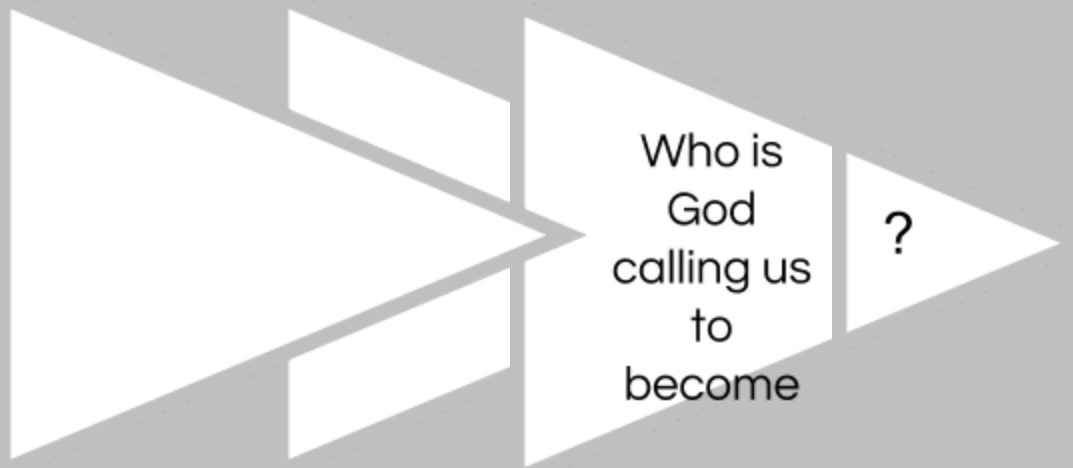


INTRODUCING THE NEW LOCAL CHURCH PROFILE



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

Rachel Hackenberg

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Community of Reconciliation Church
Pittsburgh, PA

Pastor

Penn West Conference, Pittsburgh 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: Community of Reconciliation Church

Street address: 100 North Bellefield Avenue, Pittsburgh PA 15213

Supplemental web links: www.corchurchpgh.org

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

Formally associated with United Church of Christ; Presbyterian Church (USA); United Methodist Church; Christian Church (Disciples of Christ)

Conference: Penn West

Association: Pittsburgh

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

Rev. David Ackerman, 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?

We believe that God is calling us to be a beacon of God's love and mercy, providing Light to the World through our radical inclusivity and social justice for all. We will continue as a welcoming and affirming community that embraces diversity in all forms. We will continue to grow the

membership and attract families and young adults. We believe that God is calling our congregation to be a voice for social justice and an active participant in aiding the community. We are led to become a congregation that can recognize and use our gifts to assist our Pastor to complete the work of the church. We want to grow our budget so we can fulfill more of God's mission for us.

COR seeks to call a Pastor with a deep passion for inclusivity and demonstrated experience with diverse populations to help us live out this mission.

Photographs:

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

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

We appreciate the history of our city. Pittsburgh is a thriving city that has rebuilt its image and industry after the fall of the steel industry in the early 1980s. The area is now known for innovations in healthcare, education and technology, as well as exceptional museums, cultural and art events. Yet Pittsburgh still has a small town feel with vibrant neighborhoods and long-standing traditions.

Current size of membership: 80 members

Languages used in ministry (other than English): None except for hymns in other languages

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. COR is committed to fair compensation based on the conference guidelines.

SCOPE OF WORK

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

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, planning of music in coordination with Minister of Music and seasonal worship themes and preparation with Worship Ministry Team
- Faith formation and vitality through prayer, Bible study, new member classes, and identifying helpful resources for lay persons and Ministry Teams
- Leadership development by supporting Church Council, working with Worship Ministry Team, supervising church staff, and coordinating with Ministry Teams
- Pastoral care especially for hospitalized and ailing members
- Participation in wider church and community activities as time permits and encouraging member participation

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.)

- Strong worship leadership centered on making our Christian faith and the Bible relevant to our lives.
- Upholds the value of diversity and inclusivity through enabling and affirming the gifts of all members, participants and friends
- Collaborative leadership style that facilitates lay leadership

COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance): \$27,300 (salary and housing for half time position)

Benefits (choose one):

Salary plus Benefits

What is the expected living situation for your next minister?

