

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Zion United Church of Christ
Mount Clemens, Michigan

Senior Pastor

Detroit Metropolitan Association

May 11, 2026

LOCAL CHURCH PROFILE CONTENTS

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*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*

INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. Known together as the “Discovery Document,” these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the “Discovery Document” might not have the same sequence as the completed Local Church Profile that is read by candidates.

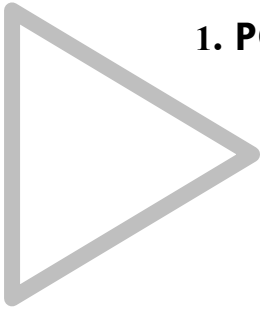
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (**WHO IS GOD CALLING US TO BECOME**). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open,

honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: Zion United Church of Christ

Street address: 68 New Street Mt. Clemens, MI 48043

85 Market Street Mt. Clemens, MI 48043

Supplemental web links: www.zionuccmtclemens.com

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Conference: Michigan Conference

Association: Detroit Metropolitan

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email): Dr.

Lawrence Richardson, Associate Conference Minister of Church Vitality and Transitions, (517) 295-3637, lawrence@michucc.org

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey? Our church contains a beautiful sanctuary with storytelling-stained glass windows. We are a traditional church with a small faithful congregation. We are currently struggling financially due to an aging congregation, as well as, having a building that is now too large for the size of our congregation. We are working to grow our congregation by reaching out into our local community for younger families and people currently not affiliated with other congregations in our area. We, also, are searching to find partnerships to rent areas of our building to help offset the cost of running our building. We are seeking a motivated person who is able to help recruit additional members to continue to grow the congregation. This individual would need to have knowhow in growing aging congregations.

Photographs:

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



What we value about living in our area (2 – 3 sentences): We are within close proximity to downtown Detroit. Downtown Mt. Clemens is walkable and cozy. Areas within 30 minutes of the church property have great schools and reasonable housing cost. Also, we are close to area freeways mainly I94.

Current size of membership: ~160

Languages used in ministry (*other than English*):

Position Title: Senior Pastor

Position Duration (*choose one, delete the other options listed*):

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level (*choose one, delete the other options listed*):

Full Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

(add here the Scope of Work developed by your church using the Call Agreement Workbook)

- 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 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
- community engagement and leading the way for the church to be an ambassador of God's love
- weddings and funerals for participants in the worshipping community
- strategic planning for current and new directions in ministry
- 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
- faithful financial development and stewardship
- responsibility for supervision of staff
- availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations
- counseling, listening and referral
- study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- energizing and deepening spiritual connections and faith understandings of others in all they do

Core Competencies: Compassionate, Sociable, and Conflict Resolution.

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$56,000

Benefits (*choose one*):

Salary plus Benefits

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

Comment on the residential/commuting expectations for your next minister. No more than an hour from church location

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

Describe peer and professional supports available for ministers in your association/conference: 5 other local churches within Mt. Clemens. Our congregation also contains 2 retired ministers. Also, support from members of the Detroit Metropolitan Association.

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

1d. WHO IS GOD CALLING TO MINISTER WITH US?

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

In our next minister, we would like to have shown experience in creating growth with a church. Being able to lead our congregation through worship to bring more people into the church creating growth.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

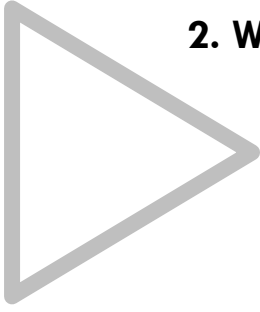
The next minister will assist the congregation by teaching us new ways to be more welcoming and inviting to bring more people from the local Mt. Clemens community.

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

The next minister will need to speak the English language as this is the language spoken and written within the church. Being able to communicate with different demographics effectively.

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

In our next minister we would like him/her to display the areas of Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice, Building Transformational Leadership Skills, Engaging Sacred Stories and Traditions, and Nurturing UCC Identity. These are the four areas we feel will best help our congregation to further our shared ministry.



