

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

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

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

St. Paul's United Church of Christ
Latrobe, PA

Settled Pastor

Penn West Conference / Westmoreland Association

January 8, 2021

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

INSTRUCTIONS

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

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

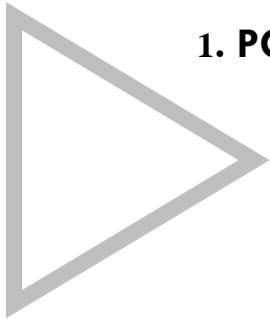
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

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

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

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

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



1. POSITION POSTING

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

1a. LISTING INFORMATION

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

Street address: **113 Dutch Hill Rd, Latrobe PA, 15650**

Supplemental web links: **none**

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

None

Conference: **Penn West Conference**

Association: **Westmoreland**

UCC Conference or Association Staff Contact Person:

David Ackerman, Penn West Conference Minister
724-834-0344, david@pennwest.org

Summary Ministry Description:

Here at St. Paul's we are striving to move towards a future of growth, that is, growth in membership and growth in ministry throughout the community. The goal is a multigenerational congregation worshiping in ways that incorporate the traditional, the contemporary, and new technology who inspire others to follow Christ. The path to this vision involves attracting a pastor who will work hand in hand with us on this journey. We are seeking a caring, energetic, educated, and social individual who is comfortable interacting with a variety of ages in our congregation and in the community.

Photographs:



What we value about living in our area:

We are part of a close knit community located in rural southwestern Pennsylvania. However, we are about a 15 minute drive to downtown Greensburg, Latrobe, and Mount Pleasant. Drive a little further to the west (about 45 minutes – 1 hour) and you can enjoy all the city life Pittsburgh has to offer. The people who call this area home here are kind, compassionate, enjoy life, and look out for each other.

Current size of membership:

127 on the roll, approximately 40 people average attendance on Sundays

Languages used in ministry: **English**

Position Title: **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: **½ Time**

Does the total support package meet conference compensation guidelines? **Yes**

1b. SCOPE OF WORK

- **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/volunteers,**

preaching, offering of prayers, etc. This would also include special services (e.g. weddings, funerals, 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, focusing on 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 spiritual connections and faith understandings of others in all they do.

Core Competencies:

Sociable: An individual who is comfortable interacting with everyone in the congregation and is willing to engage the members.

Organized: Someone who can maintain church records as well as preparing/executing his/her scope of work in a timely fashion.

Energetic and resourceful: We are looking for a pastor who can provide ideas, resources, and energy to assist us while we grow our congregation, plan activities, and reach out to the community.

1c. COMPENSATION AND SUPPORT

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

\$19,143 (base) + \$5,742 (housing) = \$24,885 (estimate based on no experience)

Benefits:

Salary includes Optional Benefits

What is the expected living situation for your next minister:

A parsonage is available (preferred). A pastor may choose to live nearby with a housing allowance.

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

We ask that the pastor live within 15 miles of the church if not using the parsonage.

State any incentives: **Not applicable**

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

Support is available through the association and conference. Examples are the Westmoreland Association Ministerial Association and the Westmoreland Association Clergy Support Group.

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

St. Paul's is flexible and willing to work with a pastor who holds another part-time job. For example: Office hours during the week is not regimented. The pastor has the discretion to set those hours. The pastor also has the discretion to schedule visits to shut-ins at his/her convenience.

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.

Our goal at St. Paul's is to grow an active congregation within the church and community. We would like our pastor to be able to provide an interesting, thoughtful, bible-based service to draw in new individuals and families as well as non-active members. Once here, the congregation can welcome and engage those individuals to become a part of our church family.

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

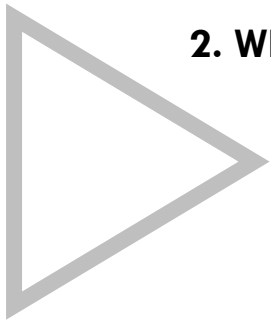
The pastor will provide information and guidance to the congregation on community needs, conference updates, and wider church concerns. This can be done by a caring pastor who is interested in the community and reaching out to others.

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

This is not applicable to our congregation.

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.