Living where minister chooses with a housing allowance.

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

COR members come from all over Pittsburgh and the surrounding area. Our Pastor can choose where to live, while considering the commute to the church building. Worship, church events, and church planning are all centered at the church building.

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:

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

COR has a strong Worship Ministry Team with trained Lay Ministers, Lay Preachers, Liturgists and Worship Leaders who will continue to assist with planning and leading worship.

COR Leadership will develop communications structures so the pastor is not the primary conduit of information among the ministry teams and church council.

While worship, church events, and church planning all take place at the church building, the pastor does not need to be in the office during the week. The pastor will need to coordinate with other staff members to meet when necessary.

WHO IS GOD CALLING TO MINISTER WITH US?

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

COR would like to collaborate with our next minister to:

- guide spiritual formation of the community and individuals through prayer, preaching, and education
- be a beacon for radical inclusivity and a welcoming and accepting worshipping community
- continue growth in membership and involvement of members and participants on Ministry Teams
- become even more involved in the community, particularly in peace and justice activities

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

COR strives to be a witness to the world that the human race is one family and that Christ's church is one. COR seeks to call a Pastor with a deep passion for inclusivity and demonstrated experience with diverse populations to help us live out our Covenant.

Our Pastor will encourage the Social Justice Advocacy Ministry Team and church members to collaborate with other organizations to pursue justice by serving God and God's humanity.

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

COR is a racially diverse community with a commitment to inclusivity. We need a Pastor who is committed to working with people from various ethnic and racial groups, with different sexual orientations and gender identities, and from many religious backgrounds.

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

Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice

Building Transformational Leadership Skills

Working Together for Justice and Mercy

Strengthening Inter- and Intra- Personal Assets

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?

We believe that God is calling us to be a beacon of God's love and mercy, providing Light to the World through our radical inclusivity and social justice for all. We will continue as a welcoming and affirming community that embraces diversity in all forms. We will continue to grow the membership and attract families and young adults. We believe that God is calling our congregation to be a voice for social justice and an active participant in aiding the community. We are led to become a congregation that can recognize and use our gifts to assist our Pastor to complete the work of the church. We want to grow our budget so we can fulfill more of God's mission for us. And we would like more educational opportunities and programming for our members.

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?

As our congregational membership covenant states, we believe that God is calling us at COR to be 'radically inclusive ministers in action' both within our church family and out in the greater community. We are called to be stewards of God's love and grace, and champions for social justice for all. We feel that we must remain open and flexible to new opportunities that allow us to connect with those outside our church walls in order to respond to God's call. While COR is rooted in great history, we have very few traditions that we follow to the letter year after year. We prefer to adjust and enhance our activities to both address emerging challenges and opportunities and the greater community as necessary and utilize the gifts of our members.

In 2016, the church created a Minister of Music position to organize our choir and lead our music ministry. The Minister of Music has infused more traditional hymns and gospel with contemporary Christian music to provide a more diverse selection. The new leader has incorporated more time for choir members to learn the music and enhance their skills in this regard. The Minister of Music provides various opportunities for congregants to give input on musical selections and to share their artistic gifts in musical worship. For example, we've had members share gifts of liturgical dance, voice, guitar, and violin. Everyone in the congregation was invited to submit inspiring and uplifting songs for the Minister of Music's consideration. As a result of these efforts, Choir participation has grown, and the assortment of musical offerings has enhanced our worship services and experience.

During the Spring of 2017, COR served as a host site for International Tabletop Games Day. This event, organized by a student pastor associate, engaged individuals from all walks of life, from both inside and outside the congregation and provided opportunities for relationship building, entertainment, and storytelling. Our participation was an intentional statement to our community that COR is made up of 'regular folks' who enjoy one another's company, and welcome nontraditional gifts of joy. The event was well attended by individuals from COR and the greater community, providing a natural opportunity for engagement. The event was such a success that an additional Tabletop Games Day was hosted in November 2017. This second event also served as a giving event where we collected donations for One PA: The Education Network, a statewide charity working to build a broad-based group of parent leaders to achieve inclusive, high-quality, success-focused education for PA children and youth.