2. 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)

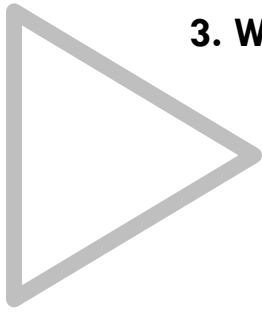
Who is God calling you to become as a congregation?

God has called our church and congregation to become a place where faithful people gather to be fed the message of Jesus Christ and to spread that message into our community. As a downtown community church reaching out to our neighbors has been our highest priority. Reaching out to people who may not have a home church or have ever been into a church.

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

For example, describe two experiments your congregation has initiated or engaged in the past year; what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

One major challenge in our community is helping the unhoused population. Also, our congregation is facing decline in membership. We have packaged care bags that were handed out to unhoused people around the community. We, also, as a congregation collect hats, gloves, scarves, thermal underwear, and socks to be given to unhoused people that are in need during the cold winter months. As it pertains to declining membership, we have been trying to have a monthly engagement opportunity with the membership. This is to allow for a time of fellowship along with food (which here at Zion we have many good cooks and you never leave hungry). We are also working on reaching out into the community with informational materials about our church, in hopes of reaching people to attend services at our church. We have also supported foster children in the community with backpacks full of school supplies prior to school in hopes of making their school year easier.



3. WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

Our beliefs consist of Baptism, and Confirmation, by accepting Jesus Christ as Lord and Savior. God is the almighty Father, along with Jesus, His only Son, and Holy Spirit. The Holy Spirit guides our worship towards God, The Father, and Jesus, the Son.

Describe several strengths or positive qualities of your congregation.

Our congregation is very generous for the size of the congregation. Whenever we are collecting money for projects or items our small but mighty congregation comes through. We are also faithful as a church. We also have a very talented group of people that make up our Handbell choir, for instance.

Describe what worship is like when your congregation gathers.

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

We gather for worship in our historic sanctuary surrounded by beautiful stained-glass windows. Service is based around liturgy and the Gospel of Jesus Christ. Our worship service is a traditional service, yet upbeat and joyful.

Describe the educational program/faith formation vision of your church.

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?



UNITED CHURCH OF CHRIST

United Church of Christ ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church: 1850 - Zion United Church of Christ - Mount Clemens, MI

Assoc./Conf: Detroit in Michigan
Schedule: 0 - UCC Church

Year	Members	AVG Weekly Attendance	CHR ED / Faith Form	Confirmation	Total OCWM	Confession	Transfer Or Reaffirm	Death Or Trans Out	Other Losses	Net Membs Adds-Removed
2015	461	109	15	0	\$2,964.00	0	0	0	0	0
2016	461	109	15	0	\$2,750.00	0	0	0	0	0
2017	407	72	14	3	\$9,402.00	0	0	11	0	0
2018	407	72	14	0	\$14,577.00	0	0	0	0	0
2019	386	75	7	0	\$2,748.00	0	0	8	0	-8
2020	386	75	7	0	\$3,039.00	0	0	0	0	0
2021	386	75	7	0	\$0.00	0	0	0	0	0
2022	386	75	7	0	\$3,315.00	0	0	0	0	0
2023	386	60	5	0	\$0.00	3	0	3	0	0
2024	386	60	5	0	\$0.00	0	0	0	0	0
Year	Current Expenses	Capital Payments	Basic Support	Additional UCC Giving	Total OCWM	Other Support	Wider Mission	Basic Supp % Curr Local	Total Expend	Pledges And Offerings
2015	\$218,806.00	\$0.00	\$2,708.00	\$256.00	\$2,964.00	\$0.00	\$2,964.00	1%	\$218,806.00	\$0.00
2016	\$218,806.00	\$0.00	\$2,090.00	\$660.00	\$2,750.00	\$0.00	\$2,750.00	1%	\$218,806.00	\$0.00
2017	\$180,690.00	\$0.00	\$4,267.00	\$5,135.00	\$9,402.00	\$14,577.00	\$23,979.00	2%	\$199,470.00	\$144,131.00
2018	\$180,690.00	\$0.00	\$2,615.00	\$133.00	\$2,748.00	\$0.00	\$2,748.00	1%	\$180,690.00	\$0.00
2019	\$180,690.00	\$0.00	\$9,371.00	\$275.00	\$9,646.00	\$0.00	\$9,646.00	5%	\$180,690.00	\$0.00
2020	\$180,690.00	\$0.00	\$2,859.00	\$180.00	\$3,039.00	\$0.00	\$3,039.00	2%	\$180,690.00	\$0.00
2021	\$180,690.00	\$0.00	\$1,916.00	\$0.00	\$1,916.00	\$0.00	\$1,916.00	1%	\$180,690.00	\$0.00
2022	\$180,690.00	\$0.00	\$3,315.00	\$0.00	\$3,315.00	\$0.00	\$3,315.00	2%	\$180,690.00	\$0.00
2023	\$189,504.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0%	\$189,504.00	\$150,000.00
2024	\$189,504.00	\$0.00	\$3,342.00	\$0.00	\$3,342.00	\$0.00	\$3,342.00	2%	\$189,504.00	\$0.00
% Change	Members	Avg Weekly Attendance	CHR ED/ Faith Form	Confirmation	Total Additions	Total Removals	CURR Local Expenses	Total OCWM	Total Expenditures	
2020 - 2025	0.00	-20.00	-28.57	-66.67	0	0	-13.39	9.97	4.88	
2015 - 2025	-16.27	-44.95	-66.67	-66.67	0	0	-13.39	12.75	-13.39	

