

Name of Church

Emanuel UCC

Address

PO Box 415
Manchester, MI 48158

Conference:

Michigan

Association:

Covenant (Michigan)

Title

Pastor

Start Date

Jan 1, 2026

Description

Our church is in a season of reflection and renewal. Over the past two years, we've spent intentional time evaluating our strengths and weaknesses, exploring new ways to engage our community, and discerning the direction we believe God is calling us to go. We're now seeking a bridge pastor who can help us carry that energy forward—someone to guide and encourage us as we prepare for our next settled pastor.

We are striving to be a warm, welcoming congregation with a growing heart for community outreach. In recent years, we've focused on connecting more deeply with our neighbors through events such as free community meals, sponsoring local families through CRC and Adopt-a-Family programs during the holidays, a Halloween event, a fair and ice cream social, and our Christmas Bazaar that's part of the village celebration. These have become important ways for us to share Christ's love in practical and joyful ways.

Our worship service is best described as traditional with a modern touch. We're not a praise or contemporary church, but we also don't feel bound to rigid traditions. Our preaching style leans biblical and relatable, with room for fresh ideas and applications. While our music remains largely traditional, there's a growing openness within the congregation to explore more contemporary expressions of worship as we look toward the future.

We're also working to strengthen our youth and children's ministries, with a renewed focus on rebuilding our Sunday school program. The leader we seek is someone who can help us build on the momentum we've created—offering steady guidance, relational warmth, and a willingness to walk alongside us as we continue to grow, adapt, and faithfully serve our community in these changing times.

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<https://www.emmanuelucc.org/index.html> *Type: Professional*

<https://www.youtube.com/@emmanuelchurch324/streams> *Type: Professional*

<https://www.facebook.com/search/top?q=emmanuel%20ucc%20-%20manchester%2C%20mi> *Type: Professional*

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

No response

Title:

No response

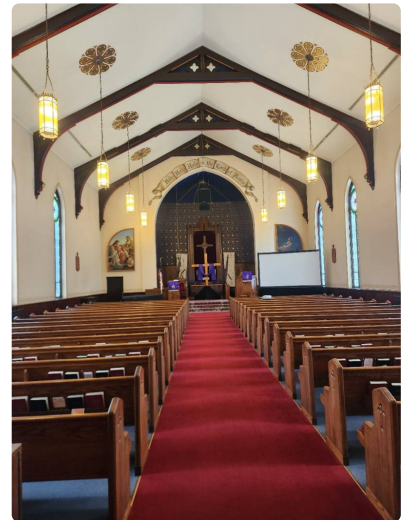
Phone:

No response

Email:

*No response***Summary Ministry Description**

Emanuel UCC is a close-knit, bible-based community church, rooted in small town values, faith and a strong sense to be a pillar in our community. Our church has ambitious goals and desires to continue to expand our involvement internally and externally and adopt ourselves for the future. As we move forward, we envision a church with strong youth programs, consistent bible study programs, continue to expand our community involvement and just be a place that is welcoming and warm to all who may visit us. For us to continue a path of Christ and expand our church's opportunities, we need someone to join us, and partner with our congregation to lead us in these ambitious goals, not just be expected to accomplish these themselves, but to put to work the resources and personnel of this great church. We need someone who loves God's word, loves us, values a community and nurture our congregation to be closer with God.

Church pictures**What we value about living in our area.**

We value our small, close-knit community and the meaningful ways we are able to reach out and make a positive impact. We enjoy being actively involved in community events and ministries that serve others, such as hosting Trick-or-Treating in our front courtyard and providing free meals to anyone in Manchester. Supporting our neighbors is important to us, and we feel that same care and support returned by the community. Because of our size, we are able to respond quickly and personally when needs arise, ensuring that help can be found when it is needed most. We also value the strong connections among local churches and appreciate the open lines of communication that allow us to work together in unity—relationships we hope to continue strengthening and utilizing even more in the future.

Current size of membership

211

Average in person attendance

57

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?

