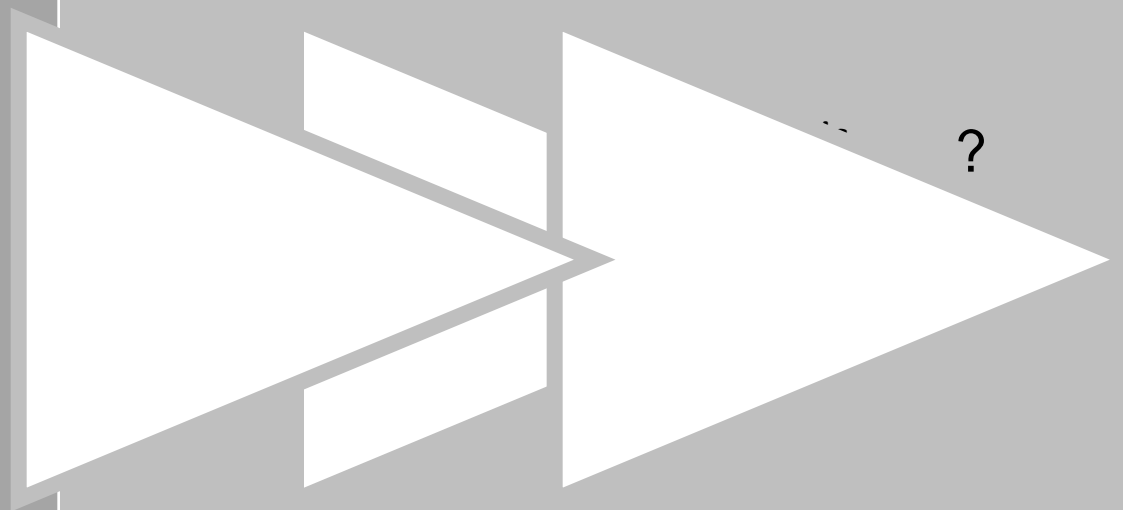


INTRODUCING THE NEW LOCAL CHURCH PROFILE



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

Rachel Hackenberg

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Paradise United Church of Christ and Trinity United Church of Christ
Reynoldsville, PA and Troutville, PA

Full Time Pastor

Clarion Association of the Penn West Conference

June 6, 2023

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

*“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.

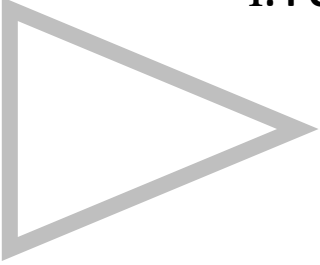
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings 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: Paradise United Church of Christ

Street address: 4225 Big Run Prescottville Rd., Reynoldsville, PA 15851

Supplemental web links: <https://paradiseunitedchurchofchrist.org/>

Church name: Trinity United Church of Christ

Street address: 69 Hill Street, Troutville, PA 15866

Supplemental web links:

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

Conference: Penn-West Conference

Association: Clarion Association

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

Rev. David Ackerman

312 S Maple Avenue

Greensburg, Pennsylvania 15601-3219

Phone: (724) 834-0344

Fax: (724) 834-0324

Website: <http://www.pennwest.org>

Email: office@pennwest.org

Summary Ministry Description:

At Paradise United Church of Christ and Trinity United Church of Christ, we have a strong family bond. Everyone is a friend. We have a core group of members who remain very involved in almost every aspect while others fill in when they are asked or able, and still others simply, quietly only attend on Sunday for the service. We value our strong core but wish to grow our congregation and the enthusiasm of those we have to participate. Our new pastor will ignite enthusiasm and light the fire of calling in all the members to inspire change and excitement!

Photographs:



Paradise Congregation gathered to Celebrate 50 years in front of the church. July 2022



Exterior of Trinity Church, built as a "cruciform structure."



Just a small example of the beautiful details inside the Trinity United Church of Christ.



A few members of the Trinity UCC on Palm Sunday, 2023

What we value about living in our area (2 – 3 sentences):

Our area is quiet, rural Pennsylvania with patchwork fields and gentle rolling hills. Curving, winding roads lead to peaceful wooded areas, old-fashioned farms, and always a feeling of being home. Speckled throughout the region are various Amish communities, producing delicious baked goods, sturdy, well-made furniture, and many other handmade delights!

Everyone is family – if not literally, then we will at least make you feel that way. Neighbors genuinely care for one another, and available activities are family-oriented.

Current size of membership: 141 in Paradise & Troutville is 50

Languages used in ministry (other than English):

none

Position Title:

Full-Time Pastor

Position Duration:

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:

Based on Conference Guidelines

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

Our ideal candidate is a Full Time, Settled Minister, willing to work with both churches.