Community of Reconciliation does not have a current strategic plan or multi-year vision plan. Such plans have been utilized in the past, but not currently.

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?

COR's Covenant affirms our faith in the teachings of Jesus Christ and commits us to living out our faith in an inclusive community.

COMMUNITY OF RECONCILIATION CHURCH COVENANT OF MEMBERSHIP

In the presence of God, each other, and other communities, we unite ourselves as a people of reconciliation.

- In love, obedience, and faith, we give ourselves joyfully and completely to the service of God.
- As our response to the Grace of God, we join in the public celebration of community through word and sacrament.
- Since we belong to God, we are committed to our fellow human beings to be involved in and serve God's humanity.
- We bind ourselves to continuing inquiry into the meaning of our Christian and secular community, in order to be a creative and dynamic force in our society.
- Being made free by God's Grace, we commit our time, energy, and money to be used for the strengthening and extending of service to God and all people.
- We strive to develop ourselves as an interracial community – a witness that the human race is one family created by God and redeemed by Christ.

- We affirm that God has created men and women as equals, co-partners in the service of Christ.
- As radically inclusive ministers in action we invite the full participation of all people regardless of sexual orientation, gender identity, ability or worldly condition in the life and ministry of our church.
- We strive to develop ourselves as an ecumenical people – a witness that the Church is one, holy, catholic and apostolic.

It is not possible to completely understand God, so we use many ways to describe God, including trinitarian images, gender inclusive language, and images from the Bible. The Holy Spirit is present in worship, in fellowship, in service, in caring, and in the everyday interactions of the congregation. We believe in hard work to further the realm of God, and we also believe in allowing the Holy Spirit to act in our midst.

Describe several strengths or positive qualities of your congregation.

- Our diversity is one of our strengths. Through listening to each other we are stronger in our individual and collective lives.
- Our commitment to social justice for all is evident in our words and our practice.
- Our community is warm and welcoming. In addition to greeters who are older members and teenagers, during our Passing of the Peace, our members enjoy greeting visitors with handshakes or even hugs. Many talk with visitors afterward and include them in invitations to fellowship meals and special events.
- We have an active, committed lay leadership in worship. Through guidance by the Pastor and training sessions led by the Pastor, COR has developed the gifts of its laity to lead worship, to pray and to preach. Currently, we have three ordained clergy and sixteen trained lay leaders in various roles.
- We attract new members and participants to join with us in worship, fellowship and service. Many people have been at COR for a long time, but we always welcome new people to our fellowship. The university community in Pittsburgh where COR is located has a more transient population, so we often welcome new members for only a few years before they move to other places. During 2017 ten people have joined the church.

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 occurs in a relaxed and welcoming atmosphere. While we have experimented with different worship times and worship orders in the past, our current worship service at 11 am Sunday mornings throughout the year has a consistent flow and feeling. Preaching the Word is based on the Revised Common Lectionary readings, and the sermon reflections from chosen scriptures on the context of living Christian lives today with educational, challenging and spirit-filled sermons. The worship services and preaching themes are planned by the Worship Ministry Team. The year long theme and shorter sermon series help to keep us focused, and a Church Council member summarizes the scripture reading and sermon via the Weekly Update emailed during the week. Led by a skilled Minister of Music, the small choir leads the congregation in music that draws from many traditions, including European-American hymns, African-American traditional and contemporary music, and contemporary Christian music. We sing the old time religion, and we sing to the Lord a new song. As we say at every worship service, our most favorite time in worship is Passing the Peace, where we stand up and move throughout the sanctuary to greet each other and share the Love and Peace of Christ. We also have a meaningful offering time with many opportunities to give from canned food, box tops for education and prayer requests to pledges and donations. Our Penny Fund provides a joyful time to put coins and bills into a five-gallon water jug, so our smallest participants can actively and joyfully participate in giving.

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?