- 1. Exhibiting a spiritual foundation and ongoing spiritual practice**
- 2. Engaging sacred stories and traditions**
- 3. Strengthening Inter- and intra- personal assets**
- 4. Caring for all creation**



2. WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

God is calling us to engage in new ways to serve God, that we may be recognized as a bright light of faith in our community; while remembering our roots of faith that has brought us to this time and place.

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

God is calling our congregation to help out where we can, such as the food bank, Thrivent collections, and Christmas cheer. We also feel God is calling us to attend to our spiritual needs and growth so that we can do bigger and better things.



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.

We are St. Paul's United Church of Christ, a community of believers who serve in Christ's name and are part of Christ's universal Body. We believe in God, the Creator and Revealer; Jesus Christ, God's Son, the risen Teacher; and the Holy Spirit that dwells within and empowers us. We celebrate baptism by the Holy Spirit, the Communion of Christ's Body and Blood, and the forgiveness of sin by God's grace. We affirm the Bible as the cornerstone of our faith, the power of prayer in our lives, and the hope of new and abundant life for the whole human family. Our mission is to demonstrate the endless, compassionate, reconciling love of God, so that others may truly feel God's love encompassing them. We live that mission by being a covenantal community that seeks to care, worship, teach, and lead.

Describe several strengths or positive qualities of your congregation.

St. Paul's is a welcoming congregation who cares about one another and our community. We also love to eat! We often celebrate with food, but we also like to share our bounty with the community food bank. St. Paul's also likes to bring a little Christmas spirit to those in need, whether it be gifts to children, struggling families, or singing carols to shut-ins.

Describe what worship is like when your congregation gathers.

Our worship service trends towards traditional. We sing, say our prayers, and listen to scripture and sermon. However, we do like to mix it up! Children and volunteers are incorporated into the service wherever/whenever possible. Musical guests or guest speakers are always welcome. We usually worship in the sanctuary; however, we have gone outside for less formal services and enjoyed the sunshine (or a shady tree).

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

Children, ages pre-school through 6th grade have the option to go downstairs after the children's sermon for their own "Children's Church". The kids will learn about their faith, the Bible, Jesus, and God through lessons, crafts, and singing. Older children (7th-12th grade) have the option to attend Sunday school prior to worship. Lessons for all ages lean toward a scripture-based curriculum. Social service and modern church concerns are also incorporated. Our confirmands use the *My Confirmation* book.

Describe how your congregation is organized for ministry and mission.

- When it comes to decision-making, how many hours are spent in meetings per month?
 - a. **2-4 hours**
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
 - a. **No examples to provide (we are very fortunate and grateful!)**
- 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

Conference:
Penn West

Association:
Westmoreland

Church:
Latrobe, PA - Saint Paul's UCC (6212)

Run Report

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



Church#: 621230

Assoc: 064

Schedule: 0

Saint Paul's UCC

Latrobe

PA

15650

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR EDV FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2009	220	66	65	0	0	2	5	0	3	
2010	220	65	40	0	3	0	3	0	0	
2011	230	71	46	4	0	10	4	0	10	
2012	237	85	78	0	6	5	6	0	7	
2013	245	81	82	6	0	7	6	6	8	
2014	245	89	44	0	0	0	0	0	0	
2015	236	55	0	0	0	4	11	0	-7	
2016	234	56	24	0	0	4	8	0	-4	
2017	234	56	24	0	0	0	0	0	0	
2018	195	50	37	3	0	3	8	37	-38	
2019	127	40	24	0	0	0	6	0	-8	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	\$92,010	\$0	\$8,222	\$1,281	\$18,509	\$1,168	\$11,891	10.02	\$102,701	\$92,613
2010	\$86,191	\$0	\$5,754	\$3,166	\$9,880	\$10,606	\$20,466	7.81	\$108,589	\$92,679
2011	\$97,918	\$0	\$9,078	\$1,626	\$10,704	\$9,413	\$20,117	9.27	\$118,035	\$109,838
2012	\$97,589	\$0	\$7,516	\$2,152	\$8,668	\$2,105	\$11,773	7.73	\$108,962	\$121,200
2013	\$106,457	\$0	\$7,474	\$2,193	\$8,857	\$3,480	\$13,167	7.02	\$118,564	\$100,091
2014	\$79,589	\$0	\$8,439	\$3,144	\$11,573	\$2,230	\$13,803	10.59	\$93,402	\$87,583
2015	\$97,924	\$0	\$6,504	\$2,844	\$8,446	\$1,836	\$11,260	9.94	\$109,510	\$97,908
2016	\$101,312	\$0	\$7,016	\$1,453	\$8,469	\$0	\$8,469	8.93	\$109,781	\$97,514
2017	\$101,312	\$0	\$5,301	\$1,572	\$6,873	\$0	\$6,873	8.29	\$108,245	\$0
2018	\$126,846	\$0	\$4,509	\$1,233	\$5,741	\$1,054	\$6,795	3.56	\$133,441	\$80,252
2019	\$95,870	\$0	\$3,140	\$1,896	\$5,036	\$709	\$5,629	3.29	\$101,899	\$95,437
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR EDV FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2014-2019	-43.16	-42.08	-45.45	0.00	0.00	20.44	-58.54	8.88		
2009-2019	-42.27	-41.58	-61.90	-100.90	66.00	4.20	-52.11	-1.93		

