

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

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!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Pymatuning Charge
St. Mark's United Church of Christ
New Hamburg, PA
Zion's United Church of Christ
Transfer, PA

Pastor

Penn West Conference,
Lake Erie Association

[Validation Date]

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.

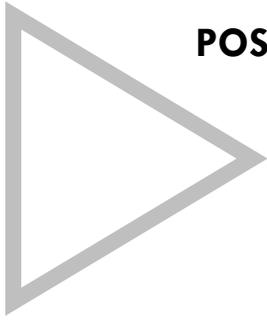
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. 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 storytellings and many prayers, and 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.



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: **St. Mark's United Church of Christ**

Street address: 5 Baker Hill Road, Fredonia, PA 16124

Supplemental web links:

Church name: **Zion's United Church of Christ**

Street address: 17 Church St., Transfer, PA 16154

Supplemental web links: zionschurch-transfer.org

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

Both churches participate in community Lenten services with the Transfer First Baptist and Transfer Community Church of God. We have Thanksgiving Eve and Christmas Eve services together as well.

Conference: **Penn West Conference**

Association: **Lake Erie Association**

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

Rev. David Ackerman

Penn West Conference Minister

724-834-0344

david@pennwest.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?

Located in Mercer County, Western Pennsylvania; St. Mark's, New Hamburg, and Zion's, Transfer seek a ½ time pastor for Pymatuning Charge. Friendly Congregations seek a pastor to guide us and grow us spiritually. Share the passion of big hearts reaching out to our

communities thru missions and sharing with the world the saving grace of Jesus Christ. We are small community churches eager to move forward.

Photographs:

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



Zions United Church of Christ - Transfer



St. Mark's United Church of Christ – New Hamburg

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

Enjoy the rural setting of most of the area and the friendliness of the people. The churches are small so we know each other and everyone talks to each other. We are located approximately 70 miles from Pittsburgh, Erie and Cleveland. We have two lakes close by, Pymatuning and Shenango and a short drive into Ohio is Mosquito Lake, all are good fishing and boating lakes. As we say in Western Pennsylvania “if you don’t like the weather stick around it will change.”

Current size of membership:	<u>St. Mark's – number on roll</u>	<u>184</u>	<u>average attendance</u>	<u>32</u>
	<u>Zion's – number on roll</u>	<u>73</u>	<u>average attendance</u>	<u>18</u>

Languages used in ministry (*other than English*): None

Position Title: 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*):

½ Time

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK

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

20 – 25 hours weekly

- 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
- Pastoral care in collaboration with lay people (at least to those who are sick, elderly, or grieving)
- Participate in wider church activities such as conference and association meetings as time permits
- Study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- Energizing and deepening the spiritual connections and faith understandings of others in all they do

Core Competencies:

(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.)

Caring, Leadership and Organized

COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$ 30,000

Benefits:

Salary includes Optional Benefits

What is the expected living situation for your next minister:

living elsewhere to commute as needed

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

10 - 15-mile radius

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): NONE

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

Lake Erie Association Ministerium and Greenville Ministerium

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

Funerals if available, Weddings, Hospital, Nursing Home and homebound visits (Pastoral Care) and possible bible studies. These are what we expect but realize sometimes it would not be possible for a bi-vocational pastor to perform all these duties at which time church lay members would carry out these duties if possible.

WHO IS GOD CALLING TO MINISTER WITH US?

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

Visitation – Homebound, nursing home, hospital

Effective minister

Works regularly to bring in new members

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

Encourages people to relate their faith to their daily lives

Organizes people for community action

Helps people develop their spiritual life

Encourage community involvement by leading by example

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

English

Based on what 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.

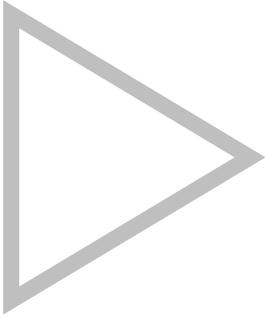
Strengthening inter- and intra- personal assets

Caring for all creation

Exhibiting a spiritual foundation and ongoing spiritual practice

Engaging sacred stories and traditions

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?

Family of believers

Reaching out to the community

A warm and growing church

Called to be examples and bring others to Christ

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?

