple joys.

4. Family & Generational Ties

- Families often live close to one another, with generations in the same area.

- Heritage and legacy are valued.

5. Freedom & Space

- There's room to spread out, with large yards, open fields, and fewer restrictions.
- Outdoor activities like hiking, fishing, horseback riding, and farming are part of everyday life.

6. Simple Living & Contentment

- People often place more value on meaningful relationships than material wealth.
- A slower, more intentional lifestyle leads to greater contentment and gratitude.

7. Safety & Trust

- Rural areas tend to have lower crime rates.

Overall, rural living is about faith, family, hard work, and a deep connection to the local church, land and community. It's a lifestyle that values simplicity, self-reliance, and the joys of living close to nature and loved ones.

Current size of membership

92

Average in person attendance

52

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.

Video Hosting Platform

On average, how many views are received per service?

225

Languages used in ministry

English

Position Title

Settled Pastor

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

[Download compensation guidelines](#)

Scope of Work

Some fields reference [The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ](#).

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the [Call Agreement Workbook](#).

[Download scope of Work](#)

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

We are searching for a dynamic, energetic and inspiring through the following activities:

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons and youth take advantage of them
- Leadership development by working with people in the church to create ministry and programs
- Pastoral care in collaboration with lay people, including visitations of shut-ins, elderly, and the sick and distressed
- Community engagement and leading the way for the church to be an ambassador of God's love
-

Second:

Sociable and approachable across all age groups through the following activities:

- Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- Participate in wider church activities such as conference and association meetings
- Supervision of staff and general administrative duties
- Counseling, listening and referral
- Availability to members and wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations

Third:

An effective communicator who strives to be involved in church/community

- Study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- Energizing and deepening the spiritual connections and faith understandings of others in all they do
- Participate in wider church activities such as conference and association meetings
- Faithful financial development and stewardship
- Community engagement and leading the way for the church to be an ambassador of God's love
- Strategic planning for current and new directions in ministry

Compensation and Support

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	50000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 50000			
Pension/Annuity	9000	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	5000	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	5700	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	550	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	400	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

If needed, please comment further on your church's salary and benefits for the minister.

The salary offered will be in accordance with current Indiana-Kentucky UCC compensation guidelines and will also be based on experience.

The expected living situation for our next minister.

Parsonage located adjacent to the church

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

Yes
Not applicable

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

Not applicable

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Peer and professional supports available for ministers in our association/conferences.

- The Tri-State Association clergy have a monthly gathering for study/information/education/fellowship monthly from September thru May
- Several Association clergy gather as support and study groups monthly
- The Committee on Ministry meets with new clergy
- Boundary training is offered on a three-year cycle
- Other groups, such as hospitals, the Center for Congregations, and other professional groups, hold seminars or training opportunities periodically for clergy

Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

We imagine our next minister as an engaged, motivating and energizing leader who will accompany and guide us on this journey of who we desire to be. We expect our new minister to provide support in growing our church, continuing our outreach, and strengthening our youth ministry.

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

We expect our new minister to provide guidance and support for evangelism to others in our community. We are hoping to build on the success of our outreach programs and Vacation Bible School to reach even more individuals and expand the ministry to the younger generation.

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

English

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

Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- Praying actively and nurturing spiritual practices. Being called to ordained ministry by God and the Church.
- Continuing discernment of one's call in the community.
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

Building Transformational Leadership Skills

- Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Strategically creating the future of God's Church.
- Performing necessary and appropriate administrative tasks.
- Working collaboratively with intercultural awareness and sensitivity.
- Encouraging leadership development of self and others through continuing education and lifelong learning.

Caring For All Creation

- Nurturing care and compassion for God's creation.
- Maintaining a basic understanding of mental health and wellness.
- Practicing self-care and life balance. Manual on Ministry
- Providing hope and healing to a hurting world.
- Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate.
- Stewarding the resources of the Church.