Our adult educational program occurs through short series held at different times (e.g., Advent and Lent) and on different topics. The educational groups and Church Council often read a current book to provide context for study and discussion. COR encourages the use of *Disciplines* as an individual resource for daily study and prayer in addition to using *The Upper Room* and *Our Daily Bread* devotionals.

COR uses *Children in Worship* (Sonja Steward and Jerome Berryman) resources for children (age three through grade 8) during the sermon time in the worship service during the school year. *Children in Worship* involves telling simplified Bible stories using felt backgrounds and wooden figures. This method involves children directly in the worship experience and relates the story of the Bible. We are in the sixth year of using *Children in*

Worship, and both the adult storytellers and the children continue to experience wonder and learning.

For children in the church and neighborhood children, for five years we held a weeklong summer camp focused on drama, African drumming, dance and the visual arts. The camp leaders choose a scriptural theme for the camp (e.g. Who is My Neighbor?) and three arts classes (e.g., visual art, African drumming, liturgical dance, break dancing, drama) provide creative ways to relate to the scriptural theme. Families are invited to share in the highlights of the Camp on the Sunday after camp ends. The visual art from camp is posted on the church walls for a long time after the end of camp. .

From our youngest to our oldest members, we do want to increase and enhance our educational opportunities to keep growing in our faith.

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?

Church Council meets monthly and oversees the program committees, financial decisions, policy decisions, and strategic planning for the congregation. COR currently has six standing Ministry Teams: Worship, Finance, Social Justice Advocacy (Salt and Water Ministry), Christian Education, Giving, and Hospitality which meet regularly to organize the everyday operation of the church. A Personnel Committee meets with the Pastor to oversee personnel issues and establish personnel policies. We also have a number of ad hoc committees which are established to meet a specific need. Currently we have a committee for our 50th Anniversary (2018) and a Pastor Search Committee. The Summer Camp and Block Party have been organized through the Giving Ministry Team with additional volunteers as needed.

Decisions are communicated through congregational gatherings, email, and announcements at the end of the worship service. Information and announcements are printed in the COR Communicator that accompanies the printed weekly worship bulletins. Print mailings are sent during stewardship and at other times when print material seems appropriate. Formal congregational meetings are held at a minimum two times a year to pass the budget and elect church council.

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

15 hours: 3 hour Church Council; 8 hours standing committees; 4 hours ad hoc committees

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

For a quick decision the Pastor would contact the Executive Committee of Church Council for input and resolution. In some cases, the Pastor would poll all Church Council members for their support for a specific action.

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

COR has three key documents that guide its organization: Covenant of Membership, By-Laws and Articles of Incorporation, and Plan of Recognition and Union. We submit Annual Reports to all four denominations. The Pastor and Church Council construct an organizational chart of church activities at the Annual Church Council retreat in September.

11-YEAR REPORT

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

UNITED CHURCH OF CHRIST

ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC
YEARBOOKS

Church#: 621615 Assoc: 656

Schedule: 0 Community of Reconciliation UCC Pittsburgh PA 15213

Year	Members	Weekly Att	Chr. Ed.	Confirmation	Confession In	Trans. In	Out	Losses	Net
2006	97	0	20	0	0	0	0	0	0
2007	106	58	34	2	4	20	4	13	9
2008	111	58	34	0	0	0	0	0	0
2009	111	64	34	0	0	0	0	0	0
2010	111	64	34	0	0	0	0	0	0
2011	120	46	14	0	4	11	6	0	9
2012	130	62	20	0	17	12	10	9	10
2013	134	70	21	0	23	8	9	18	4
2014	138	55	20	0	2	6	4	0	4
2015	141	63	28	0	2	5	1	3	3
2016	141	63	28	0	0	0	0	0	0