Core Competencies:

Strong ability to build relationships.

Dependable & reliable: a constant; follows through on commitments; executes plans.

Personable: demonstrates authentic concern for others, easily holds friendly conversations, comfortable working with children

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): Conference Guidelines

Benefits (*choose one*):

Salary includes Optional Benefits

What is the expected living situation for your next minister?

Living nearby with housing allowance

Comment on the residential/commuting expectations for your next minister.

Live within approximately 20 miles

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): Continuing education allowance and pastoral expense allowance

Describe peer and professional supports available for ministers in your association/conference:

Clarion Association; Penn West Conference

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.

Some current goals within our church revolve around the growth of our congregation, participation among the current members, implementation of young adult and youth ministry, enhanced community outreach, and a continuation of the outreach programs we already have in place.

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

Our new minister can help us reach these goals by bringing a fresh perspective to existing outreach programs and inspiring more participation as well as offering insight into other ways to be more noticed outside our walls.

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

We are an English-speaking congregation. We are a conservative, rural, farming community. Our Pastor should honor and respect our roots and traditions. It is important for our pastor to have an understanding of – and a willingness to learn about – living in the rural farming community and honor this way of life.

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.

Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice.

Engaging Sacred Stories and Traditions

Caring for All Creation

Strengthening Inter-and Intra-Personal Assets

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?

Active, accessible members of our larger community with an eagerness to serve others.

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?

Several years ago, a member organized a Food Packing Event for one of our local missionaries. We invited other churches in the area to help. Because of this event, another one of the churches also organized a Food Packing Event. So it expanded into the surrounding communities.

Our Bethlehem Walk, though it has been going on for years, started as a small “experiment,” and has grown. It is one thing Paradise Church is most known for in the area.

Feeding His Flock, our monthly, free, community meal has been going on for 8 years.

Troutville has been organizing a Trunk or Treat for community outreach, creating a safe, Trick or Treat environment for the local children for more than 5 years.

We do not have a multi-year, or strategic plan. We listen to the call of God, and thanks to the members who act on those callings, we are able to navigate the challenges presented. This may be an area of growth for us.

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.

Our congregations have faith in a God full of love and compassion. He calls us to spread His Word by being a living example of this love. We are like a giant family. Everyone knows everyone and cares about what is happening in their lives. Neighbors pull together to help in times of trouble through prayer, meal delivery, help with children, card showers, and monetary help.

Our congregations lack in the high school age group, but Paradise has a healthy number of toddlers and preschoolers. Troutville also has some young attendees in their regular worship services. These tiny “future-leaders-of-the-church” attend regularly, bringing the joyful sounds of childhood to the service. It is important that they and their family members feel welcome and included.

Describe several strengths or positive qualities of your congregation.

We are a small, close-knit group that truly cares for our fellow congregants. We trust them and know they will help when needed. The children are included in our worship services by lighting candles or by bringing the offering to the chancel. They participate in special programs. Paradise has a small, but dedicated choir, and there are talented musicians to fill our churches with beautiful music.

Describe what worship is like when your congregation gathers.

We gather at 9:30 (Paradise charge) and 11:00 (Trinity) on Sunday mornings. There is much fellowship and conversing before the service as members catch up on the weekly happenings. We enjoy worship through hymns and special music provided by the choir or those members willing to provide. The pastor leads the sermon. It should be relevant to the struggles of today, uplifting, and related to the teachings of Jesus.

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

Paradise has Sunday school classes available following the church service. Also, Paradise typically hosts a summer VBS program. The children participate in holiday programs with singing or skits at Christmas. We usually have a weekly Bible study during Lent, hosted by the pastor at alternating churches.

Describe how your congregation is organized for ministry and mission.

When decisions need to be made, they are brought before the consistory. Financial decisions involving large amounts of money separate from the day-to-day routine operations are brought to the congregations for discussion and a vote before action is taken by the consistories. When there is urgency behind a decision, the consistory may call an emergency meeting or make the decision using their judgement for the best interest of the church.