10

Languages used in ministry

English

Position Title

Pastor

Position Duration

Settled

Compensation Level

3/4 Time (approximately 30-32 hours/week)

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.

No response

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

First:

Personable, Compassionate, and Energetic – We are seeking a minister who can motivate volunteers, encourage active participation, and help provide ongoing Bible study opportunities. While we do not expect our next minister to fulfill every need of the church alone, we believe that someone who can inspire, support, and energize volunteers will empower the congregation to accomplish great things together. A high level of energy, enthusiasm, and encouragement will be essential as we move forward in strengthening our ministry and living out our shared calling.

Second:

Sociable and Community-Involved – We understand that everyone cannot be present at every event an organization may have. But we feel that being present at major community events and actively engaged with local activities is important. A desire to participate in our own church's events along with those of our community will be great beneficial.

Third:

Strong Communication & Conflict Resolution Skills – Our congregation has participated in more than a year of third-party–led workshops focused on communication and conflict resolution. We recognize that every church experiences challenges, and we believe those that thrive are able to address issues openly, communicate honestly, and work through conflict in healthy, Christ-centered ways. We have invested significant time and resources to equip our congregation with these skills and value a minister who can build upon this foundation—someone who communicates openly, addresses conflict directly and compassionately, and encourages ongoing dialogue rooted in understanding, grace, and unity.

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)	45000	<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 type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 45000			
Pension/Annuity	4000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	4000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	5500	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<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.

We are looking for someone for 3/4 time or full time. But these are rough numbers for a 3/4 time position. Financially we are tight but are willing to work for the right, enthusiastic person. We are also looking for someone maybe willing to go full time at a later date. The past few months we have been seeing a growth in attendance so we hope to keep that going! Housing allowance is not super negotiable due to our ability to offer a parsonage. It isn't required to live there but we will have to discuss this. We are tossing around the idea of renting it out if our next minister doesn't live in. These numbers are estimates.

The expected living situation for our next minister.

We have a parsonage available but our next pastor will not be required to utilize it. Housing allowance will be provided.

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.)

No

No response

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

We will be willing to offer a flexible schedule as needed. We value communication so we are open for a dialogue about this issue. The most definitive time we need is Sunday mornings. Everything else can be worked around. We would like some sort of schedule for office hours during the week, but again, this is a discussion on what we shall expect from each other.

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

Reimbursement for use of personal vehicle.
Cell Phone and/or Internet.
Conference and/or Association meeting registrations
Other meeting registrations (or educational requirement registrations).

Criminal background checks.
Community of Practice Participation.

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

No response

Who Is God Calling to Minister with Us?

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

We are a small, faith-based community church seeking to grow our membership and strengthen our Sunday School program, especially by increasing youth involvement. As a mid-sized congregation with a heart for service, we want to expand our presence in the community through meaningful outreach, mission work, and fun, family-centered activities.

Our goals include launching additional programs such as Bible study groups, a youth group, and revitalized youth education. We also want to improve volunteer engagement and accountability so that our ministries remain consistent and effective.

Most importantly, we desire to remain a Bible-based church where sermons focus on God's Word and its application to our daily lives. We are looking for a leader who is more of a teacher than a preacher—someone who is willing to guide us through Scripture and help us understand how God's teachings shape who we are and how we live.

- **Sustain and Strengthen Bible Studies:** Maintain ongoing Bible studies and support their growth, ensuring they remain consistent, engaging, and spiritually enriching.
- **Provide Bible-Based Sermons:** Deliver sermons grounded in Scripture, focused on teaching God's Word and helping the congregation apply it to everyday life.
- **Expand Community Involvement and Christian Education:** Increase the church's presence and impact in the community while enhancing Christian education opportunities for all ages.
- **Foster Personal Relationships:** Build strong, genuine connections within the congregation, encouraging support, unity, and shared spiritual growth.

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

We are seeking someone we can genuinely enjoy working with—someone who wants to grow alongside us. We need a leader who brings new ideas, supports healthy change, and encourages growth within the church. This person should be able to motivate and inspire others to get involved, and approach ministry with enthusiasm and a desire to learn.