Year	Basic Support	Special Support	Total OCWM	Other Gifts	Wider Mission	Basic Support %
2006	\$468	\$132	\$600	0	\$600	0.34
2007	\$600	\$392	\$992	\$5,939	\$6,931	0.37
2008	\$650	\$100	\$750	0	\$750	0.40
2009	\$300	\$100	\$400	0	\$400	0.19
2010	\$600	\$352	\$952	0	\$952	0.37
2011	\$270	\$200	\$470	\$7933	\$8,403	0.15
2012	\$600	\$1,050	\$1,650	\$7989	\$9,639	0.34
2013	0	0	0	0	0	0.00
2014	\$200	0	\$200	\$9,591	\$9,791	0.12
2015	\$550	\$850	\$1,400	\$6,159	\$7,559	0.30
2016	0	0	0	0	0	0.00

Year	Current Exp.	Capital Pay.	Total Expend	Pledges/Off.
2006	\$138,241	0	\$138,841	0
2007	\$161,493	0	\$168,424	\$148,695
2008	\$161,493	0	\$162,243	0
2009	\$161,493	0	\$161,893	0
2010	\$161,493	0	\$162,445	0
2011	\$180,247	\$2,382	\$191,032	\$137,837
2012	\$178,016	\$3,600	\$191,255	\$150,146
2013	0	\$3,600	\$158,566	\$147,818
2014	\$169,904	\$3,600	\$183,295	\$159,288
2015	\$180,877	\$2,650	\$191,086	\$137,352
2016	\$180,877	0	\$180,877	0

% Change	Mem	Wkly Att.	Chr. Ed.	Add.	Out	Local Exp.	Total OCWM	Total Exp.
2011-16	17.50	36.96	100.0	-100.00	-100.00	0.35	-100.0	-5.32
2006-16	45.36	0.00	40.00	0.00	0.00	30.84	-100.0	30.28

Please note: Zero values may reflect missing information in some years.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

Numbers are estimates based on reviewing church directory.

		<i>Is this number an estimate? (yes)</i>
Number of active members:	80	
Number of active non-members:	8	
Total of church participants (sum of the numbers above):	88	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (yes)</i>
More than 10 years:	65%	Yes
Less than 10, more than 5 years:	17%	Yes
Less than 5 years:	18%	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? (yes)</i>
8	7	8	13	13	15	7	8	9	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (yes)</i>
Single adults under 35:	16%	Yes
Joint household with minors:	22%	Yes
Single adults age 35-65:	14%	Yes
Joint household with no minors:	37%	Yes

Single adults over 65:	11%	Yes
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Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	16%	Yes
College:	52%	Yes
Graduate School:	32%	Yes
Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	64%	Yes
Adults who are retired:	19%	Yes
Adults who are not fully employed:	17%	Yes

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

university professor, accountant, bank employee, administrative assistant, loading dock worker, research scientist, social worker, teacher, physician, sales person, non-profit administrator, computer scientist, librarian

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?

COR is approximately 50% European-American and 50% African-American

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:

COR was founded as an intentionally interracial congregation. We strive to maintain that balance through having our leadership (pastor, staff, and congregation) reflect diversity and through purposely including culturally relevant elements in our worship and music. We also maintain relationships with non-profit organizations that promote racial equality and understanding.

PARTICIPATION AND STAFFING

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

Ways of Gathering 2017 information	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 New Member classes (3 in 2017); Training classes and one-on-one mentoring for new worship leaders; Lay-led Ministry Teams in Christian Education, Worship, Finance, Giving, Hospitality, and Social Justice Advocacy, 50th Anniversary Planning Team	10 completed new members' classes to join church in 2017; 7 new worship leaders trained; approx. 25 members actively involved in ministry teams	Pastor plans and leads new member classes, and works with 4 experienced worship leaders who mentor worship trainees; Ministry Teams are self-directed with guidance from Pastor and Church Council
Baptisms (<i>0 last year</i>)	0	Pastor
Children's Groups or Classes Weekly during worship, fall-spring	3-8	Christian Education Ministry Team
Christmas Eve & Easter Worship Evening worship on Christmas Eve; Morning worship on Easter	50	Pastor, Minister of Music, and Worship Ministry Team