- **When it comes to decision-making, how many hours are spent in meetings per month?**

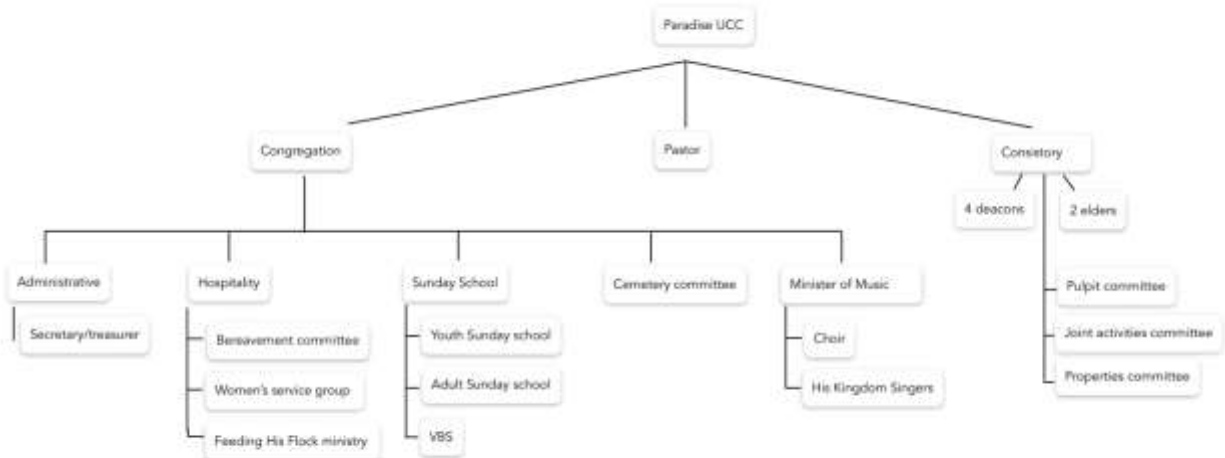
Each church’s consistory meets once per month. Special additional meetings are as needed.

- **Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?**

The consistories use special meetings, phone calls, or text messages to find agreement and make arrangements whenever a crisis or urgent need arises.

- **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

Paradise:

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC
YEARBOOKS



Church#: 621800

Assoc: 644 Schedule: 0 Paradise Community UCC Reynoldsville PA 15851

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2011	203	110	45	0	0	0	0	0	0
2012	214	100	40	8	3	1	1	0	11
2013	214	100	40	0	0	0	0	0	0
2014	214	100	40	0	0	0	0	0	0
2015	198	85	37	7	1	0	0	24	-16
2016	198	85	37	0	0	0	0	0	0
2017	195	70	32	0	0	0	3	0	-3
2018	192	75	30	0	0	0	3	0	-3
2019	190	80	30	0	0	0	2	0	-2
2020	190	80	30	0	0	0	0	0	0
2021	184	75	20	0	0	0	6	0	-6

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2011	\$51,178	\$0	\$14,400	\$2,237	\$16,637	\$0	\$16,637	28.14	\$67,815	\$0
2012	\$70,997	\$0	\$15,600	\$1,175	\$16,775	\$18,294	\$35,069	21.97	\$106,066	\$97,463
2013	\$70,997	\$0	\$15,000	\$1,547	\$16,547	\$0	\$16,547	21.13	\$87,544	\$0
2014	\$70,997	\$0	\$13,750	\$789	\$14,539	\$0	\$14,539	19.37	\$85,536	\$0
2015	\$71,534	\$0	\$15,000	\$1,335	\$16,335	\$14,537	\$30,872	20.97	\$102,406	\$90,730
2016	\$71,534	\$0	\$16,000	\$1,520	\$17,520	\$0	\$17,520	22.37	\$89,054	\$0
2017	\$73,468	\$0	\$16,060	\$1,869	\$17,929	\$15,000	\$32,929	21.86	\$106,397	\$105,650
2018	\$65,633	\$0	\$14,667	\$1,025	\$15,692	\$0	\$15,692	22.35	\$81,325	\$96,472
2019	\$92,864	\$0	\$14,000	\$807	\$14,807	\$9,727	\$24,534	15.08	\$117,398	\$108,784
2020	\$92,864	\$0	\$14,000	\$373	\$14,373	\$0	\$14,373	15.08	\$107,237	\$0
2021	\$59,864	\$0	\$18,522	\$4,956	\$23,478	\$17,680	\$41,158	30.94	\$101,022	\$110,247

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	-7.07	-11.76	-45.95	0.00	0.00	-16.31	34.01	13.44
2011-2021	-9.36	-31.82	-55.56	0.00	0.00	16.97	41.12	48.97