We want to make an impact beyond our church walls by reconnecting with the community and inviting people back into fellowship, ultimately guiding them into the life of the church.

•

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

English language.

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.

Foundational Competencies for Our Next Minister

1. **Personable, Compassionate, and Energetic** Someone who is approachable, caring, and full of ideas. A leader who can motivate and encourage people to get involved, inspire volunteers, and help launch ongoing Bible studies to strengthen our spiritual growth.
2. **Sociable and Community-Engaged** A minister who is actively involved in the community, visible at major events, and committed to building relationships both inside and outside the church.
3. **Strong Communication and Conflict-Resolution Skills** Someone who promotes kindness, understanding, and healthy dialogue. A leader who can guide us in resolving conflicts, shift the focus away from negativity, and help us live out our covenant with grace and respect.

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.

God wants us to be saved, and he is the one who brings true transformation. As a church, we want to become more united and more connected with our community. This includes strengthening Bible study, developing youth programs, and continuing the internal work we've already begun. We are now in a healthier place—grounded in our covenant and ready to grow.

Our vision is to be more unified, more involved in the community, and more focused on youth. We want to be a positive, uplifting, and welcoming church—a place that "feels like home," united in Christ.

We believe community is an act of service to God and to one another. We are committed to finding new ways to serve and uplift those around us, and those in need. We continue to strive to meet this goal, through evidence of our free monthly meals, and service to the community through our missions' program. At the center of everything we do is the Bible, along with building strong, meaningful relationships within the congregation.

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

In recent years we have focused a great deal on internal matters to create a healthy community within our building. We have been very intentional with working on building relationships and exploring how we can grow as a congregation. We feel the culture has really shifted in a better direction over the past several years. Out of this we have expanded our efforts outside our church. We have started and operated for about 2 years a free monthly meal and lunches in the summer for the community. Not only to help with food insecurities but also help with social 'scarcity' some may have. We have served so many happy people, over 5000! This is growing and people have noticed! Additionally we have been working on bringing back educating about Christ. We restarted our youth children's church and are really focusing on our children of our community. Then we have started doing bible studies for the larger masses. We have had great participation but honestly may need a little encouragement to keep it going. We get great involvement but just need help with a focused effort with someone knowledgeable on the matter (this doesn't necessarily include leading but pointing us in the right direction). These are some of the big changes over the past couple of years. Our current goal is to keep increasing the activities within the church, whether for the larger community or just our congregation. We want to be a lively place in Manchester! Additionally we need to keep focusing on building a positive culture within these walls and be a beacon of Christ for ourselves and the community!

Congregation Reflections

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

God is confessed as Father, Son, and Holy Spirit. We believe Jesus Christ is Lord and Savior and that Scripture is the authoritative witness to God's Word. Our congregation seeks to live lives of repentance, faith, and obedience, shaped by worship, prayer, and service to our neighbors. In our liturgy and teaching, God is most often described as gracious and holy, calling us to love, forgive, and bear one another's burdens. We understand the Holy Spirit to be active among us through Word and sacrament, guiding, convicting, and strengthening the church for faithful witness in daily life.

Strengths or positive qualities of our congregation.

We are a church that has experienced hurt and decline like many out there. With that being said we notice and understood the challenges that are out there are have been working diligently towards combating these. Yes, our church has had conflict and a decline over the past decade or longer. But we feel as we stand now that we are on the right path forward and are progressing. But positive growth is harder earned than the other option. We feel we have made great strides with working with the Lombard Peace Center and our interim minister. We feel our communication and conflict resolution skills have greatly been enhanced. Our church feels more connected now than it has in years. Our members are close and all motivated to work towards a greater cause and be open to change. We now are offering more to the community and becoming a more vibrant church. We are having monthly social nights, free meals and this is on top of our annual traditions like our Halloween night. All in all, we are a close knit group, who are ready for change and to expand our involvement in the church and community. Our relationships have grown and we feel that we are on the right path and are excited!