Strengthening Inter- and Intra- Personal Assets

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God's people.
- Demonstrating excellent communication skills.

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 God is calling us to become as a congregation.

We believe God is calling us to become a congregation that reflects His love, grace and truth in all that we do. He is leading us to be a congregation that is dedicated, faithful. We believe God is calling us to continue our welcoming nature and be even more caring in our stewardship. Through his spirit we are being shaped into a church that walks humbly, acts justly to become a light in the world for his glory.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

God is calling this congregation to respond to the emerging challenges and opportunities of our community and congregation with faith, love and wisdom. As we face social, economic and spiritual challenges he calls us to be a beacon of light offering hope and support to those in need. Through prayer and action, we embrace new opportunities to strengthen our outreach and adapt to evolving needs. Currently, we have strong and successful outreach programs (i.e. At the Cross Mission volunteer work, Evansville Christian Life Center donations, and support for nursing homes and other agencies). We want to continue these programs and become a spiritual alternative in the community for those who have shied away from organized religion. We are ready to serve and welcome any and all who would like to serve with us.

Congregation Reflections

We would describe our congregation's life of faith as...

Our congregation is led by the teachings of Jesus, and we seek to discern and follow his direction for our lives. We are not perfect, but we are perfectly forgiven by God's love. We strive to strengthen our faith as the Holy Spirit moves us during worship and church activities. We desire to live out our faith so that others can see and experience the love, joy, and peace of God in their lives. Our desire is to help those in need and to be the arms, hands and feet of Christ to a hurting world.

Strengths or positive qualities of our congregation.

- Friendly, welcoming and caring
- Mission-oriented
- Members volunteer in all areas
- Music and Sunday School

A growing edge for our congregation and what we plan to strengthen as a congregation

Our congregation has the potential to grow as a church and as a community partner with the following items from our Pastor:

- Spiritual Depth & Discipleship through strong sermons, Bible studies
- Engaged Leadership by assisting in the development of lay leaders that help strengthen our foundation
- Community & Fellowship through creating a culture of hospitality to all who visit
- Outreach & Mission by engaging with the local community through service while maintaining the church with both an internal and external focus
- Effective Communication using clear and inspiring communication internally and externally to strengthen all participation and engagement
- Ensure sustainability by investing in increasing families and youth
- Create a welcoming and inclusive culture by embracing all visitors and members

What worship is like when our congregation gathers.

Worship is essential for people at Immanuel Church. Elements of worship that we value include sermons, music, layperson participation, and rituals and sacraments. Central to our worship experience is the Common Lectionary, with the service generally organized around the readings for each Sunday.

Music is an integral part of our church worship, uniting us and eliciting warm memories for many. Immanuel has an active bell choir, a dulcimer group, church choir, and guest soloists throughout the year.

The educational program/faith formation vision of our church.

In general, Immanuel values educational programs that develop and nurture our faith. We offer Sunday School classes for adults and children’s church for children ages 3 years through 3rd grade. A children’s sermon is provided weekly. There is potential for growth with confirmation and bible study classes.

How our congregation is organized for ministry and mission.

Our church is governed by a Church Council, consisting of a President, Vice President, Secretary, Treasurer and Council members responsible for the areas of: Financial Secretary, Building & Grounds, Christian Education, Christian Service Fund, Congregational Care, Evangelism, Mission Team, Policy & Constitution, and Worship. We also have a Cemetery Board, Evangelism Committee, Communion Committee, Mission Team, Worship Committee, and Dorcas Women’s Fellowship. While each committee has oversight of its individual area of responsibility, the Council cares for and acts on behalf of the whole church with primary leadership from the President and the Pastor. We hold two congregational meetings each year to discuss broader issues affecting the church, such as the budget and elections.

When it comes to decision-making, 3 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by..