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

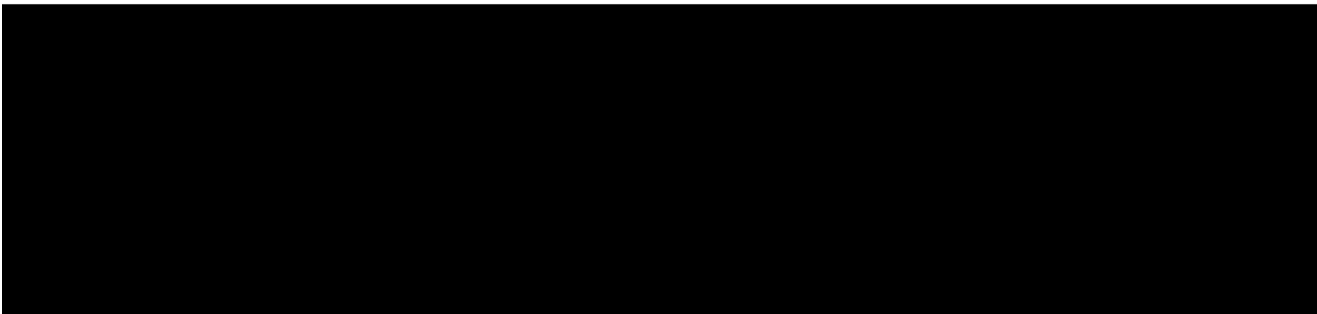
Trinity:

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC
YEARBOOKS



Church#:	622100	Assoc:	644	Schedule:	0	Trinity UCC		Troutville		PA	15866
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED		
2011	93	30	20	0	0	0	0	0	0		
2012	93	30	20	0	0	0	0	0	0		
2013	93	30	20	0	0	0	0	0	0		
2014	93	30	20	0	0	0	0	0	0		
2015	67	35	0	0	0	2	2	26	-26		
2016	63	33	0	0	0	1	5	0	-4		
2017	67	34	0	0	7	0	1	2	4		
2018	65	30	0	0	1	0	3	0	-2		
2019	65	30	0	0	0	0	0	0	0		
2020	65	30	0	0	0	0	0	0	0		
2021	65	30	0	0	0	0	0	0	0		
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS	
2011	\$31,087	\$0	\$1,546	\$1,281	\$2,827	\$0	\$2,827	4.97	\$33,914	\$0	
2012	\$31,087	\$0	\$2,178	\$1,355	\$3,533	\$0	\$3,533	7.01	\$34,620	\$0	
2013	\$31,087	\$0	\$1,913	\$911	\$2,824	\$0	\$2,824	6.15	\$33,911	\$0	
2014	\$31,087	\$0	\$1,615	\$736	\$2,351	\$0	\$2,351	5.20	\$33,438	\$0	
2015	\$30,886	\$0	\$1,300	\$2,650	\$3,950	\$3,444	\$7,394	4.21	\$38,280	\$0	
2016	\$28,382	\$0	\$1,327	\$2,927	\$4,254	\$3,540	\$7,794	4.68	\$36,176	\$0	
2017	\$24,522	\$0	\$1,496	\$624	\$2,120	\$2,908	\$5,028	6.10	\$29,550	\$0	
2018	\$30,486	\$0	\$1,352	\$545	\$1,897	\$2,448	\$4,345	4.43	\$34,831	\$0	
2019	\$30,486	\$0	\$1,160	\$148	\$1,308	\$0	\$1,308	3.81	\$31,794	\$0	
2020	\$30,486	\$0	\$1,240	\$163	\$1,403	\$0	\$1,403	4.07	\$31,889	\$0	
2021	\$30,486	\$0	\$1,830	\$450	\$2,280	\$0	\$2,280	6.00	\$32,766	\$0	
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE			
2016-2021	3.17	-9.09	0.00	-100.00	-100.00	7.41	-46.40	-9.43			
2011-2021	-30.11	0.00	-100.00	0.00	0.00	-1.93	-19.35	-3.39			

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.



3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

The numbers listed are Paradise / Troutville.

	P / T	<i>Is this number an estimate? (check if yes)</i>
Number of active members:	70 / 32	X
Number of active non-members:	70 / 4	X
Total of church participants (sum of the numbers above):	140 / 36	

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 %/90%	X
Less than 10, more than 5 years:	5% / 5%	X
Less than 5 years:	5% / 5%	X

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 yes)</i>
10 / 3	3 / 1	4 /	8 /	2 / 3	4 / 4	16 / 4	10 / 10	13 / 11	x

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	8 / 0	X
Households with minors:	6 / 5	X
Single adults age 35-65:	3 / 0	X
Joint households with no minors:	17 / 50	X
Single adults over 65:	4 / 36	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	80 / 80	X
College:	10 / 11	X
Graduate School:	2 / 2	X
Specialty Training:	8 / 5	X
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	50 / 28	
Adults who are retired:	18 / 72	
Adults who are not fully employed:		

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

Our working congregants are primarily hard-working middle-class. The range of occupations includes farmers, manual laborers, bookkeepers, mechanics, office personnel, therapists, and teachers.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most

We are primarily "mono-cultural." Though we lack diversity in the socio-economic sense, our diversity lies in our age ranges, from little babies and toddlers, to their 25-30-year-old parents, to the 80 and 90+ community.