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.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	65	Y
Number of active non-members:	5	Y
Total of church participants (sum of the numbers above):	70	Y

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	Y
Less than 10, more than 5 years:	7	Y
Less than 5 years:	3	Y

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>
5	7	2	8	12	6	10	14	6	Y

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0	Y
Households with minors:	10	Y
Single adults age 35-65:	10	Y
Joint households with no minors:	70	Y
Single adults over 65:	10	Y

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	20	Y
College:	50	Y
Graduate School:	5	Y
Specialty Training:	25	Y
Other (please specify):	0	Y

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	60	Y

Adults who are retired:	40	Y
Adults who are not fully employed:	0	Y

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

Mixture of agricultural, blue collar, white collar, and 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?

We are mono-cultural.

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

No. Our congregation is welcoming to all people. Unfortunately, our community is not particularly diverse.

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	12	The group plans their activities, leaders, etc.
Baptisms <i>(number last year)</i>	1	Pastor
Children’s Groups or Classes	10	Christian Ed committee and youth leader
Christmas Eve and Easter Worship	60	Pastor
Church-wide Meals	36	Women’s fellowship group, consistory, any volunteer

Choirs and Music Groups	6	Organist
Church-based Bible Study	6	Pastor
Communion (<i>served how often?</i>)	14	Pastor
Community Meals	0	
Confirmation (<i>number confirmed last year</i>)	0	
Drama or Dance Program	10	Christian Ed committee
Funerals (<i>number last year</i>)	4	Pastor
Intergenerational Groups	6	The group
Outdoor Worship	35	Pastor and all church groups
Prayer or Meditation Groups	0	
Public Advocacy Work	0	
Retreats	No recent	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	0	
Worship (time slot: 10:30)	40	Pastor
Worship (time slot: _____)	N/A	
Young Adult Groups or Classes	0	
Youth Groups or Classes	10	Youth leader, Christian Ed committee
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)
Nancy Mears	No			Y
Avis Specht	3	Church	Pastor	N

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:

N/A

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Custodian	Head	Part-time	consistory	2 years
Organist	Head	Part-time	consistory	10 years
Treasurer	Head	Part-time	consistory	10 years
Financial Secretary	Head	Part-time	Consistory	2 years

REFLECTION

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

The majority of active members participate in some kind of church related activity or group.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 57000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 25000
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$1800
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$5500
Other (specify):	\$
Other (specify):	\$
TOTAL	\$89,300

Current annual expenses (dollars budgeted for most recent fiscal year): \$108,000