Reynolds Backpack Blessings

Summer feeding (once a month) June, July and August

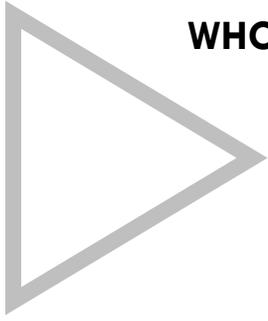
Continue with the success that has been seen with these programs

Neither church has a multi-year plan. We help as we can as needed locally.

Keystone school fire

Wee Beds for Wee Heads

Shenango Valley Shoe Our Children



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

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?

Both Churches have soup sales and lunches to benefit local ministries as well as participate in “Reynolds backpack blessings” and have volunteers who work at the Good Shepherd Center. We favor the reformed theology due to our past. We are true believers in the “Triune God” and that God is our Father and He is a loving God. God is mentioned often in the worship as well as Jesus and He is alive and well.

Describe several strengths or positive qualities of your congregation.

Our congregations are very friendly and supportive, of each other and of others in the community as well as the pastor. We respond well to pressure. We are enduring. We have great stewardship and both churches are “5 for 5” churches.

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?

Worship takes place in the Sanctuary, we have tried other rooms (due to cold weather) a couple of times but it just didn’t seem right.

The last baptism was an adult and it was wonderful.

Good preaching needs to be enthusiastic but not outrageous, bible based and relate the sermon to everyday life.

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?

St. Mark's has a "Guild"

Teams are organized as needed on a volunteer basis

Growth to better serve God's calling to the community

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?

Important decisions are communicated through the church bulletins (announcements) and copies of the consistory minutes are readily available. Committees are organized as needed on a volunteer basis. A huge struggle at this time is growth, both spiritually and membership to better serve God's calling to the community.

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

3 – 4 hours

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

Pastor did not show for a baptism, a consistory member preformed the baptism which was approved by the Penn West Conference Minister

- 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/No] Yes

11-YEAR REPORT

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

Eleven Year Church

Includes church membership and financial information for the last eleven years

Conference:
Penn West

Association:
Lake Erie

Church:
Fredonia, PA - Saint Mark's UCC (6)

Run Report

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



Church#: 621520
Assoc: 652

Schedule: 0 Saint Mark's UCC

Fredonia PA 16124

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2006	189	0	28	0	0	0	0	0	0
2007	184	40	30	2	3	0	1	9	-5
2008	182	40	30	0	0	0	0	0	0
2009	182	30	30	0	0	0	0	0	0
2010	182	30	30	0	0	0	0	0	0
2011	183	30	35	0	0	2	1	0	1
2012	183	30	36	0	0	0	0	0	0
2013	183	30	35	0	0	0	0	0	0
2014	70	35	24	3	0	0	0	0	3
2015	65	25	0	0	0	0	5	0	-5
2016	65	25	0	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2006	\$39,579	\$0	\$3,125	\$1,483	\$4,608	\$0	\$4,608	7.94	\$44,487	\$0
2007	\$51,389	\$0	\$1,400	\$2,308	\$3,708	\$3,478	\$7,186	2.72	\$58,575	\$43,917
2008	\$51,389	\$0	\$1,400	\$1,154	\$2,554	\$0	\$2,554	2.72	\$53,943	\$0
2009	\$51,389	\$0	\$1,450	\$1,311	\$2,761	\$0	\$2,761	2.82	\$54,150	\$0
2010	\$51,389	\$0	\$1,400	\$2,298	\$3,698	\$0	\$3,698	2.72	\$55,087	\$0
2011	\$49,863	\$21,750	\$1,400	\$1,090	\$2,490	\$0	\$2,490	2.81	\$74,103	\$53,894
2012	\$49,863	\$0	\$1,400	\$1,050	\$2,450	\$0	\$2,450	2.81	\$52,313	\$0
2013	\$49,863	\$0	\$1,400	\$1,379	\$2,779	\$0	\$2,779	2.81	\$52,642	\$0
2014	\$62,000	\$0	\$1,400	\$1,829	\$3,029	\$0	\$3,029	2.26	\$65,029	\$50,000
2015	\$62,000	\$0	\$1,400	\$1,350	\$2,750	\$0	\$2,750	2.26	\$64,750	\$50,000
2016	\$62,000	\$0	\$1,400	\$1,100	\$2,500	\$0	\$2,500	2.26	\$64,500	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2011-2016	-64.48	-18.67	-100.00	-100.00	-100.00	24.34	0.40	-12.96
2006-2016	-65.61	0.00	-100.00	0.00	0.00	55.47	-45.75	44.98

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.