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:

A meeting of such is not in our calendar at this time. Perhaps it is an area where we could use some leadership from our new pastor.

3d. PARTICIPATION AND STAFFING

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

The numbers listed here are both churches combined.

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	Between the churches there are various adult meetings such as Women's Service Group, Ladies Aide, Sunday School, planned and hosted by various individuals
Baptisms (<i>number last year</i>)	1	
Children's Groups or Classes	15	Lori Yohe, Michelle Pifer, Bobbie Becker
Christmas Eve and Easter Worship	125	The Pastor and Consistory
Church-wide Meals	50	Women's Service Group, Ladies Aide
Choirs and Music Groups	28	Eloise Kosko, Minister of Music
Church-based Bible Study	20	Pastor
Communion (<i>served how often?</i>)	Bi - monthly	The Elders
Community Meals	monthly	Bobbie Becker, Michelle Pifer, Millie Agnew, Lori Yohe, Barry Fillman, Karen Villella, Marisa Douthit
Confirmation (<i>number confirmed last year</i>)	0	
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	5	Bereavement Committee
Intergenerational Groups	0	
Outdoor Worship	3	Various Committees Throughout the Year
Prayer or Meditation Groups	40	Prayer Chain
Public Advocacy Work	0	

Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	1	
Worship (time slot: <u>_9:30_</u>)	50	Pastor
Worship (time slot: <u>_____</u>)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other		

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? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Barry Fillman (Paradise)	No		Full time Pastor	Yes
Eloise Kosko (Paradise)	yes		Musical Ministry	No

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:

Barry Fillman is a retired minister who served our church for over 40 years. He attends services and is involved as a member primarily of the Paradise congregation when he does not have commitments elsewhere.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person 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

Secretary/Treasurer Brenda Weber	No	Part time	Consistory	
Janitor Larry Shepler	No	Part Time	Consistory	
Minister of Music Eloise Kosko	No	Part Time	Consistory	

REFLECTION

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

We are lacking in Bible study. The majority of members attend Sunday service and that is all. There are few events outside of Sunday worship, and those that exist are not well-attended. We tend to live in a "bubble," somewhat isolated from the surrounding community, with the exception of our successful monthly meal and bi-annual Bethlehem Walk. There is room for improvement in our community involvement outside of our own events.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year) Shown as Paradise / Troutville

Source	Amount
Annual Offerings and Pledged Giving	\$80145 / \$30,129
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	\$978 / 0
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	\$5 / 0
Fundraising Events	\$1525 / 0
Gifts Designated for a Specific Purpose	\$3880 / \$587
Grants	\$48000 / 0
Rentals of Church Building	\$125 /
Rentals of Church Parsonage	n/a
Support from Related Organizations (e.g. Women's Group)	\$600 / 0
Transfers from Special Accounts	n/a / \$288.90

Other (specify): non-specified donations	\$18283 / \$1105
Other (specify): benevolence	\$7730 / \$1978
TOTAL	\$161271 / \$34,087.90

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

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.

We have never operated on a budget. God has always provided what was required to meet our needs.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? About 45%.

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%*)

We choose an amount to pledge to OCWM and vote on it every year at the Congregational meeting. According to the chart above, we are donating close to 10%.

What is the church's current indebtedness?

Total amount of loan debt: none

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.

Our Paradise Church is installing a new kitchen to better serve the monthly community meal. Within this project is a bathroom being installed upstairs to support those who are less able-bodied. Our budget was based on \$48,000 in Covid grant money.

We recently had new windows installed in one section of the Paradise church.

Paradise will be having the gutters replaced. The target is \$3000.

Troutville is currently raising money for updating and repairing their walls. Their goal is to reach \$18,000.

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

Year(s)	Purpose	Goal	Result	Impact
2019	New Roof (Troutville)	\$ 18000	\$18000+	New Roof
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2023	Updating/repairing Walls (Troutville)	\$18000	\$	underway
		\$	\$	

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

Does your church have an endowment? No

What is the market value of the assets?

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

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

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: none

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$0

Investments (other than endowment): \$49273

Does your church have a parsonage?

No.

Describe all buildings owned by the church:

Paradise: The church building and The Youth Center (an older church building that is no longer used for services but is used for our bi-annual Bethlehem Walk.)

Troutville: The church building

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

The School House - a community building across the road from the Paradise church

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

Paradise: worship space and bathroom upstairs in church

fellowship space, Sunday school classrooms, and kitchen downstairs

wheelchairs must go outside to move from one level of the church to the other.