For more information about report data, please visit Data-Hub-Church-Field-Guide.pdf

At this current time we do not have a Christian Ed program due to declining youth involvement.

Describe how your congregation is organized for ministry and mission.

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

Communication is used through weekly bulletins, monthly newsletter, and announcements from lectern during worship service. Committees are organized by small groups of motivated individuals deciding to form a certain group. Our church has struggled attracting younger people and bringing them back into our church.

- When it comes to decision-making, how many hours are spent in meetings per month?
Council meetings are about 2-3 hours. Missions & Outreach meet for 2 hours. Board of Worship meets for 2 hours and Music spends about 10 hours.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
During the COVID pandemic, decisions needed to be made quickly for membership safety. Council called an emergency meeting over ZOOM to discuss the closure of the building to prevent the spread of COVID. This was done within the week in-between worship services and information was then spread to the congregation through email and phone calls.
- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?
Yes

3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	160	Yes

Number of active non-members:	5-10	Yes
Total of church participants (sum of the numbers above):	~170	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	90%	Yes
Less than 10, more than 5 years:	5%	Yes
Less than 5 years:	5%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if</i>
			4	9	9	16	35	57	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0.8%	Yes
Households with minors:	6.9%	Yes
Single adults age 35-65:	8.5%	Yes
Joint households with no minors:	62.3%	Yes
Single adults over 65:	19.2%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	44%	Yes
College:	48%	Yes
Graduate School:	2%	Yes

Specialty Training:	6%	Yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	32%	Yes
Adults who are retired:	60%	Yes
Adults who are not fully employed:	4%	Yes

Describe the range of occupations of working adults in the congregation:

Working adults have a wide variety of professions from all different walks of life.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

Mainly, white with a few African Americans.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

Please note the date. Comment after the exercise:

No discussion has been had, but we are open to all types of people.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	30	Women’s Fellowship – lay leader Mutual Ministry Team - pastor

Baptisms (<i>number last year</i>)	6	pastor
Children's Groups or Classes	0	
Christmas Eve and Easter Worship	66 & 105	pastor & musicians
Church-wide Meals	20 – Coffee Hour 30 – Simple Supper	kitchen committee
Choirs and Music Groups	15	bell choir
Church-based Bible Study	0	
Communion (<i>served how often?</i>)	Once per month	pastor
Community Meals	0	
Confirmation (<i>number confirmed last year</i>)	0	
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	4	pastor & musicians
Intergenerational Groups	41	Women's Fellowship – lay leaders Handbells – musicians Board of Worship – lay leaders
Outdoor Worship	0	
Prayer or Meditation Groups	0	
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	0	
Worship (time slot: <u>9:00 a.m.</u>)	40-60	pastor, musicians, & lay leaders
Worship (time slot: _____)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	