Eleven Year Church

Includes church membership and financial information for the last eleven years

Conference:

Penn West

Association:

Lake Erie

Church:

Transfer, PA - Zion's United Church

Run Report

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



Church#: 622060

Assoc: 652

Schedule: 0

Zion's United Church of Christ

Transfer

PA

16154

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2006	104	0	12	0	0	0	0	0	0
2007	95	25	18	1	0	0	1	9	-9
2008	76	25	8	0	0	0	3	16	-19
2009	76	25	8	0	0	0	0	0	0
2010	72	20	0	0	0	0	3	1	-4
2011	72	20	0	0	0	0	0	0	0
2012	67	15	0	0	0	0	2	3	-5
2013	64	15	0	0	0	1	2	2	-3
2014	82	18	0	0	0	0	2	0	-2
2015	79	18	0	0	0	0	3	0	-3
2016	73	14	0	0	0	0	2	4	-6

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2006	\$31,529	\$0	\$1,864	\$1,298	\$3,162	\$0	\$3,162	5.91	\$34,691	\$0
2007	\$35,757	\$0	\$2,460	\$2,996	\$5,455	\$774	\$6,229	6.88	\$41,986	\$30,465
2008	\$36,188	\$0	\$2,460	\$465	\$2,925	\$2,063	\$4,988	6.80	\$41,176	\$36,091
2009	\$36,188	\$0	\$1,230	\$432	\$1,662	\$0	\$1,662	3.40	\$37,850	\$0
2010	\$35,302	\$0	\$922	\$2,745	\$3,667	\$2,248	\$5,915	2.61	\$41,217	\$26,069
2011	\$35,302	\$0	\$1,022	\$280	\$1,302	\$0	\$1,302	2.90	\$36,604	\$0
2012	\$43,342	\$0	\$1,230	\$2,194	\$3,424	\$2,377	\$5,801	2.84	\$49,143	\$26,000
2013	\$15,785	\$15,885	\$308	\$795	\$1,103	\$4,313	\$5,416	1.95	\$37,086	\$21,391
2014	\$17,805	\$4,409	\$2,618	\$598	\$3,216	\$8,184	\$11,380	14.70	\$33,594	\$20,912
2015	\$19,357	\$11,407	\$1,353	\$2,740	\$4,093	\$5,706	\$9,799	8.99	\$40,563	\$29,247
2016	\$26,255	\$19,330	\$1,323	\$3,278	\$4,601	\$6,017	\$10,618	5.04	\$56,203	\$28,676

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	TOTAL CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2011-2016	1.39	-30.00	0.00	0.00	0.00	-25.63	253.38	53.54
2006-2016	-29.81	0.00	-100.00	0.00	0.00	-16.73	45.51	62.01

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.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	Zion's 25 St. Mark's 50	Yes
Number of active non-members:	Zion's 2 St. Mark's 10	Yes
Total of church participants (sum of the numbers above):	Zion's 27 St. Mark's 60	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:	Zion's 88% St. Mark's 90%	Yes
Less than 10, more than 5 years:	Zion's 4% St. Mark's 2%	Yes
Less than 5 years:	Zion's 8% St. Mark's 8%	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 yes)</i>
1	0	0	0	0	1	5	6	11	Zion's
2	1	1	3	0	2	10	18	23	St. Mark's Yes

Percentage of adults in various household types:

			<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	Zion's St. Mark's	0 10%	Yes
Joint household with minors:	Zion's St. Mark's	0 10%	Yes
Single adults age 35-65:	Zion's St. Mark's	5% 10%	Yes
Joint household with no minors:	Zion's St. Mark's	10% 50%	Yes
Single adults over 65:	Zion's St. Mark's	85% 20%	Yes

Education level of adult participants by percentage:

			<i>Is this number an estimate? (check if yes)</i>
High school:	Zion's St. Mark's	100% 100%	Yes
College:	Zion's St. Mark's	15% 10%	Yes
Graduate School:	Zion's St. Mark's	4% 2%	Yes
Specialty Training:	Zion's St. Mark's	4% 10%	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:	Zion's St. Mark's	18% 40%	Yes
Adults who are retired:	Zion's St. Mark's	69% 50%	Yes
Adults who are not fully employed:	Zion's St. Mark's	13% 10%	Yes

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

Farmer to Professional

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?