Fortunately, we have not had any crises or disasters in recent years. Snow cancellations are addressed by a phone messaging system and local news channels. The neighboring elementary school uses Immanuel Church as a physical building if an actual disaster would occur. The church has an established a Safety Plan.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church’s activity and governance

[🔗 Church Constitution.docx](#)

11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[🔗 Download 11-Year Report](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	80
NUMBER OF ACTIVE NON-MEMBERS:	12
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	92

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	95%
LESS THAN 10, MORE THAN 5 YEARS:	4%
LESS THAN 5 YEARS:	1%

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	10
12-17	3
18-24	3
25-34	6
35-44	7
45-54	8
55-64	12
65-74	23
75+	20

ARE THESE NUMBERS ESTIMATES?

No

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	2%
HOUSEHOLDS WITH MINORS:	23%
SINGLE ADULTS AGE 35-65:	10%
JOINT HOUSEHOLDS WITH NO MINORS:	38%
SINGLE ADULTS OVER 65:	27%

ARE THESE NUMBERS ESTIMATES?

No

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	42%
COLLEGE:	37%
GRADUATE SCHOOL:	12%
SPECIALTY TRAINING:	6%
OTHER EDUCATION LEVEL: non grad	3%

ARE THESE NUMBERS ESTIMATES?

No

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	43%
ADULTS WHO ARE RETIRED:	51%
ADULTS WHO ARE NOT FULLY EMPLOYED:	6%

ARE THESE NUMBERS ESTIMATES?

No

The range of occupations of working adults in the congregation:

We have a mix of occupations including: business, clerical, farming, labor, professional, trades, healthcare, homemakers, and teachers.

The mix of ethnic heritages in our congregation, and the overall racial make-up.

We are basically mono-cultural; white, Western European. This reflects the ethnic image of our surrounding community. We presently have a few members that represent various minorities.

What diversity means in our context?

We are basically mono-cultural; white, Western European. This reflects the ethnic image of our surrounding community. We presently have a few members that represent various minorities.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

No

Participation and Staffing

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	20	Lay Leaders
Baptisms (number last year)	2	Pastor
Children's Groups or Classes	7	Lay Leaders
Christmas Eve and Easter Worship	115	Pastor
Church-wide Meals	55	Pastor, church members
Choirs and Music Groups	27	Organist, Dir of Music, Dir. of Bells
Church-based Bible Study	15	Pastor
Communion (served how often?)	55	Pastor
Community Meals	2	Pastor, church members
Drama or Dance Program	25	Lay Leaders
Funerals (number last year)	6	Pastor
Prayer or Meditation Groups	5	Pastor, church members
Retreats	4	Lay Leaders
Worship (digital / online / livestream)	220	Pastor, church members
Youth Groups or Classes	3	Lay Leaders
Other	30	Pastor, church members

Worship Times

No Response

Additional comments:

We also provide adult Sunday school at 9:00 am and Children Sunday school during the 10:00 am worship service.

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

No Response

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

N/A

List of all current staff:

No Response

Reflection: What this information reflect about our congregation's overall ministry:

We are a small, older, welcoming congregation that strives to serve others. The COVID outbreak had an impact on our attendance, and it has been slow to recover. We have been blessed with several grants during the past three years that have allowed outreach opportunities. We are blessed with active members who are dedicated to the life of the church and community. We prayer to see our congregation reenergized, rejuvenated, and more closely reflective of our Vision and Mission statements.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	174354
Grants	11885
Rentals of Church Building	1080
Total	187319

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

179821

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget–list current budgeted expenses here.

[Download church budget](#)

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

59

Has the church ever failed to pay its financial obligations to a minister of the church?

No

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

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

In what way is OCWM (Basic Support) gathered?

The donations are collected through the weekly offering via specified envelopes.

If calculated as a percentage of operating budget, this is the percentage?

1

Total amount of loan debt:

No response

Reason for debt:

NA

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

Nothing at this time

Pictures



Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

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

Have not had a capital campaign in years

Does your church have an endowment?