Church-wide Meals Weekly lunch during Lent; summer picnic; Ash Wednesday, Palm Sunday, Advent and other potlucks	20-30	Hospitality Ministry Team, working with Pastor and Church Administrator
Choirs and Music Groups Weekly choir and summer soloists	5-10 in choir; 5 additional soloists from the congregation	Leadership by Minister of Music; Pastor and Minister of Music coordinate in music planning
Church-based Bible Study Lenten study, weekly after church on Sundays	12 each week	Pastor and lay ministers
Communion (<i>served how often?</i>) Served weekly during Advent and Lent; monthly in other seasons	40-50	Pastor and lay ministers
Community Meals		
Confirmation (<i>number confirmed last year</i>)	0	Pastor
Drama or Dance Program		
Funerals (<i>2 last year</i>)	50-60	Pastor in conjunction with family; worship leaders assist in service
Intergenerational Groups 2 tabletop games events, open to the community	15-20 each session	Student Associate, Church Administrator, Social Justice Advocacy Ministry Team
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work Members involved in advocacy and service through Summit against Racism, Pennsylvania Interfaith Impact Network; Gay Christian Network; denominational LGBT	15 - 20	Some in coordination with Social Justice Advocacy Ministry Team; other opportunities initiated by individual members

groups; Thomas Merton Center; Greater Pittsburgh Community Food Bank, Crop Walk		
Retreats Church Council retreat in fall	10	Pastor and Church Council leaders
Theology or Bible Programs in the Community		
Weddings (<i>0 last year</i>)	0	Pastor
Worship (time slot: Sunday 11am)	40 - 50	Planning by the Pastor with the Minister of Music and Worship Ministry Team; worship leadership is also provided by trained lay leaders (4 lay preachers, 4 lay ministers, 10 liturgists) and 3 ordained members of the congregation
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes Summer Camp: 3 day-long sessions at various locations	15-20 children/youth attended per session; 5-7 additional volunteers	Pastor, Student Associate, Church Administrator, and Christian Education Ministry Team
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 at COR	Retired? (Y or N)
Rev. Deirdre King Hainsworth	No		Serving as Interim	No
Rev. Tom Johnson	No		Pastoral Associate	No
Rev. Linda Lawson	No		Preacher	No
Rev. Chad Tanaka Pack	No		Bookkeeper	No
Rev. Denise Mason Bullitt	No		Previous Pastor	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:

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

The Pastor 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
Church Administrator		half-time	Pastor	less than 1 year
Building Manager		half-time	Pastor	10 years
Minister of Music		part-time	Pastor	one year

REFLECTION

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

COR is a small, but very active congregation. We value a collaborative pastoral leadership style which equips members of the congregation to actively participate in the life and mission of the church. We value the skills and abilities of our pastor as we seek to fulfill our promise as a Community of Reconciliation.

CHURCH FINANCES

Current annual income (2017 most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$130,900
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	\$ 2,000
Gifts Designated for a Specific Purpose	\$
Grants	\$ 7,600
Rentals of Church Building	\$ 1,500
Rentals of Church Parsonage	\$
Support from Related Organizations <i>(e.g. Women's Group)</i>	\$
Transfers from Special Accounts	\$
Other (Mission Giving):	\$ 5,000
Other (Capital Fund):	\$ 4,000
	\$
TOTAL	\$151,000

Current annual expenses (2017 dollars budgeted for most recent fiscal year): \$151,000

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 2016 with full-time pastor 41% of total budget allocated to pastor compensation; 2017 with half-time interim pastor 20% of total budget allocated to pastor compensation

Has the church ever failed to pay its financial obligations to a minister of the church?

We are currently paying for previous pastor unpaid pension dues. Our pension obligation will be completed by the end of 2018.

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 the past COR has tried to include special offerings from our wider church, such as One Great Hour of Sharing.

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)

Our current mission giving to the wider church and other organizations is 3% of our income.

What is the church's current indebtedness?

Total amount of loan debt: \$2,000

Reason for debt: Purchase of copier machine

Are capital and other payments current? No payments.

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.

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

Year(s)	Purpose	Goal	Result	Impact
2014	Replace Carpet and fund building maintenance	\$15,000	\$16,000	Unfortunately, our operating expenses were larger than our income and the funds received for capital improvements were spent on maintaining church operations. We want to replenish those funds to be able to replace our carpet and improve our worship space.
		\$	\$	

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.