Caucasian but open to ALL

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

Please note the date. Comment after the exercise: Not at this time

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	Zion's 4 St. Mark's 11	Various lay leaders
Baptisms <i>(number last year)</i>	Zion's 1 St. Mark's 2	Pastor
Children's Groups or Classes		
Christmas Eve and Easter Worship	Zion's 25 St. Mark's 50	Pastor/lay leaders
Church-wide Meals		
Choirs and Music Groups		
Church-based Bible Study (Sunday School)	Zion's 0 St. Mark's 8	Lay leaders
Communion <i>(served how often?)</i>	Zion's 4 St. Mark's 4	Lay leaders

Community Meals	Zion's 0 St. Mark's 10	Community lay leaders
Confirmation (<i>number confirmed last year</i>)		
Drama or Dance Program		
Funerals (<i>number last year</i>)	Zion's 3 St. Mark's 2	Pastor
Intergenerational Groups		
Outdoor Worship	Joint 30 St. Mark's 10	Pastor/lay leaders
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	Zion's 0 St. Mark's 2	Pastor
Worship (time slot: __9:30a__)	Zion's 18	Pastor/organist
Worship (time slot: __11:00a__)	St. Mark's 35	Pastor/organist
Young Adult Groups or Classes		
Youth Groups or Classes		
Other: Various other activities	Varies	Lay leaders

Additional comments: Other activities consist of basement sales, soup lunch and sales, spring and fall banquets, mother/child banquet and past timers.

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)
Rachel McDonald	No	Ordained	Pastor at other church	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: None

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

REFLECTION

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

Older congregations with limited ministry looking for guidance.

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year, 2016)

Source	Amount, Zion's	Amount, St. Mark's
Annual Offerings and Pledged Giving	\$ 27,833.00	\$ 40,479.85
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$	\$
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$	\$
Fundraising Events	\$ 3,085.37	\$ 1,595.00
Gifts Designated for a Specific Purpose	\$	\$
Grants	\$	\$ 2,500.00
Rentals of Church Building	\$ 500.00	\$ 200.00
Rentals of Church Parsonage	\$ 4,800.00	\$
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$	\$ 604.00
Transfers from Special Accounts (savings)	\$ 1,750.00	\$
Other (specify): Support from PWC for Emergency Supply Pastors	\$ 1,500.00	\$
Other (specify): Reimbursement from sister church	\$ 501.47	\$ 2,609.52
Other (specify): Presbytery support for pastor's health insurance	\$ 916.50	
Other (specify): Bequest	\$ 3,000.00	
Other (specify): Interest	\$ 0.70	\$ 350.15
Other (specify): Miscellaneous Income		\$ 867.22
TOTAL	\$ 43,887.04	\$ 49,205.74

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.

Zion's	\$ 45,585.34
St. Mark's	\$ 49,513.52

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

Zion's	33%
St. Mark's	31%

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*)

Zion's and St. Mark's

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%*)

Zion's	\$ 1,100.00 plus loose offering the fourth Sunday of every month
St. Mark's	\$ 1,400.00

What is the church's current indebtedness? Both churches

Total amount of loan debt: Zero

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.

No current plans

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

Year(s)	Purpose	Goal	Result	Impact
	NONE	\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
	NONE	\$	\$	
		\$	\$	

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:

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings):

<u>Zion's</u>	<u>\$ 10,795.36</u>
<u>St. Mark's</u>	<u>\$ 0.00</u>

Investments (other than endowment):

<u>Zion's</u>	<u>CD</u>	<u>\$ 70,188.31</u>
<u>St. Mark's</u>	<u>CD</u>	<u>\$ 12,156.14</u>
	<u>CD</u>	<u>\$ 67,138.17</u>

Does your church have a parsonage? Zion's has a parsonage

Fair market rental value of the parsonage:	<u>\$ 400.00 per month</u>
How is the parsonage used?	<u>Rental</u>
Street / City / State / Zip:	<u>23 Church St., Transfer, PA 16154</u>
Finished square footage:	<u>1800</u>
Number of Bedrooms, Number of Bathrooms:	<u>3 bed/ 1 bath</u>
Assessed real estate value:	<u>\$ 14,850</u>
Available for minister residence: Y/N	<u>No</u>
Expected minister residence: Y/N	<u>No</u>
Condition of structure, systems and appliances	<u>very good</u>
Entity in the church responsible for review and needed repairs,	<u>Consistory</u>