Trinity has a chair lift so that both floors of the building may be accessed by wheelchairs.

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?

The above information shows that we take pride in our buildings and work together to make the changes needed. We work hard to accommodate the growing missions, and our aging congregants. We have always relied on God to bring us what we need, and that faith has paid off every time.

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.

Our churches have a history rich in celebration and faith. Almost 15 years ago, our Pastor of over 40 years retired.

In 2022 Paradise celebrated our 50th Homecoming Celebration with our annual Patriotic Service and picnic.

Although we celebrated 50 years as a UCC in 2022, the Paradise church building itself was built in 1876. It has housed well over 100 years of worship. In 1977 an addition was made when the Methodist and Lutheran churches joined to become a UCC. A restroom has been added upstairs to accommodate an aging congregation and those with physical limitations.

Paradise has recently completed a kitchen remodel to better accommodate the preparing and serving of the monthly community meal, Feeding His Flock, which boasts 8 years in operation and over 6000 meals served.

The Trinity United Church of Christ in Troutville had its beginning in 1827 when a “circuit rider” pastor, Rev. John Althouse began preaching in the area. In 1833, he organized a congregation of Reformed and Lutheran believers. A log cabin church was built in 1842, just east of Troutville, on Route 410. It was called United Evangelical. After some time, the two congregations split and the Reformed members began building a church. In 1854, the church was named Trinity Church. Three congregations grew from that church. Our present church was built in 1891 and dedicated in 1892. Over the years, various improvements were made. The building is known as a cruciform structure because it is in the shape of a cross. It is a sanctuary of beauty, and we feel that the hearts and lives of our people are as strong and as beautiful as our building. Over the past few years, we have added a new propane furnace and a new metal roof to our building. Currently we are raising funds to renew and update the wall treatment in the sanctuary.

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

The biggest changes we have faced recently are the changes arising as we searched for an interim Pastor and now a full-time pastor.

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.

When conflict arises, it is brought to the Consistory. They use clear communication to identify the problem and handle it as they see best for the congregation. Each consistory member serves a two-year term. The terms rotate so there are always experienced members present.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
---------------------	------------------	--------------------

Pastor Audra Krise	7	Y
Reverend Barry Fillman	41	Y

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?

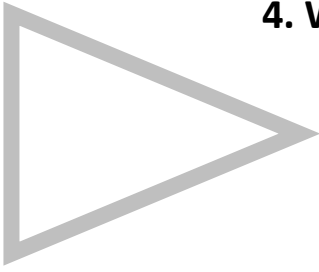
Yes

Has your church been involved in a Situational Support Consultation?

Yes

Has a past pastor been the subject of a Fitness Review while at your church?

No.



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?

Paradise:

The Paradise church holds a free monthly meal for anyone in the community. Church members donate their time and cooking skills to cook, serve, and even deliver meals throughout the area.

Two former members of our congregation started their own mission team to Guatemala (Moving Mountains Mission Team) and a few members have accompanied them over the past several years. We support them with financial donations and fundraisers.

Paradise Blessings: Shut-ins are designated each month to receive greeting cards from any member who wishes to send one.

We contribute financially and through acts of service to multiple other international ministries as well. Locally, we contribute to the food banks, facilitate a yearly fund/supply drive for the We Care Pregnancy Center, and biannually organize the Bethlehem Walk, a live, walk-through experience of the Bethlehem Marketplace, ending with a live nativity. Donated proceeds go to local families in need during that time.

Troutville:

Troutville's The Help Fund started as giving the “loose offering” to members of the community experiencing an illness, disaster, health issues requiring travel, or other crisis. It is now a special fund that includes more than just the loose offering.

Periodically throughout the year, we hold a food drive to help replenish the food banks sponsored by the Salvation Army in the neighboring towns.

We give yearly donations to the fire company, ambulance, and Caring and Sharing for Kids. At Christmas we collect handmade gloves, mittens, and scarves to donate to the Salvation Army. Donations to fire company, ambulance, Caring and sharing for kids.

Both churches participate in preparing gift-filled shoe boxes for the Samaritan's Purse Operation Christmas Child.

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

Our 2023 pledge to the PennWest Conference is \$16,000. Paradise Community Church has consistently been the second largest OCWM basic support giver in the conference for many years.

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.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input checked="" type="checkbox"/> 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?

Our efforts are kept fairly local, and our mission and values do not always reflect those of the wider UCC. However, our church has actively supported wider church missions brought to us by fellow congregants. We are willing to have a conversation with anyone who brings a wider church need.