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

We have made strides with what we desire to overcome and make our church better but we still have work to do, and always will! For starters we need to make sure we have shared ownership. This is two folded. For one, we need to make sure we get volunteers to step up and actually lead. None of this "I have an idea but someone else should do it" mentality. Additionally we understand that all church activities cannot fall on the next minister. We need to be leaders alongside them. Which we have started to accomplish with our Deacons doing communion for shut ins, new events and activities and our Christian Education programs. Next we need to expand our youth focus and do whatever it is needed to encourage engagement with the youth. Is it a change to how we do service? Is it additional programming out of service? There is a lot we can do and are currently working towards it. We feel what is missing is a strong leader (in the pastor role) just to help guide us in these endeavors. Not to accomplish every task but to help us understand how we can be better Christians and for a lack of better words, motivate us.

What worship is like when our congregation gathers.

Worship at Emanuel Church of Christ takes place in our sanctuary each Sunday morning at 10:00 a.m. Our services follow a traditional format that includes hymn singing, Scripture readings, prayer, and a clear acknowledgment of Christ as our Savior. Music is rooted in classic hymns, and the atmosphere is reverent yet warm and welcoming. Baptisms are meaningful covenant moments in which the minister, along with parents or adult candidates, publicly acknowledges responsibility for a life of faith. Water is placed on the forehead in the sign of the cross as a visible sign of God's grace.

We value preaching that is invigorating, easy to understand, firmly rooted in the Bible, and uplifting. While our services have traditionally leaned more traditional than contemporary, we are exploring thoughtful ways to make worship even more engaging and life-giving for all ages—especially younger families—while remaining grounded in Scripture and reverence.

The educational program/faith formation vision of our church.

We have Sunday School currently once a month looking to expand it to at least twice. It has bounced back since just a few years ago we didn't have anything. Once our youth gets of aged, we perform Confirmation. After, we use young people as our lay readers in the Sunday service. Youth are encouraged to join committees and help with our month dinners/fair food booth/ice cream social/and more.

How our congregation is organized for ministry and mission.

Emanuel's governance is divided into two sections. We have a ministry and an administrative side. Both sides accomplish what their name suggest. All administrative committees are elected while ministry teams are all volunteers. Church Council sits at the top, but more specifically of the administrative side. They make all final financial decisions and the overall direction of the church. Then each committee is organized with leaders and will report back to council. All decisions are discussed among each committee then relayed to the congregation as needed. The Council puts out after each meeting a brief 'Council's Corner' in our bulletin along with releases minutes at a later date.

Our church struggles with an overall vision and strategic planning. We have our goals of what we want to accomplish but may lack some uniform long term planning. Some guidance on this may help our church going forward.

When it comes to decision-making, 2 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...

First rule is to pray to God in all things for his guidance when it comes to issues to be resolved. Key leaders in crisis are our council. They will review the problem and may get input from committees that oversees that area. Such as property if there is a issue with our facilities, or music for issues such as when our organ kept have break downs causing unknown variables for service. This was solved by people in our congregation stepping up and creating a fundraising mission to replace it. There is constant issues in a church and being resilient, open minded and active helps to overcome them. Our church when challenges surface has seemed to rise to the occasion. Such as this past Advent season and we were without minister. We have a few dedicated individuals figure out the problem. One person even stepped up and preached for several Sundays, and did a great job! When there is a problem our church faces, we have no doubt that it will be solved by the people within our walls!