No

Other Assets

0

Reserves (savings):

No response

Investments (other than endowment):

No response

Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

1250

How is the parsonage used?

Pastoral residence

Street

5800 Ford Rd

City

Mount Vernon

State

IN

Zip

47620

Finished square footage:

1736

Number of Bedrooms:

3

Number of Bathrooms:

1

Assessed real estate value:

175870

Available for minister residence?

Yes

Expected minister residence?

Yes

Condition of structure, systems and appliances

Good to Excellent

Entity in the church responsible for review and needed repairs

Church Council

Parsonage pictures



Description of all buildings owned by the church:

- Church, which includes sanctuary, offices, fellowship hall including kitchen, classrooms and storage areas
- Utility Barn
- Outdoor shelter house
- Parsonage
- Farm Land

Description of non-owned buildings or space used or rented by the church:

The cemetery space adjoins the church but is owned by the Cemetery Corporation

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
 Accessible parking spaces
 Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
 Access to child care spaces for wheelchair users and people with other mobility aids
 Listening devices in the sanctuary, or wireless technology to connect to hearing aids
 Large print bulletins
 Wheelchair access in bathrooms
 "Quiet room" with worship viewing and listening availability

Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
 Accessible bathroom on each floor
 Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

All areas

Policies regarding financial practices of the church:

The council is the main governing body for financial responsibility.

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

Our financial stewardship demonstrates a commitment to sustainability, ensuring that we can continue to grow, serve and adapt to the opportunities God places before us. Through faithful giving and wise money management our budget empowers us to be a church that nurtures spiritual growth, fellowship and make meaningful impacts beyond our doors.

Not specifically noted above the church has several acres of land that is farmed with all proceeds distributed to the poor and needy. The funds distributed has reached thousands annually. This land was donated by a member of the church when he died. He specified that the proceeds could only be used for the care of the poor and needy and upkeep of the land. This is a very unique situation and Immanuel is proud to be able to assist many in the Posey County area and some of the adjoining counties.

Historical Information

Significant happenings in the history of our church that have shaped the identity of our congregation.

- Awards of numerous grants that have promoted community service and interaction
- Mission activities as described in our 'Reflection' above
- A new welcome area as you enter the church along with networking classes for new members

A specific change our church has managed in the recent past.

The current situation of searching for a settled pastor to replace the last Pastor is a difficult change. We are actively recruiting and working with local retired or other ordained pastors to provide the weekly sermons. This does cause stress on the congregation in ensuring all of our commitments are taken care of by various members of the congregation. We are lucky the congregation is willing to step up during this change and help wherever needed.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement...". These are our congregation's values and practices when it comes to conflict.

We do not currently have guidelines or policies regarding conflict. We believe congregants should be able to approach the pastor directly with disagreements or questions about pastoral decisions or approaches, and we want a pastor to be open to these questions and conversations. Council decisions are also open to questioning at open meetings or by communication with council members. Since we value inquiry and questioning in our spiritual life together, we try to support each other in these discussions. We are happy that there have not been any conflicts that required a specific policy to handle. This is something the new Pastor may assist us in preparing should there ever be a need.

The most recent major conflict through which our church has navigated.

We are happy to report there have not been any major conflicts that the members can remember.

Ministerial History:

No response

What our church has learned about itself and its relationship with people who provided ministerial leadership.

Our church has learned that our relationship with our pastor is built on trust, faith, and commitment to God's work. We must have mutual support. Through challenges and growth, we have seen how vital open communication and shared visions can strengthen our bond internally and externally in the church. We want a pastor with energetic and caring ministerial leadership that can relate across all generations.

Ultimately, we understand our Pastor is not just our leader but a fellow servant of Christ and together we are called to build a church that reflects God's grace and love to all.

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

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

Community Vision

How the relationships and activities of our congregation extend outward in service and advocacy.