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

This is an area where our new Pastor could help us network with other churches in the area.

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.

Mission Statement: The avowed purpose of this church shall be to worship God, to preach the Gospel of Jesus Christ, and to celebrate the sacraments; to realize Christian fellowship and unity within this church and the Church Universal; to render loving service toward mankind; and to strive for righteousness, justice, and peace throughout all the world and especially in our own community.

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?

Preaching (reading, preparing, organizing, giving or sermon): 25%

Community Ministry/Missions: 15%

Pastoral Care (Funerals, counseling): 25%

Administrative Work/Meetings: 5%

Spiritual Formation: 15%

Wider Church: 10%

Miscellaneous: 5%

4b. MISSION InSite

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

The immediately surrounding area has many flourishing Amish communities. The neighboring towns have their areas of poverty and are in need of services common to Western Pennsylvania. Although we are primarily a rural area, there are problems of drug addiction in our areas which are common in urban areas.

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?

Our congregations are mostly middle class working or retired individuals.

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

Through the ministry of the monthly "Feeding His Flock" meal, we are working to address the poverty in the surrounding areas. They have donated to backpacks for kids and weekend food for schools programs.

Troutville has participated with DuBois Nursing Home in providing food for school children during school vacations.

As our internal demographics change, the Sunday School system is growing to accommodate our growing number of youngsters and our buildings are changing to accommodate the aging.

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

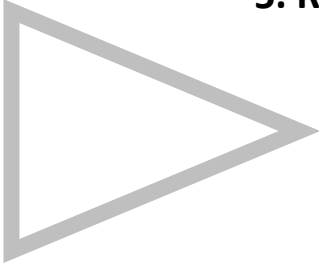
Paradise is well-known in the surrounding area for the Bethlehem Walk.

Troutville borough looks to Trinity Church as the only church in the community and as a place for weddings and funerals.

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

Most people attend or get involved after an invitation from a member, connection with the pastor, or through word-of-mouth.

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.

*Letters are attached as separate documents.

REFERENCE 1

Brenda D. Shumaker / Funeral Director/ Jefferson County Coroner
(814-938-5421 / Local Funeral Director handles end-of-life arrangements for many members)

REFERENCE 2

Reverend Mary Ellen Hoffman / UCC Pastor / Ohio
(440-708-3718 / mehoffman11@gmail.com / Former Interim Pastor)

REFERENCE 3

Sally Lydic / Lay Minister /
(724-397-2288 / Former Fill-In Pastor)

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.

March 13, 2023

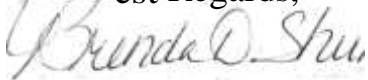
To Whom may consider becoming Pastor of Paradise/Trinity United Church of Christ:

My name is Brenda D. Shumaker, I am the licensed Funeral Director and owner of Shumaker Funeral Home, Inc., in both Big Run and Punxsutawney, I am also the Jefferson County Coroner from 2018 until present time.

I have taken care of the final needs of many parishioners from the Paradise/Trinity United Church of Christ churches. I have always felt a great sense of community and fellowship among people of the church. The genuine concern and comforting gestures offered to one another during the loss of a loved one is impressive, the pews are always full and the downstairs luncheon is filled with homemade dishes to be shared following the funeral. In today's society, we are seeing less and less love and care of thy neighbor, this church has not forgotten this and is a beautiful example for others. The congregation is comprised of simple, humble, hardworking families that farmed family farms for generations. The faithfulness, integrity and kindness of the members is immeasurable.

I feel that a pastor looking to preach God's word in a smaller community setting will find great comfort in the fellowship of this congregation. A congregation that will become like family and dear friends for a lifetime.

Deepest Regards,

A handwritten signature in cursive script that reads "Brenda D. Shumaker".

Brenda D. Shumaker

In John's Gospel, chapter 10, Jesus speaks about himself, saying he is the good shepherd. Jesus knows and cares for his people. He is willing to lay down his life for them. Paul in his first letter to Timothy tells him to set an example for believers in his speech, in life, in love, in faith and in purity. He should devote himself to the public reading of Scripture, to preaching and to teaching. (1 Timothy 4:12-13) Paul encourages Timothy to be diligent in these matters so everyone may witness them, to be careful about one's life and to persevere in carrying out well the work he is charged to do.

Joshua is another example of a godly leader. God told Joshua to be strong and courageous, and be careful to obey the law without turning to left or to the right. God reminded Joshua that God would be with him wherever he goes. (Joshua 1:7-9)

To be a pastor is a holy calling, first and foremost, wherever a pastor is called to serve. In any setting, one should be willing to uphold the office with faith, commitment, maturity, compassion, knowing and using the scriptures, and continually striving to learn and grow. The pastor needs to be a person of prayer and an example of godly living.