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

[Emanuel Church Bylaws 2023 \(Adopted 01.28.24\).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:	40
NUMBER OF ACTIVE NON-MEMBERS:	6
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	46

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	75%
LESS THAN 10, MORE THAN 5 YEARS:	15%
LESS THAN 5 YEARS:	10%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	5
12-17	6
18-24	3
25-34	10
35-44	10
45-54	15
55-64	15
65-74	10
75+	25

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	5%
HOUSEHOLDS WITH MINORS:	15%
SINGLE ADULTS AGE 35-65:	5%
JOINT HOUSEHOLDS WITH NO MINORS:	65%
SINGLE ADULTS OVER 65:	10%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	20%
COLLEGE:	40%
GRADUATE SCHOOL:	20%
SPECIALTY TRAINING:	20%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	40%
ADULTS WHO ARE RETIRED:	60%
ADULTS WHO ARE NOT FULLY EMPLOYED:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

These are all estimates because we have no data on education, and employment. But Manchester in general has a good mix of different professions. Whether that be blue collar or white collar. There are several that work in the trades, a handful of farmers, a chunk of office and university workers. We are near Ann Arbor so there are a few who work at University of Michigan.

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

The vast majority of our ethnicity is Caucasian.

What diversity means in our context?

We are a vastly Caucasian community and a could be considered a bedroom community of Ann Arbor. Our church has aged like many churches over the years and we feel in our community becoming more diverse outside of race, would be to include more ages, especially for younger adults and kids. We would love to form more events targeting these groups which we have had a push to do so. In our community, we feel that can be a great start to make ourselves more diverse!

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
Baptisms (number last year)	0	Pastor/Admin
Children's Groups or Classes	8	CE Committee
Christmas Eve and Easter Worship	357	Pastor
Church-based Bible Study	12	CE Committee & Ind.
Communion (served how often?)	70	Deacons/Pastor
Community Meals	4735	Hospitality Committee
Funerals (number last year)	5	Pastor/Admin
Weddings (number last year)	3	Pastor/Admin
Worship (digital / online / livestream)	12	Admin

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10:00 AM	65	Pastor/Admin

Additional comments:

No response

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:

No response

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Admin	Yes	full	Council	11
Custodian	No	part	Property Committee	4
Organist	No	part	Music Committee	27

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

No response

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	140256
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	15603
Fundraising Events	10106
Rentals of Church Building	3665
Total	169630

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

167845

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.

No response

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

30

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)

One Great Hour of Sharing
Neighbors in Need
Christmas Fund

In what way is OCWM (Basic Support) gathered?

We 'advertise' during our services and offer envelopes to be used for said offerings.

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

No response

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

No

Capital Campaigns

Description of any building programs projected or underway.

No response

Pictures

Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
1	New organ	200000	152594	Purchased a New Organ
0	Renovation	0	21513	

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.

Our last capital campaign was for installing a new organ after our last one failed. We raised money for roughly a year (slightly longer). We had aspirations of raising \$200k but came up short at around \$160k. Our investment funds covered the rest. This was completed within the pass year and it is currently installed and operational!

Does your church have an endowment?

Yes

What is the market value of the assets?

994362

Are funds drawn as needed, regularly, or under certain circumstances?

Under certain circumstances. Fund #1 is based on the cost of living requiring us to reinvest every year. Anything over that reinvestment amount is distributed to the community and church capital improvement fund. Fund #2 always stays as at \$20,000, whatever it makes over that amount is transferred into the Capital Improvement Fund.

What is the percentage rate of draw (last year, compared to 5 years ago)?

Differs on the market

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

Nothing goes towards operating expenses. It goes into a restricted fund that helps with large capital improvements.

At the current rate of draw, how long might the endowment last?

Forever unless bylaws of the Endowment are changed to help our operating expenses

Please comment on the above calculations or estimates:

No response

Other Assets

No response

Reserves (savings):

No response

Investments (other than endowment):

358892

Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

3000

How is the parsonage used?

Vacant as of now

Street

302 W main St

City

Manchester

State

MI

Zip

48158

Finished square footage:

No response

Number of Bedrooms:

No response

Number of Bathrooms:

No response

Assessed real estate value:

No response

Available for minister residence?

Yes

Expected minister residence?