Other		
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Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>
Rev. Ed Bray				Yes, but working as interim
Rev. Carrie Orlando				Yes, but working as pulpit supply

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: Both members, Rev. Ed Bray serving as interim and Rev. Carrie Orlando has been serving as pulpit supply.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Director of Handbells		part time	minister	33-34 years
Church		part time	minister	10 months
Custodian		part time	minister	17 years

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

Enthusiastic and involved congregation.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$131,747.54
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$19,200
Endowment Draw <i>(beyond what is permitted by spending policy, “drawing down the principal”)</i>	\$0
Fundraising Events	\$5,351
Gifts Designated for a Specific Purpose	\$49,281.65
Grants	\$0
Rentals of Church Building	\$7,750
Rentals of Church Parsonage (No Parsonage)	\$0
Support from Related Organizations <i>(e.g. Women’s Group)</i>	\$0
Transfers from Special Accounts	\$10,796.76
Other (specify): Checking Account Interest	\$10.56
Other (specify):	\$
TOTAL	\$224,137.51

Current annual expenses (dollars budgeted for most recent fiscal year): \$209,070.00

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.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 47%

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? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*) Member designations

What is the church's current indebtedness? None

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. N/A

If the church has had capital campaigns in the last ten years, describe: N/A

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. N/A

Does your church have an endowment? Yes

What is the market value of the assets?

Endowment - \$1,089,650.92 last year

M & L Hoffman Building & Maintenance - \$381,970.45 last year

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

Endowment – monthly interest and dividend checks, one yearly distribution.

M & L Hoffman Building & Maintenance – drawn as needed for building maintenance.

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

Endowment - We currently do not draw off the principle, just use interest and dividends.

M & L Hoffman Building & Maintenance – We have used some of the principle but still gained in market value.

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

No draws have been made on the endowment over the past five years. We only use the interest and dividends from investments.

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$

Investments (other than endowment): \$

Does your church have a parsonage? No

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:
Number of Bedrooms, Number of Bathrooms:
Assessed real estate value:
Available for minister residence: Y/N
Expected minister residence: Y/N
Condition of structure, systems and appliances
Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church: Large, Main Sanctuary built in 1880, Chapel, large Fellowship Hall, working kitchen, large office space and ample classrooms.

Describe non-owned buildings or space used or rented by the church: N/A

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

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

In the past the sanctuary was remodeled 2 times. Major additions to the facility stretching over a block were made in 1953. The building's footprint is large enough to require 2 addresses on two different streets. The church council works to form the yearly budget for the church. Financial decisions are made with great responsibility to maintain our very large building. The churches mission and ministry are what guides our decisions about financial responsibilities.

3f. HISTORICAL INFORMATION

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

The decision to remain in downtown Mt. Clemens in order to serve the unhoused population and minister to the needs of the city as opposed to a rural location.

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

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

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

We had a situation that would have led to our congregation leaving the denomination recently. A congregational meeting was called by the ones who wanted that outcome. The membership chose against anything that would cause that. We followed the direction of our constitution and by laws.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Scott Davis	17	Yes
Rev. Michail Curro	6	Yes
Rev. Dr. Raymond Lord	12	Yes

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Has any past leader left under pressure or by involuntary termination? None we know of.

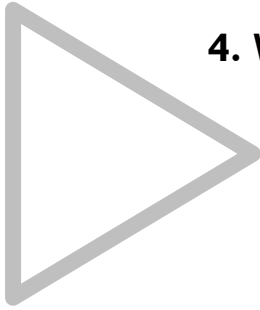
Y/N/Ask us

Has your church been involved in a Situational Support Consultation? No

Y/N/Ask us

Has a past pastor been the subject of a Fitness Review while at your church? No

Y/N/Ask us



4. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

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

Zion membership with guidance of our Mission & Outreach committee has accomplished several projects to help those in need within our community. Together we provided in 2025:

- Distributed 100 care bags to our area homeless residents
- Donated hats, gloves, socks, and undergarments to the homeless
- Provided food for our neighbor, St. Peter's Catholic Churches outdoor Little Free Pantry
- Donated school supplies to Macomb Foster Closet
- Provided Valentine bags to MI Veterans Home at Chesterfield
- Sponsored several LGBTQ youth Camp Talahi scholarships
- Prepared 80 blankets for Sandcastle's children grief camp
- Donated self-care supplies to McRest Shelter
- Donated clothing in support of Turning Point shelter
- Visited our homebound members with card and flowers
- Donated Bibles for Grace Center's of Hope Men's Bible Study
- Donated 40 Christmas stockings to Macomb Foster Closet

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

Pastor attends Association and Conference meetings.

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. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Border and Immigrant Justice
- Inter-cultural/Multi-racial (I'M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Designations from other denominations
- None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future? We are interested in being able to be in existence over the next decade since the city is planning for redevelopment and growth. We want to be in the community to meet that challenge.

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

This is not happening in our area right now.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Reflect on the scope of work assigned to your pastor(s). How is 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 understand that the denomination will need part of our pastor's time throughout the year.

4b. MISSION InSite

Comment on your congregation's MissionInSite report with data for your neighborhood(s) or area. What trends and opportunities are shown? N/A

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

In the downtown area of Mt. Clemens, it is comparable to our internal demographics.

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

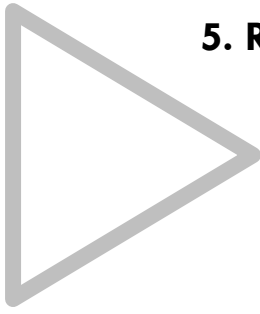
We're unaware of how the demographics are shaping ministry.

What do you hear when you talk to community leaders and ask them what your church is known for?

We're known for our beautiful stained glass windows which are newer style than most having been artistically and uniquely designed within the last 50 years.

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

The warmth they feel when they are with our congregation. Also, how welcoming everyone is when new people come into the church.



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Amy Schulz / Handbell Choir Director / Zion United Church of Christ
(989-392-3999 / amarelli1@comcast.net / Employee)

REFERENCE 2

Jennifer Gale / Substitute Pianist / Zion United Church of Christ
(586-468-4539 / mcacinc@aol.com / Substitute Pianist)

REFERENCE 3

Bonnie Robbins McCormick / Substitute Organist/Pianist / Zion United Church of Christ
(586-322-5182 / sunbeamcurls@yahoo.com / Substitute Organist/Pianist)

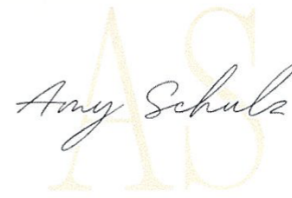
PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry.

Describe some areas for improvement in this church’s ministry.

Describe a significant experience you have had of this church’s ministry.

Anything else you wish to share.



Amy Schulz: Zion United Church of Christ Handbell Director

Areas of Strength in This Church's Ministry

I have been employed by Zion for 35 years and one of the things that has always impressed me is the church's response to a call to action.

Zion members step up when there is an opportunity to help those in need in our community. For many years, the church hosted the unhoused as a part of a rotating program and hosted a weekly community meal which provided food and clothing to all. The youth were actively involved in the Relay for Life program supporting the American Cancer Society. More recently the Mission and Outreach Committee has spearheaded programs to fill and deliver Christmas stockings and school backpacks for kids, contribute to various food pantries, create blankets for youth, and collect clothing.

There has also been a concerted effort to reach out to the sick and shut-in members of our church community. Members deliver gift bags over the holidays, Sunday service is available on live stream, and there is a plan in place to support visitation.

Zion is fortunate to have members of the congregation willing to volunteer and support both the day-to-day running of the church and our Sunday morning service.

One of Zion's greatest strengths is their generosity.

Areas for Improvement in This Churches Ministry

An area for improvement would be a focus on membership but not in the way you might think. Based on my experience as the Zion Music Director, when membership wains programs disappear. However, it is important to continue a ministry and program schedule that educates, enriches, and encourages the current members of the church. Thanks to Mission and Outreach, Board of Worship and Church Council for the programs they have already initiated.