Does your church have an endowment? No

Other Assets

Reserves (savings): \$2,000

Investments (other than endowment): None

Does your church have a parsonage? No

Describe all buildings owned by the church:

COR does not own any building. COR has a three floor facility with its own entrance that is part of an office building owned by the University of Pittsburgh. Pittsburgh Presbytery has air rights to our space. COR owns and maintains the interior of the facility.

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.)

Our church space is accessible to wheelchairs with elevator access to all three floors

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

COR has always budgeted to spend all of its income. We need to budget for a building fund for extra expenses. We have big goals here for what we can accomplish inside our walls and in the community. We are looking for ideas, support, and enthusiasm from a new Pastor to achieve financial growth.

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?

Our congregation has wanted to increase our mission giving. We have tried different ways to fund mission giving: budget line item; pledges to mission budget; and special offerings. Most recently we have decided to put mission giving to the wider church as a line item in the budget and to fund giving to other organizations via special offerings.

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.

Founded in 1968 as an intentionally interracial congregation, COR strives to fulfill its covenant statement to be radically inclusive, ministers in action. COR began with the merger of people from three Presbyterian congregations--two with predominantly white members and one with predominantly black members. Since our beginning, COR has expanded its inclusivity by using gender inclusive language and naming men and women as co-partners, by formally joining four protestant denominations in 1982 (Presbyterian Church (USA), United Church of Christ, United Methodist Church, and Christian Church (Disciples of Christ), and by inviting our LGBT brothers and sisters fully into our ministry. In the last ten years we have lived out our mission to be ministers in action by planning two outreach efforts--our free weeklong summer camp experience for children in our neighborhood and our Saturday block party for our church folk, students at the nearby universities, and people in our neighborhood.

Another significant change in the life of our church was the move from an old church building to a modern church space located in an office building. Our facility is a unique arrangement with the church responsible for interior maintenance and furnishings, and the building owner responsible for outside maintenance. We have our own entrance, signs and outside presence. We have a formal relationship with the building owner which provides free access to the attached parking structure.

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

COR's diverse membership means we grew up with and relate to different worship styles and music. In the past, this diversity of experience has created some controversy over which kind of music to sing. More recently, we were able to resolve a potential conflict successfully. For some members, church organ music is a significant part of the worship experience. COR has a small installed pipe organ which had not been used for many years. Our pastor suggested selling the organ as a way to be mindful of our resources and to make the organ available to another church. The group of members who most enjoyed organ music requested some time to find a way to play the organ in the worship service with volunteers or paid staff. Through listening to each other and prayer, the church was able to realize the importance of this type of

music to the church. We were able to call a Minister of Music with the ability to play both the organ and the piano.

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?)

COR has always lived and budgeted on faith. Our foundational hymn is: “We’ve Come This Far By Faith, Leaning on the Lord.” Whatever resources we have through pledges and giving, grants, and rent, we spend on being a Christian witness to the world. This practice of moving forward on faith has enabled COR to be bold in its hopes and dreams. However, it has also led to disagreement and conflict. Most recently, COR held a very successful capital campaign which raised funds to replace the worn-out church carpeting. At the same time the congregation passed a faith budget which assumed fundraising to meet our operating budget obligations (salaries, utilities, supplies). This time we did not meet our income projections, and we ended up spending the capital funds on operating budget. The Finance Ministry Team and Church Council have resolved to implement more transparent financial practices, so the congregation can be aware of our resources and make more conscious choices about our budget. COR has engaged in a very deliberate process to decide on our ability to sustain support for our Pastor and support staff.

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

COR started its ministry in 1968 with a co-pastor model. COR and University and City Ministries (UACM) funded and shared two pastors. The co-pastor model allowed COR to have diverse leadership. When UACM ended its ministry in 1993, COR continued as a congregation with a single pastor. We have had pastors affiliated with all four of our denominations.