No

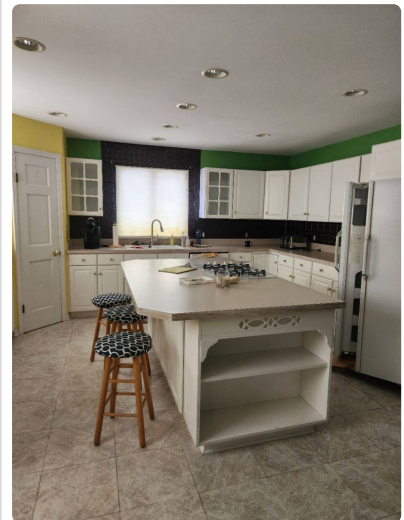
Condition of structure, systems and appliances

Move in ready

Entity in the church responsible for review and needed repairs

Property Committee

Parsonage pictures



Description of all buildings owned by the church:

We own a beautiful, large parsonage that is three levels. It is move in ready for the next inhabitant. Then our church is quite large! We have a beautiful, relatively traditional sanctuary on the east wing. Many classrooms and offices with meeting spaces in the middle with our fellowship hall and gym on the west wing. Both

are very functional spaces with the gym needing some love to make it more pleasing. Overall we have an amazing facility that has a ton of potential that we want to exploit more of!

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

N/a

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
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
Closed-captioning on sanctuary screen and/or livestream
Wheelchair access in bathrooms
Handrails on all stairs

Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Curb cuts
Accessible bathroom on each floor

Which spaces are accessible to wheelchairs:

Our Church is a very historic closing in on being built 150 years ago. Although it is quite beautiful it does have short comings of handicap accessibility. Every floor is reachable, but not with a wheelchair. Our Sanctuary and fellowship hall are wheelchair accessible, our lower levels with some classrooms and storage and our top floor with offices and our gym are not. We do have a chair lift for getting to the top floor. Note that also our Sanctuary restrooms are on the top floor and require a chairlift to get to. We have blueprints for an elevator to be built but financially, is far out.

Policies regarding financial practices of the church:

Our Church Council is responsible for our finances. With that being said we have a few administration committees that are in charge of their own funds. Property is in charge of their budgeted funds, gift and memorials is in charge of their own fund and endowment is in charge of their own. As far as those who are in charge of writing bills, our admin writes most of the checks but we have singers on church council for reviewing said checks. Additionally we have a finance committee and treasurer in charge of auditing the books and completing our budgets.

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

Our budget is in no doubt tight. Although we do have a very sizeable investment account that has paid for some major improvements over the years and keeps us strong! We hope to find ways to grow our annual general budget in hopes to give back more to the community. However with that being limited, it has allowed us to find creative ways that our church can give back without writing blank checks. Such as our free meals, trick or treating events and events similar to these. It has made us adoptable and innovative in our search to be a pillar in the community.

Historical Information

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

We celebrated our 150th anniversary about 10 years ago. We have long standing deep roots in Manchester. We have had several ministers retire or resign in the last decade leaving instability in that area. We are looking for more stability for our congregation to build upon. Our Church coming together for one of our largest fundraising campaigns; a new organ. We have worked with the Lombard Peace Center over the past couple of years and we feel has pushed us to the right direction.

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

A significant change that we made since our last minister was our work we completed with the Lombard Peace Center with working with our congregation to improve the health and viability of our church. We worked on figuring out our future path of where we wish to head, how to handle conflict within our congregation and understanding what limitations are out there for current churches. We feel that we have grown a substantial amount over the past couple of years and are on the right track moving forward. We are excited to see where the next five plus years may bring us!

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.

It is a work in progress that we have not always dealt with conflict and change well. That is one of the primary reasons we contracted with the Lombard Peace Center. We have seen improvements since that work. As mentioned above we invested a significant amount into improving our ability to handle conflict in a productive manner. We feel the attitude of our church and the way we act has greatly increased. We have recently been increasing our fellowship activities of our church to build healthier relations between members of the congregation.

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

Our last minister left on poor terms. Working through that and accepting the shared responsibility of that fractured relationship. We had some issues resolving conflict which is what led us to working with the Lombard Peace Center and our Interim minister to understand what happened and how to repair the relationships and move forward which we feel we are on the right path. We are excited to see what is next and feel ready that these issues are in the past and as long as we continue to be active in this work we should be sitting in an amazing position.