	2020	1/1/20-10/31/20		2021
INCOME	Approved Budget	Actual Amounts	83%	Proposed Budget
Envelopes, Loose, and Initial Income	\$ 87,412.15	\$ 34,340.25	39%	\$ 87,112.15
TOTAL GIVING INCOME	\$ 87,412.15	\$ 34,340.25	39%	\$ 87,112.15
Miscellaneous Income	\$ 300.00	\$ -	0%	\$ 300.00
Reimbursements	\$ 750.00	\$ 220.54	29%	\$ 750.00
Trust Income	\$ 20,000.00	\$ 11,335.09	56%	\$ 20,000.00
TOTAL OTHER INCOME	\$ 21,050.00	\$ 11,355.63	54%	\$ 21,050.00
TOTAL INCOME	\$ 108,462.15	\$ 45,695.88	42%	\$ 108,162.15
EXPENSES				
Church School Support	\$ 350.00	\$ 231.88	66%	\$ 300.00
Faith Formation	\$ 100.00	\$ -	0%	\$ 100.00
TOTAL CHRISTIAN EDUCATION	\$ 450.00	\$ 231.88	52%	\$ 400.00
Custodial Supplies	\$ 200.00	\$ -	0%	\$ 200.00
Custodian	\$ 4,320.00	\$ 1,150.18	27%	\$ 4,320.00
Custodian Taxes	\$ 330.48	\$ 137.70	42%	\$ 330.48
Electricity	\$ 1,400.00	\$ 1,133.41	81%	\$ 1,400.00
Fire Alarm System/Extinguishers	\$ 250.00	\$ 286.88	115%	\$ 250.00
Garbage Removal	\$ 160.00	\$ -	0%	\$ 160.00
Heating Oil	\$ 8,000.00	\$ 4,712.50	59%	\$ 8,000.00
Internet Service	\$ 480.00	\$ 399.90	83%	\$ 480.00
Insurance	\$ 5,500.00	\$ 4,138.20	75%	\$ 5,500.00
Lawn Care/Snow Removal	\$ 800.00	\$ 320.00	40%	\$ 800.00
Telephone	\$ 400.00	\$ 325.04	81%	\$ 400.00
Water	\$ 300.00	\$ 251.16	84%	\$ 300.00
Worker's Compensation	\$ 800.00	\$ -	0%	\$ 800.00
TOTAL CHURCH BLDG. EXPENSE	\$ 22,940.48	\$ 12,854.97	56%	\$ 22,940.48
General Postage	\$ 200.00	\$ 82.50	41%	\$ 200.00
Office Equipment & Repairs	\$ 200.00	\$ -	0%	\$ 200.00
Office Supplies	\$ 700.00	\$ 413.60	59%	\$ 700.00
Website	\$ 50.00	\$ -	0%	\$ 50.00
TOTAL OFFICE EXPENSE	\$ 1,150.00	\$ 496.10	43%	\$ 1,150.00
Land Taxes	\$ 200.00	\$ 177.64	89%	\$ 200.00
Miscellaneous	\$ 200.00	\$ 105.00	53%	\$ 200.00
St. Lukas Cemetery	\$ 345.00	\$ 345.00	100%	\$ 345.00
Union Cemetery Board	\$ 400.00	\$ 400.00	100%	\$ 400.00
VFD Donations	\$ 300.00	\$ 300.00	100%	\$ 300.00
Westmoreland Association	\$ 300.00	\$ 300.00	100%	\$ 300.00
Workshops/Seminars	\$ 500.00	\$ -	0%	\$ 500.00
TOTAL OTHER EXPENSES	\$ 2,245.00	\$ 1,627.64	73%	\$ 2,245.00