Significant Experiences in the Church's Ministry

I have had the privilege of working with the Zion United Church of Christ Choirs and Handbell Choirs for over 30 years. The music program has always been a big part of Zion's worship service and a point of pride. The choirs were and are full of hardworking, faithful people worshipping with their hearts and hands and voices. Directing Zion's choirs has been one of my greatest blessings.

Zion United Church of Christ has much to offer. The kindness, the generosity, the talent, (the food). They are ready for a leader to help navigate the next steps. Moving forward with a purpose. Serving the Lord with Gladness.



989-392-3999



amarellil@comcast.net

Amy Schulz

April 3, 2026

To whom it may concern,

My name is Jennifer Gale and I am a substitute pianist for Zion Church as needed on various Sundays. I have been subbing for the church over the last 10 years or more to give the music minister break Sundays. My experience with the church has really only been in this realm so I can comment confidently about that.

I enjoy working with this church and have always found the congregation welcoming and ready to lend a hand for anything needed. As a musician, I have always thought it a great strength that the people REALLY LOVE a variety of music. And they are appreciative of the many types of music styles I share with them on Sundays.

I recall an experience I had many years ago following a Sunday service that embodies what I have seen of this congregation. A member came up to me and gave me a handwritten note with a broad smile on their face. The note read "Your music really ministered to me today, thank you".

I can be reached at 586-468-4539 or mcacinc@aol.com with any questions.

Sincerely,

Jennifer Gale

April 10, 2026

To whom it may concern:

My name is Bonnie Robbins McCormick and I am a visiting keyboardist that has substituted for Zion Church as needed for Sunday morning services. I have been working with the church for about 11 months and will provide my impressions based on this period of time.

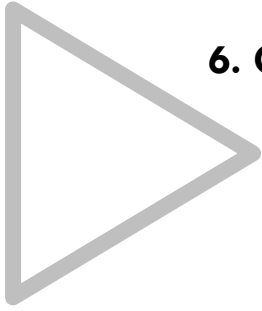
I am impressed by the sense of community in this congregation. They genuinely care about each other and extend that attitude to visitors. They truly exemplify Christ's admonition to "love one another." The strong faith they have in God, their church, and each other is evident in all the activities that happen there. Attending church is not the priority it had once been and increasing the number of participants is a difficult process. Zion's people are welcoming and accepting. They respect diversity and practice inclusion. Potential new members would be unconditionally accepted.

I am very impressed by the community-based mission projects that happen at Zion. Their monthly opportunities vary and are easy to participate in. I have noticed how incredibly kindhearted and generous these people are. They put their faith into real actions that benefit a variety of people in the Mount Clemens area. It has been an absolute joy for me to participate in worship services at Zion. They are wonderful people and I pray that God sends them a pastor who understands how special they are.

I can be reached at 586-322-5182 or sunbeamcurls@yahoo.com with any questions.

Sincerely,

Bonnie Robbins McCormick



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

Our Search Committee has found that the scripture passage from Jeremiah has meaning and inspiration for our future with our next minister. Jeremiah 29: 11, “For I know the plans I have for you, “declares the Lord,” plans to prosper you and not to harm you, plans to give you hope and a future.”

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*)
Pastoral Search Committee, Church Council, Financial Secretary
2. Additional comments for interpreting the profile:

Signed: **Heather Lang**

Name / Title / Date: Heather Lang, Pastoral Search Committee Chairperson, April 28, 2026

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: This information is true.

To the best of my knowledge, ministerial history information is complete.

Staff Comment: This information is true.

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment: This information is true.

My signature below attests to the above three items.

Signature: 

Name / Title: Associate Conference Minister for Church Vitality and Transitions

Email: lawrence@michucc.org

Phone: 517-295-3637

Date: May 11, 2026

This document is created **UNITED CHURCH**
Church's Wider Mission **OF CHRIST**
possible through the
all settings of the United Church of Christ.



through support to Our
(OCWM) and is only
covenantal relationships of

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22