Our church has several areas of outreach that include:

- Donations of diapers, strollers and toys to the Evansville Christian Life Center Parenting Rewards program
- Monthly bath tissue (150+ rolls) and clothing donations to St. Peter's U.C.C. Food Pantry
- Regular volunteer staffing of kitchen for the At The Cross Mission in Mt. Vernon and JoAnn's Table in Evansville, IN
- Monthly food donations to At The Cross Mission and routine giving to local food pantries
- Donations of blankets and other items to local nursing homes and homeless shelter
- Sponsoring annual 2nd grader nature walks and luncheons
- Sponsorship of Habitat for Humanity fundraiser (chili-cook-off)
- Assist with distribution of school supplies and backpacks at Zion Lippe U.C.C. Project Notebook program
- Provide lunches to school-aged children during the summer
- Support for the United Caring Services homeless shelter with meals in Evansville
- Christian Service Fund that supports local and national programs for those in great need

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

Our pastor has been active in formal and informal networking with local clergy. She has been active with the Tri-State Association, Mt. Vernon Ministerial Association and the Indiana-Kentucky Conference. In addition, several congregation members have attended conference and association events.

How our church engages with the community organizing movements in our community.

Some of the most successful areas of community engagement included providing space for Habitat for Humanity fundraising luncheon. We partnered with The Foundry Center of Arts to offer homeschool art programs.

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, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

None.

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

Our congregation would likely be open to learning about these statements but is currently not informed about them. We hope the new Pastor can discuss their validity and needs with the council and congregation.

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

Each year, we participate with several other churches in the area to host and participate in the Men's Lenten Breakfast program. Each church is responsible for providing a breakfast and a church service (with a lay preacher from the host church). Clergy are encouraged to attend. We also participate in a community Thanksgiving service that involves all the churches in our area.

How our mission statement compares to the actual time spent engaging in different activities.

Our mission statement is to “invite, inspire, involve and increase.” While several new programs have been developed, we have continued to maintain a mission-focus. We search for new ways to be evangelist in our community and invite others into our church that otherwise would be unchurched. Our homebound members receive routine visitation in person, and are contacted with greeting cards routinely. We strive to serve our neighborhood and God, we would like to become even more vibrant and attractive across age groups in our community. We hope to work out ways that we can approach all four elements of our mission statement.

The scope of work assigned to our pastor(s). How 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 expect the pastor to get to know the congregation, its interests, strengths and challenges. While these and other duties (e.g. visitations and church growth) take priority, we expect the pastor to be involved in community ministry and the wider church.

The ARDA or MissionInsite Reflection

ARDA/MI File

[Download ARDA/MI File](#)

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

Our ARDA report shows that the population within a 20 mile radius surrounding our church is below as of 2010. We strive to increase our diversity and hope we can match the internal and external.

Percent born in the United States	96.5
Percent female	58.1
Percent of Hispanic origin or descent	0.9
Percent that are 60 or older	59.9
Percent that are currently citizens of the United States	98.7
Percent that are currently married	59.9
Percent that are white	91.2
Percent that have a B.A., B.S. or other 4-year college degree	66.1
Percent with a family income of less than \$40,000 a year	25.6

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

Our congregation is nearly 100% Caucasian. This compares closely with the makeup of our surrounding county regions who are farming communities as shown in the above graph. We do support diversity through our support of the Evansville Christian Life Center and United Caring Services.

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

The population of our surrounding area tends to be very caring. We practice that caring mindset by performing local ministry efforts (e.g. litter removal and recycle assistance). Other ministry efforts are directed at areas more in need (e.g. Mt. Vernon).

What we hear when we talk to community leaders and ask them what our church is known for.

Mission efforts (pictures of projects in local newspaper), support of At The Cross Mission and United Caring Services, Vacation Bible School, church sign, beautiful stained glass windows, attractive building and grounds, and very well-maintained cemetery.