Describe all buildings owned by the church:

<u>Zion's</u>	<u>St. Mark's</u>
<u>Church</u>	<u>Church</u>
<u>Friendship Hall</u>	
<u>Parsonage</u>	
<u>Garage, 2 car</u>	

Describe non-owned buildings or space used or rented by the church: None

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

<u>Zion's</u>	<u>St. Mark's</u>
<u>Worship Space</u>	<u>Worship Space</u>
<u>Friendship Hall (ground level)</u>	<u>Facilities</u>
<u>Facilities</u>	

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?

Both churches struggling but continue to give the best we can.

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.

Zion's

Celebrated 100 years in 2001

Building of Friendship Hall in 1975

St. Mark's

Celebrated 150 years in 2010

Fire destroyed the church on December 18, 1967

Burned mortgage on September 24, 1978

Six members have gone into ministry

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

Sudden loss of Pastor due to extenuating circumstances

From 2007 when long time Pastor retired we have had interim or supply pastors

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?)

Disagreement over LGBTQ – Most of congregation very traditional. To best describe where we feel we are on this issue we will take a paragraph from the "ELCA studies on sexuality" which says:

"On the basis of conscience-bound belief, some are convinced that the scriptural witness does not address the context of sexual orientation and lifelong loving and committed relationships that we experience today. They believe that the neighbor and community are best served when same-gender relationships are honored and held to high standards and public accountability, but they do not equate these relationships with marriage. They do, however, affirm the need for community support and the role of pastoral care, and may wish to surround lifelong monogamous relationships or covenant unions with prayer."

Members tried to separate the charge and either join another denomination or go non-denominational, learned to be very open and up front with church happenings.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Douglas Garland	26	Yes
Mark Oerter	5	Yes
Wanda Lester	9 mos.	Yes
Glenn Sadler	20 mos.	Yes
Grace Basham	8 mos.	Yes

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

We welcomed and loved them all.

Congregation is adaptable to various preaching styles.

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

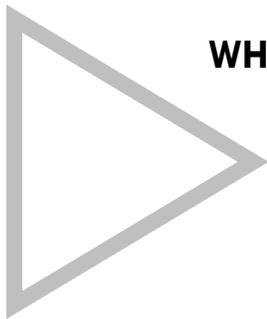
Y/N/Ask us Ask Conference Minister and/or Search Committee Member

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us Ask Conference Minister and/or Search Committee Member

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

Y/N/Ask us No



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

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?

Reynolds Backpack Blessings

Good Shepherd Center (school supplies) (volunteers)

Shenango Valley Shoe Our Children

Operation Christmas Child (Samaritans Purse) (Gifts in a shoe box)

Blanket Sunday (once a year)

Wee Beds for Wee Heads

Downtown Ministries thru “Fresh Grounds”

Summer lunches for “Faye Terrace”

Support for St. Paul’s Nursing Home

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

Each church has a member on the Lake Erie Association Steering Committee

Different members have been on the Penn West Conference Board of Directors

Different members have attended General Synods

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)

Economic Justice

Creation 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?

Have interest in working toward some of the above.

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

Both churches participate in Lent with the Transfer First Baptist Church and the Transfer Community Church of God each year rotating the host church and pastors each Wednesday finishing with Maundy-Thursdays Tureen Dinner in Zion's Friendship Hall.

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.

Currently working on an updated mission statement.

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?

Expect the pastor to participate in Lent, Baccalaureate, Memorial Day Service, Lake Erie Association Steering Committee and the Greenville Ministerium.

MISSION InSite

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

A lot of opportunity for out-reach in the community.

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?

Congregation is consistent with the adjacent neighborhood.

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

There is a need for out-reach in the community.

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

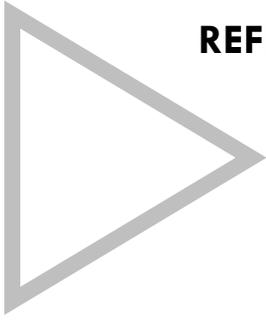
Our churches are **giving, caring, and friendly.**

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

Traditional Church

Reformed

Friendly



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

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

REFERENCE 2

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

REFERENCE 3

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

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.