Every congregation deserves a pastor who can encourage his or her congregants to meet challenges with courage and grace, to continue to read and learn from the Bible, and to bind the people together in love and unity. Every one of us needs the the love of God in Jesus Christ and to know we are forgiven because of Christ's death on the cross. We are set free to love and serve because Jesus gave himself for us. As he died, so we have died to our old selves and by the indwelling presence of the Holy Spirit, we are invited to become a new creation in Christ.

I have found in the Paradise and Troutville congregations a desire for these things. They put Christ in the center of their identity and their mission. Those who have served on the consistory are elected to their positions because they are faith leaders. The church has an excellent group of volunteers who do much around the church. They would probably call themselves close-knit and caring for one another. They would call themselves self-sufficient.

Speaking right now of the Paradise church, they are quick to serve the needs of the community. They have a monthly free meal served to the community. Bethlehem Walk is another outreach, along with Vacation Bible School in the summer. They appreciate a positive and uplifting worship experience with the Bible in the center of worship. The church is quick to allow younger leaders the chance to emerge and serve. Younger families have found this church to be a nurturing faith environment, and the Sunday school is growing too.

From times I supply preached at Paradise and Troutville, I have seen that the Troutville church is aging and struggling with declining attendance. There is one young family within the church; I applaud their commitment and desire to serve. They are good people there, dedicated and faithful, eager to learn in a Bible study, and wanting to maintain a faithful presence in the small community of Troutville.

There's probably much more I could say, for I love these people and treasured my time there as interim pastor, now a few years ago. If your heart is solidly in Christ, claiming him as your savior; if you are guided by God's Word, the Bible, and you are led by the Holy Spirit, here is a place to faithfully serve. May God bless you in your search, and God bless those who are charged with discerning the right person to be pastor.

Rev. Mary Ellen Hoffman
Pastor
The First Congregational Church of Claridon
Huntsburg, Ohio

March 14, 2023

To Whom It May Concern:

Grace and Peace,

It is an Honor to write a letter of reference for the Paradise/Troutville United Church of Christ.

NOW, where and how to begin.

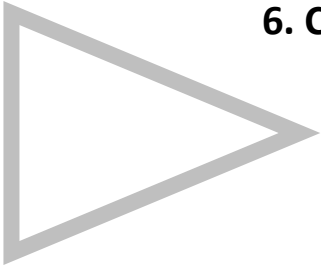
I was their fill-in Pastor for a few years. The people are welcoming and warm .Both churches are unique in their own way. But, Strong, Faithful, Active members in both Paradise and Troutville. Many members today come from a family whom attended these churches before them, who helped start and continue the worship in these two churches. I brought many different special services while I was their Pastor and had a wonderful responsive action from both congregations.

This is a rural area , but rich in development and history, close to a larger area for business and shopping in DuBois and driving distance to Pittsburg, Pa.

Any Pastor considering placement in these churches should prayerfully consider God's leading them into this position..

God's Blessings,
Pastor Sally M Lydic.

A handwritten signature in blue ink that reads "Sally Lydic". The signature is written in a cursive style and is positioned below the typed name.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

We pray for a pastor who falls in love with our old-fashioned, warm-hearted, well-meaning congregation. We pray their heart is opened and melted by friendly, personal conversation over a warm, pot-luck meal. Our spirits long for a loving, down-to-earth, compassionate individual who will help us remain steady in our devotion to our Lord Jesus, and challenge us to grow in our faith, in numbers, outreach, and diversity. Amen.

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.*)

Search Committee: Holli Polito, Erica States, Diane Carlson, Charlie Shepler, Judy Topalanchik, Millie Agnew, Sally Knarr

2. Additional comments for interpreting the profile:

This church exists within a rural setting and this influences the answers to all our questions.

Signed:

Holli Polito / Co-Chairman / May 25, 2023

Erica States / Co-Chairman / May 25, 2023

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes.

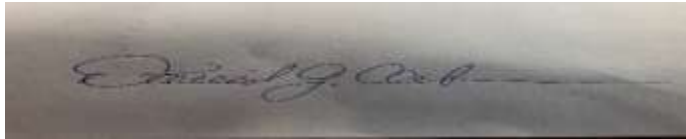
To the best of my knowledge, ministerial history information is complete.

Staff Comment: Yes.

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

Staff Comment: Yes.

My signature below attests to the above three items.



Signature:

Name / Title: David J. Ackerman / Conference Minister

Email: david@pennwest.org

Phone: 724-834-0344

Date: June 6, 2023

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22