Ministerial History:

Name: Rev. Kurtz

Years of service: 4

Name: Rev. Williams

Years of service: 4

Name: Rev. Kwiateck

Years of service: 7

Name: Rev. Davis

Years of service: 4

Name: Rev. Carol

Years of service: 5

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

We have room to grow and improve. If we want our church to thrive, we must be intentional about who we are and who God is calling us to be. Stable leadership and strong ministry will help us on that journey. We understand the relationship between congregation and minister is not what it once was, and we want clarity in responsibilities. The life of the church does not rest solely on the minister. During this season without a settled pastor, our congregation has moved forward and even grown. We are seeking someone to help lead us, knowing they will have the full support of our congregation.

Has any past leader left under pressure or by involuntary termination?

Yes

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?

Yes

Community Vision

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

Our church is very involved within the community. One of the many committees that we have is the missions committee. The main objective of this group is to help people in the community. This is evident through our adopt a Family, donations to local families in times of need and tragedy. The missions group has also delivered blankets to elderly members of the church, who are unable to leave their homes, assisted families with urgent needs, donated to and supported our Manchester Community resource center, as well as donated to national organizations. In addition to our missions committee we also address the food insecurity in this town by serving a free monthly dinner, which generally feeds more than 200 people.

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

Our congregation maintains an active relationship with the wider United Church of Christ through participation in association and conference gatherings and support of denominational ministries. We contribute to the UCC's special offerings, including One Great Hour of Sharing, Strengthen the Church, Neighbors in Need, and the Christmas Fund. Through these connections we remain engaged in the broader mission and shared work of the church beyond our local setting.

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

Throughout our history, Emanuel has reached out to those beyond its fellowship, both nearby and throughout the world. Such outreach simply imitates the way Jesus Christ lived and worked. Emanuel United Church of Christ has a 150 plus-year history of reaching out to the great community we call home as well as to the nation and world beyond. Emanuel is an active church that reaches out to the community and beyond in love and fellowship. We support the activities that help Manchester and the greater community: Manchester Family Services, Manchester Community Resource Center, Red Cross Blood Drives, Manchester Crop Walk, and, Church World Services. We house many local groups: - We host our local Boy Scout and Girl Scout Troops. - We host an Alcoholics Anonymous group every Friday evening. - We are the emergency location for Red Cross

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 is grounded in the authority of Scripture and seeks to follow Christ in faithful obedience. We have not formally adopted any of the listed UCC designations, but we continue to grow through worship, study of the Word, prayer, and service to our neighbors, seeking to reflect the truth of the gospel in our life together.

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

We partner with other local churches in our community, including shared participation in a joint Vacation Bible School and occasional cooperative events and service efforts.

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

We envision ourselves as a community of believers bound together by Jesus Christ and empowered by the Holy Spirit to become the Great Commandment and to live out the Great Commission. ~Matthew 22:35-40; 28:16-20

We are not a building; we are not a steeple; we are not a resting place; we are a people At Emanuel United Church of Christ, we gather as a Church family. In the multitude of committee that Emanuel Church

Of Christ has, we spend most of the time participating in activities in which involve the community, or help raise money

To donate back to the community through through our missions group.

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.

Our pastor's responsibilities include preaching, pastoral care, and leadership within the congregation, along with participation in community events and ministries we host. The pastor also attends Michigan UCC conference gatherings and required meetings as part of their role, and this time is recognized as part of their overall ministry on behalf of 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.

We have an aging community but there is defiantly a more younger families coming into the area with the class size of our school increasing over the past few years. Although there are few younger families, they are growing. Our community does have its issues with finances and food insecurity. Our community, according to the report is above average. We feel there are opportunities for our to cater to the youth but we should also make sure to prioritize the elderly since we are proportionally at a higher rate of them in Manchester area.

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's demographics largely reflect those of the neighborhoods surrounding our church and the wider community we serve. As a small, rural Michigan town, the area shares many common characteristics across churches, schools, and local organizations. While our community is relatively consistent in composition, we strive to be welcoming to all and remain open to growth, new relationships, and diverse perspectives as God leads us forward.