REFERENCE 1

Rev. Wanda Lester

Retired UCC Pastor

724-456-0862

Windy925@gmail.com

St. Mark's and Zion's are two little churches tucked off the beaten path. When in town I visited them and later when they were caught without pastoral leadership. I was asked to step in and for a short period of time I did just that. I have experienced them from both pew and pulpit and must say I really feel truly blessed to have had the opportunity to journey with them in both capacities.

They are friendly churches with a wonderful sense of humor and from pot lucks, to picnics, to soup sales, truly enjoy doing things together. Church for them is more a family affair than an organization and they care for each other accordingly.

They are committed to answering the call of God, faithful to the Gospel and eager to engage in ministry, not only to each other but to the world outside their doors. Whatever the need, they are always ready and willing to lend a helping hand.

These two churches are not perfect. They have issues just like most congregations. What I found here was that rather than sweeping problems under the rug or sticking their heads in the sand and pretending that they don't exist as many do, they tend to roll up their sleeves and try to resolve them.

St. Mark's and Zion's face much the same problems that many of our communities of faith are struggling with. The congregations are aging and there are few, if any, children in worship. Funds are dwindling along with the membership. The desire to reach out and help those less fortunate is strong but the hands available are few. That said, there are a lot of opportunities available for growth both in numbers and in outreach. If they join together in both work and fellowship to increase their visibility in the community and open themselves up to new possibilities for worship, ministry and fellowship, there is no reason that these two churches can't be a vital and vibrant part of their communities for many years to come.

Grace and Peace

Rev. Wanda S. Lester

REFERENCE 2

Rev. Glenn E. Sadler

Retired UCC Pastor

724-588-1534

twosadlers59@gmail.com

To Whom It May Concern:

I am a retired United Church of Christ pastor. I am a Past President of the Lake Erie Association of the Penn West Conference. Also, I am a past chair of the Committee on Ministry of the Lake Erie Association. I have also served eighteen months as Interim Pastor for the Pymatuning Charge.

Both Zion's and St. Mark's have a strong sense of mission in the community and the wider church. Both of these congregations are "5 for 5" in their mission giving, meaning that they support all five of the all-church offerings of The United Church of Christ. They also support various local ministries such as food pantries and the "Backpack" food program for local school children. These congregations participate in ecumenical partnerships for community Lenten services and other special occasions. They both have members who are willing to serve in leadership capacity on the Association and Conference level. They maintain their buildings well.

I would say that the lack of constant full-time pastoral leadership has been a factor in reduced numbers in worship attendance. But, I believe the potential of renewal is a definite possibility for the future.

My experience with these two congregations has been positive in the worship setting and I know that they have very dedicated lay leadership.

Anyone interested in asking questions of me, may feel free to use the above contact information.

Sincerely,

Glenn E. Sadler

REFERENCE 3

Rev. Mark L. Oerter

Addictions counselor at Turning Point in Franklin, PA

724-458-5755

724-967-3995 (cell)

Former Interim Pastor

Strengths:

There is program space.

The buildings are in good condition.

There are members of both congregations who are very motivated for growth.

There are members of both congregations who are appreciative of any efforts at helping the parish.

As a parish they can unite for members who are having hard times.

Area of improvement:

There are aspects of the parish which are too focused on using the future to recreate the past.

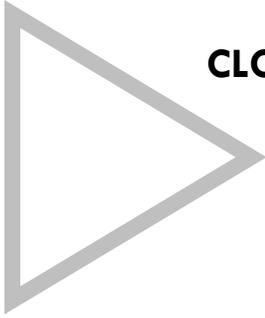
There is a lack of involvement of the younger generations of church members.

Significant experience:

There was a farewell dinner for me. I was touched by all of the people who cared enough to come and say "good-bye."

Personal reflection:

I look back on my time with this parish with pleasure as I had five fine years there.



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

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:

“Dear God, please put us on the road to greater leadership development. Reveal the dream YOU have for our life. Place it in our heart, and kindle our passion for it.

While you help us to grow, teach us to embrace the whole development process. Give us patience when we need it and passion when it’s appropriate. Teach us to look beyond our life and desires, and when we’re ready, show us the big picture as YOU did for Joseph. Amen.”

We have room for growth in our spiritual lives and desire a pastor who will guide us to do what we are capable of doing for the glory of GOD.

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
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

Laddie L. Ohl

Chairperson Pastoral Search Committee

October 1, 2017

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

**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