	2020	1/1/20-10/31/20		2021
Electricity	\$ 1,600.00	\$ 199.58	12%	\$ 1,600.00
Garbage Removal	\$ 320.00	\$ -	0%	\$ 320.00
Heating Oil	\$ 2,000.00	\$ 532.52	27%	\$ 2,000.00
Insurance	\$ 1,250.00	\$ 1,034.55	83%	\$ 1,250.00
Sewage	\$ 1,000.00	\$ 325.36	33%	\$ 1,000.00
Taxes	\$ 1,150.00	\$ 1,151.29	100%	\$ 1,150.00
Telephone	\$ 500.00	\$ -	0%	\$ 500.00
Water	\$ 1,000.00	\$ 232.61	23%	\$ 1,000.00
TOTAL PARSONAGE EXPENSE	\$ 8,820.00	\$ 3,475.91	39%	\$ 8,820.00
Annuity	\$ 6,958.00	\$ 1,600.00	23%	\$ 6,958.00
Dental Insurance	\$ 984.00	\$ -	0%	\$ 984.00
Health Insurance	\$ 13,116.00	\$ 3,276.00	25%	\$ 13,116.00
Life & Disability Insurance	\$ 750.00	\$ -	0%	\$ 750.00
Salary	\$ 38,286.00	\$ 21,399.68	56%	\$ 38,286.00
Travel Allowance	\$ 1,500.00	\$ 956.23	64%	\$ 1,500.00
TOTAL PASTORAL LEADERSHIP	\$ 61,604.00	\$ 27,231.89	44%	\$ 61,604.00
Offering Envelopes	\$ 300.00	\$ -	0%	\$ 300.00
Stewardship/Evangelism	\$ 200.00	\$ -	0%	\$ 200.00
Assistant Financial Secretary Salary	\$ 918.00	\$ 229.50	25%	\$ 918.00
Treasurer Salary	\$ 1,224.00	\$ -	0%	\$ 1,224.00
TOTAL STEWARDSHIP EXPENSE	\$ 2,642.00	\$ 229.50	9%	\$ 2,642.00
Bulletins	\$ 500.00	\$ 95.00	19%	\$ 250.00
Music	\$ 200.00	\$ 247.00	124%	\$ 200.00
Substitute Musician	\$ 200.00	\$ 90.00	45%	\$ 200.00
Organist Salary (56 services)	\$ 6,048.00	\$ 4,260.15	70%	\$ 6,048.00
Organist Taxes	\$ 462.67	\$ 396.59	86%	\$ 462.67
Pulpit Supply (Substitute Pastor)	\$ 800.00	\$ 1,200.00	150%	\$ 800.00
Substitute Pastors Mileage (.545/mile)	\$ 100.00	\$ 97.75	98%	\$ 100.00
Worship Supplies	\$ 300.00	\$ 130.92	44%	\$ 300.00
TOTAL WORSHIP EXPENSE	\$ 8,610.67	\$ 6,517.41	76%	\$ 8,360.67
TOTAL EXPENSES	\$ 108,462.15	\$ 52,665.30	49%	\$ 108,162.15

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? Approximately **64%**

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?

Gathered by individual giving. It is not a line item in the budget.

What is the church's current indebtedness?

Total amount of loan debt: **\$0**

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 pending projects.

If the church has had capital campaigns in the last ten years, describe: **None at this time.**

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

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
---------	---------	------	--------	--------

		\$	\$	
		\$	\$	

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

NA

Does your church have an endowment? **Yes**

What is the market value of the assets? **300,000**

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

Funds cannot be drawn, principle can never be touched. Interest generated is paid to the church.

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

NA

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

NA

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

NA

Please comment on the above calculations or estimates:

Fixed endowment. Interest generated is market dependent.

Other Assets

Reserves (savings): \$

Investments (other than endowment): \$

Does your church have a parsonage? **Y**

Fair market rental value of the parsonage: **\$1000**

How is the parsonage used? **Pastor's residence.**

Street / City / State / Zip: **St Rte 981, Latrobe PA 15650**

Finished square footage: **~2000 sq feet**

Number of Bedrooms: **4**, Number of Bathrooms: **1.5**

Assessed real estate value:

Available for minister residence: **Y**

Expected minister residence: **Y**

Condition of structure, systems and appliances: **Good**

Entity in the church responsible for review and needed repairs:

Consistory/property committee

Describe all buildings owned by the church:

Church building, Parsonage with 2 car garage.

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

Which spaces are accessible to wheelchairs?

Church building is accessible to wheelchairs. Parsonage is not wheelchair accessible.

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

A budget committee meets yearly to compile the yearly budget. No major budget changes have occurred in the last 10 years other than cost of living changes.

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.

- 1. Our congregation merged with St. Luke's Reformed church in 1977.**
- 2. The basement was dug out and finished for Sunday School and for a fellowship area in the early 1960's.**
- 3. In the 1990's and 2000's our congregation took steps to make the church more ADA accessible.**
- 4. In the last 10 years, our pastor of 21 years, whom we hired right out of seminary was promoted to conference minister.**

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

Our congregation has been managing worship services, without a permanent pastor, during the COVID-19 pandemic. We have had to modify our worship style, visitation, and the everyday administration of the church.

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.

Our congregation “agrees to disagree”; however, we do have policies in place to resolve serious disagreements written in our constitution as well as guidelines established by the conference. We embrace open dialog and try to resolve conflict before it escalates.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Dan Baker	3	Y
Rev. David Ackerman	21	Y
Rev. Robert McKie	15	Y

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

We enjoy a minister who is willing to be an integral part of our church family.