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

- Very welcoming and friendly
- Strong mission activities
- Family

References



Allison Brown

Completed: Wednesday, Mar 12, 2025

We have partnered together in efforts to bring people of the community into the church using the arts in variety of creative workshops.

Primary Email Address: albrown10@gmail.com

Business: 8128583082

Reference Response

As the Executive Director of The Foundry Center for the Arts, I'm pleased to provide a reference for Immanuel United Church of Christ. Together, we've built a strong relationship that uses the arts to serve and connect our community.

We host all-ages paint events that welcome both church members and the community. These events foster creativity, connection, and often serve as a first step into the church for many. We also provide homeschool art classes in a faith-friendly environment.

Additionally, we've led workshops focused on personal expression and spiritual growth—programs that align with both our mission and Immanuel UCC's values of inclusivity and community care.

Immanuel UCC has been an exceptional partner—open, supportive, and committed to using the arts as a tool for outreach. We're proud of what we've built together and excited for future collaborations.



Beth Folz

Completed: Tuesday, Mar 11, 2025

Executive Director of Habitat for Humanity of Evansville, Inc.

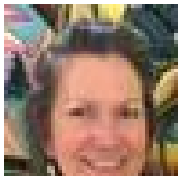
Fairly recent new member of Immanuel UCC

Primary Email Address: bfolz@evansvillehabitat.org

Mobile Phone: 8122701526

Reference Response

My connection to Immanuel is twofold—first, as a nonprofit leader who has benefited from the congregation's deep commitment to mission-oriented work, and second, as a recent member of the church. While familiar with Immanuel for more than 60 years, I joined 2 years ago after my home UCC church left the denomination. For many years, I was church homeless, but I found a home at Immanuel. What drew me in and continues to inspire me is the unwavering dedication of its members. The congregation moves with a shared purpose, rooted in the love of God and a sincere commitment to serving others. Immanuel embodies the heart of Christian faith, not just within the church walls but also in the community, engaging in service through a variety of ministries. Here, people generously share their time, talents, and resources, both in support of one another and in service to the world beyond the church doors.



Elisabeth Baer

Completed: yesterday

Rev. Dr. Elisabeth Baer

Present position: Pastor of Trinity UCC in Jasper, Indiana

Relationship: Prior minister of Immanuel UCC (2022-2025)

Email Address: elbaer@gmail.com

Personal Cell: (812) 453-3381

Office: (812) 425-7029

Mobile Phone: 812-453-3381

Reference Response

With pleasure, I write a Profile Reference for Immanuel UCC. Our shared ministry was vibrant and creative! Members' innovative ideas ushered in a time of growth. They are open to try 'new things' with a genuine desire to spread the gospel of Jesus Christ. "Joyful" best describes our shared ministry. In sum, the people of Immanuel are welcoming & gracious; supportive, nurturing and compassionate; eager to growth their faith and reach outward in God's love!

Among their gifts;

- A beautiful country location with a 10-acre woods; a pollinator plot, a habitat for bluebirds
- Just down the road from Southern Indiana University and Evansville, a city of 120,000
- Beautiful 3 bedroom parsonage impeccably maintained
- Collaborative community partnerships

- Mission-hearted
- A unique 2-fold focus on nature & the arts
- Hand-crafted stained glass windows: a testimony to how the church works together!

Closing Prayer

Dear Lord, we ask for your guidance as we seek a minister to join our Immanuel family. Give us the power of your grace so that we may hear your divine instructions. Help us to draw near to you. Open our hearts and clear our vision so that we may follow your path. And, we pray that you will guide, direct, and watch over that minister whom you will send our way. In Jesus' name, Amen.

Statement of Consent

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.

The Pastoral Search Committee with input from the Council and congregation

2. Additional comments for interpreting the profile:

We are a rural church community that is open to new outreach methods through social media and event partnerships. We pray the person called to our church is energetic and welcoming to all members and guests. We know a rural church can be difficult to grow yet we believe the right pastor called to us will be able to keep our momentum going.