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

Our community's demographics shape our ministry through a strong emphasis on relationships, accessibility, and personal connection. Being part of a small, rural area allows us to respond quickly to needs and engage meaningfully with our neighbors. At the same time, we are intentional about remaining outward-focused, seeking to grow our outreach, engage younger generations, and adapt our ministries as our community continues to change.

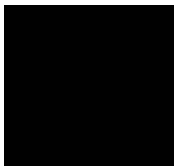
What we hear when we talk to community leaders and ask them what our church is known for.

In the past, we feel that our church did not have a negative view, but it was not positive either. However, with the work we have been committing over the last few years we feel that look has changed. Our biggest cause for this we feel is our free meals. It doesn't necessarily mean more people in pews but many say now how welcoming and great we have been for the community. On good days, we may serve up to 400 meals, many of which are not members. It is a great thing to see and hear the positive is has caused in people's lives. There is more work to be done but I think we are on the right path!

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

Being asked to be involved is a great tool. Many of our active members have been lifelong members but in the case of newer members, just asking them to participate is key. Many won't search to be involved, but feel special when they are called to serve. When people feel included and desired, it makes all the difference and we feel that is key moving forward.

References



Carol Wotring

Completed: Thursday, Mar 5, 2026

Executive Director of the Community Resource Center Inc. a community based organization that partners with Emanuel UCC.

Primary Email Address: Carol.wotring@manchestercrc.org

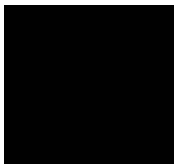
Business: 734-428-7722

Reference Response

As Executive Director of the Manchester Community Resource Center — a nonprofit addressing food and financial insecurity in Manchester and the surrounding rural townships of southwestern Washtenaw County — I have partnered with Emanuel UCC since late 2022 and can speak with confidence about the congregation's deep commitment to our community.

Emanuel UCC has been a consistent and generous supporter of CRC's work through financial contributions, fundraisers, and food drives that directly help our neighbors meet basic needs. The congregation also offers regular free community meals open to all — a resource we refer people to regularly, knowing they will be welcomed without question or condition.

A congregation that shows up in these practical, sustained ways is one guided by genuine purpose. Emanuel UCC will be an asset to any minister fortunate enough to serve alongside them.



Jenni Hagood

Contacted: Wednesday, Mar 4, 2026

Primary Email Address: Jenni.hagood@hotmail.com

Mobile Phone: 7348460109

Reference Response

No response

David Bucholtz

Contacted: Wednesday, Mar 4, 2026



Mobile Phone: 734-323-4129

Reference Response

No response

Closing Prayer

Dear Heavenly Father, we seek Your good, kind, and faithful guidance and counsel as we reach out to receive the new leadership You have chosen for our church. May You bless us with a strong and compassionate pastor who can best glorify you in all that we do. Help us to discern and welcome the pastor You have already chosen for us as we patiently await to bring them into the fold.
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 Council authorized the formation of a Search Committee to develop this Church Profile. The committee worked under the guidance and insights gained through our time with the Lombard Peace Center. The members include Chad Fusilier (Chair), Karen Hinkley, Erik Patterson, Ashley Aldrich, Ryan Shankland, Cathy Eisenhauer, and Hailey Ray. Each member played an active and meaningful role in shaping this profile. We approached this process as a shared responsibility, believing that those who will support our next minister should also help articulate the vision and direction of our church.

2. Additional comments for interpreting the profile:

We are open to calling either a full-time or three-quarter-time minister, depending on the right candidate and circumstances. While our finances are tight, we are actively working to strengthen them and remain committed to progress. This profile reflects months of thoughtful discussion and discernment. During that time, we have seen meaningful growth—stronger relationships within our congregation and a greater presence in the community. We are excited for this next chapter and seek someone to guide and lead us forward—not carry the church alone, but partner with us in ministry.