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

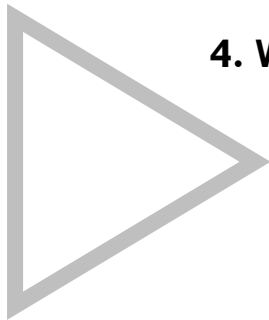
No

Has your church been involved in a Situational Support Consultation?

No

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

No



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?

We are deeply invested in our local food bank. As a congregation, we work during holiday seasons to assist those less fortunate to have some holiday cheer such as providing gifts to underprivileged children or families in need. The Sunday School class donates to various organizations at the local and national levels. As a congregation, we are always willing to help whenever a need arises in the community.

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

The pastor and lay members attend association meetings, conference meetings, and occasionally General Synod.

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 checked="" 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 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?

We strive to be a welcoming congregation to everyone in the community. We try to make everyone feel at home when they walk through our doors.

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

Our church works and worships with the ecumenical group, Christians Uniting. The group consists of Roman Catholic, Mennonite, Methodist, Lutheran, Church of God, and non-denominational congregations.

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.

Our church does not have a formal mission statement. However, we have a statement of faith specific to our congregation (see page 9). We strive to be a welcoming congregation who serves the Lord, each other, and the 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?

Since this is going to be a part time position, we would like our pastor to guide us in ways for lay persons to serve the community. When the pastor chooses to participate in the wider church and community events, those hours would be compensated as extra.

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 surrounding community is well established and overall, stable in areas of growth and income.

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 church congregation is a good representation of our community. Surrounding neighborhoods look very similar to our community.

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

The demographics have not shaped our ministry; they have been stable according to the report.

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

We are the church up on the hill who is willing to help others.

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

The quality of the minister and the welcoming nature of the congregation.



5. REFERENCES

REFERENCE 1

Rev. Richard L. Seigfried / Retired / previous Interim Minister, pulpit supply
(Home) 724-668-8281
(Cell) 724-600-9847
Email: rseigfried@msn.com

Rev. Richard L. Seigfried, Retired

2358 State Route 819 Greensburg, PA 15601

724-668-8281 (home) 724-600-9847 (cell)

October 19, 2020

To Whom It May Concern:

It is my pleasure to provide this reference for Sr. Paul United Church of Christ (Trauger), P.O. Box 56, Pleasant Unity, PA 15676...I have known the congregation for some 50 years. I also experience working with the congregation for ten years as Assistant Conference Minister.

I have also served the congregation as an Interim Minister from November 1, 2014 until August 15, 2016. During that time I experienced an excellent relationship with the congregation and found them to be very generous and committed to worship and service. They have an excellent Music Director who is very capable at the pipe organ and directing the choir.

The congregation has some excellent Lay Leadership. They cooperate within the Association and Conference providing leadership in the local church and outside the church. They have a good sense of stewardship and provide vital support to the Association, Conference and Living Waters Camp and Conference Center.

This is a rural community with an Ecumenical and active Ministerium. Members of the congregation are active in 4H and other community events.

The church building is handicapped accessible with ramps and an elevator.

The church is located in an upscale rural area and needs to take advantage of bringing in new families. The congregation is traditional and probably needs to meet some of society's new challenges.

I have had the opportunity of working with the congregation when I was Assistant Conference Minister and found them very cooperative. This would be a good opportunity for a Pastor to minister to a faithful congregation and a growing community.

For further information I can be reached at the above phones or my email address at rseigfried@msn.com.

REFERENCE 2

Cynthia Slater

Non-member of St. Paul's UCC, Trauger, congregation

724-570-8502 / slater@setonhill.edu

Conference Reference Letter for St Paul's United Church of Christ 11/3/2020

I have had the privilege of attending St. Paul's United Church of Christ on and off, mostly on, since 2003. I reside in Scottdale, Pa. so I am not always able to make every service. St. Paul's reminded me so much of the church I grew up going to in Ohio. I was introduced to St. Paul's through Therese Trice. The entire Trice family always made me feel welcome and like I was attending church with my own family, while embracing me as if I were part of theirs.

When I started attending Pastor David Akerman was the minister. David always delivered a wonderful message and had a way of piquing my interest to learn more spiritually and develop a better personal relationship with God. I think David had a special ability to connect to most if not all of the members in the congregation, through his kindness and gentleness resulting in a very close family church connection. I believe that this close bond they shared with David has made it a little more of a challenge in finding a new minister. Yet this strength and ability to show love and welcoming to those who visit is what creates wonderful character and charm that makes coming back to St. Paul's so inviting.

I think a weakness of St Paul's is their challenge in letting go of what they perceived as having the best possible minister and now they struggle somewhat to accept a change. This was demonstrated when Pastor Dan arrived. Through no fault of his own, Dan already had a hurdle that he just couldn't jump in filling the shoes of minister the congregation didn't want to let go of in the first place. I think Dan did a pretty good job and performed to the best of his ability. There is no doubt Dan had a much different personality which was another reason it was difficult for him to measure up to the high regards or standards that St. Paul's has become accustomed to during the time of Pastor David.

Pastor Bobbie arrived with yet another personality and had a very contagious energy and drive to get the congregation to focus more on our goals and what we need to accomplish in order to move forward as a church community. She was inspiring and patient. She delivered great messages and provided fresh perspectives on some traditional ideas. Her spirit was very refreshing, creative and wonderful.

Unfortunately COVID happened and here we are in our current situation of searching for a minister. It is also probably very unfair of me to compare past ministers that I remember but everyone is human. I firmly believe you only get out of a church what you are willing to put into it. For some, it is showing up on Sunday listening to a sermon, saying a few hellos and going back home. For others, it is getting involved being part of the church, participating in some groups or events. For others still, it may be going to Sunday school or singing in the choir. Whatever your interest I think St Paul's does a great job at providing a lot of different ways to fellowship that you can be as involved or not in their community. I certainly have enjoyed everything I have done with them from being part of the Mary Martha Fellowship, helping with the soup and sandwich luncheon, decorating at Christmas, donating needed items for the food bank each month, or attending a covered dish dinner. Spending time and getting to know others in the congregation better has given me some wonderful memories that have helped me to grow more spiritually and develop some friendships that have inspired me along the way.

Cynthia Slater
Slater@setonhill.edu
724-570-8502

REFERENCE 3

Candise Hoffer
Pleasant Unity Pantry Coordinator
724-423-6389

Nov. 13, 2020

To whom it may concern,

My name is Candise Hoffer and I have been the coordinator for the Pleasant Unity Food Pantry for the last 8 years. Our pantry distributes food to 48 families and seniors monthly. The St. Paul United Church of Christ has given our pantry strong support with food, monetary donations and man power.

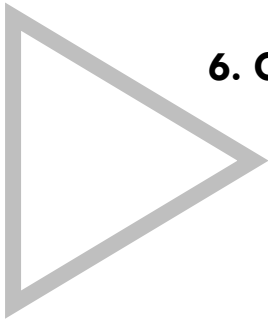
In 2004 Emily Blystone, then a senior in high school, organized a food collection at the church and donated it to the pantry for her senior project. What started 16 years ago the still continues. Each month the congregation collects a specific food (soup, peanut butter, TP, soap) and gives to the pantry for distribution. For a small congregation they always collect a lot of food.

The church also has a Souper Bowl of Caring Event every January to raise money for the pantry. Throughout the year other monetary donations are made to us from members of the congregation. This helps to buy extra food and pay the \$110 monthly fee we pay to the Westmoreland County Food Bank for delivery of the food.

No organization like ours cannot run without the help to distribute the food. We have several members of St. Paul UCC that show up each month to help and help to organize the food collection from the church.

I cannot say enough about the wonderful congregation of St. Paul UCC and their support of our mission to help our local families and seniors that need food. Their commitment to helping those that are food insecure has had a great impact on our pantry.

Thank you.
Candise Hoffer
Pleasant Unity Pantry Coordinator
724-423-6389



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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

**“It only takes a spark, to get a fire going,
And soon all those around, can warm up in its glowing...”** (*Pass It On* lyrics)

We are prayerfully hoping to find our next minister to join our church family, and inspire us to grow in faith and spread our warmth to individuals in need of God’s love.

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? *St. Paul's UCC search and call committee*
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

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: January 8, 2021



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