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Deirdre King Hainsworth, Interim (UCC)	1 year; 2017	Yes
Rev. Denise Mason Bullitt (UCC)	16.5 year; 2000-2016	Yes
Rev. Bruce Swenson, Interim (PC-USA)	1 year; 1999-2000	Yes
Rev. Janet Edwards and Rev. Peg Yingling, Interims (PC-USA) (PC-USA)	1 year; 1998-99	Yes
Rev. Willis Ludlow (UMC)	5 years; 1993-98	Yes
Rev. Kathy Clark, Interim (UMC)	2 years; 1991-93	Yes
Rev. James Faltot, Co-Pastor (PC-USA)	3 years; 1990-93	Yes
Rev. Melana Nelson-Amaker, Co-Pastor Interim (Baptist)	½ year; 1989	Yes
Rev. Kristine Light Branaman, Co-Pastor Interim (Disciples)	2.5 years; 1986-89	Yes
Rev. Martha Orphe, Co-pastor (UMC)	3 years; 1988-91	Yes
Rev. Gail B. King, Co-pastor (PC-USA)	18 years; 1971-89	Yes

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

COR values collaboration and sharing leadership. We want our Pastor to work with the congregation to discern our call to ministry. In the past, we have had some conflict between Church Council leadership and Pastor direction. With our last Pastor we found the right balance between pastor leadership and congregational collaboration which led to a successful church focus on ministry to our neighborhood. We have learned to value the skills and resources of our Pastor as we worship and learn together how to serve God's humanity.

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

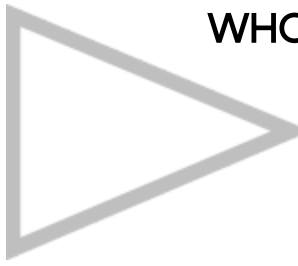
No

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



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION In Site

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?

- 1) Block Party for the community has been held annually for six years until this past year. It is a fun atmosphere with local vendors and giveaways, a DJ with hip hop and breakdancing and a flea market with items that new students might need, e.g. furniture, kitchen things etc. We offered free hot dogs, popcorn, water and invitations to return to worship.
- 2) Summer Camp had been a week-long music and arts day camp for six years. This year it involved three day-long events for kids including visiting the world-class Carnegie Museums located a block from our church, a trip to Camp Crestfield, a Presbyterian Church Camp located 45 minutes north of Pittsburgh in the woods and an African drumming, art, storytelling and necklace making themed day of art and musical exploration.
- 3) Anti-hunger activities including weekly donations to St. Paul's Food Pantry and volunteering at the Greater Pittsburgh Area Food Bank. St Paul's Cathedral is the flagship of the Catholic Diocese of Pittsburgh and is located one block from COR. Volunteers to the food bank have participated in Produce to People distribution.
- 4) Members have served as tutors and lecturers and supports for The Neighborhood Academy, (TNA) a full day (7:00 AM-9:00 PM) college prep Christian independent middle and high school serving limited income students who might otherwise never attend college. Our Pastoral Associate is the Headmaster and two of our congregants teach at TNA.
- 5) Members participate and support the annual Church World Service CROP walk.
- 6) Members are deeply involved in Pennsylvania Interfaith Impact Network (PIIN), a statewide group interested in peace, justice, equity, and equality throughout the state but

especially in Pittsburgh. Several members of our church are in leadership roles in PIIN and many members attend and lead their yearly education advocacy conclave held this year at the Pittsburgh Theological Seminary.

7) Many members attend and some spearhead the annual Summit Against Racism, a multicultural initiative of the Black & White Reunion. The Summit is an education and advocacy day centered around racial and economic justice, as well as LGBTQI+, and environmental justice.

8) Social Justice Advocacy Ministry

These programs and outreach avenues are transformational to those who are involved, to our church body as those members bring back word and energy, and to the world as these actions and interactions are radically different from the dominant worldview of our region, nation, and world.

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

COR holds standing in four denominations: Presbyterian Church (USA), United Church of Christ, Christian Church (Disciples of Christ) and The United Methodist Church. We maintain contact with each and send representatives to some of the regional and national meetings for each denomination. In the last few years we have sponsored two ordination candidates under care for the United Church of Christ: Jill Terpstra and Carrie Benton. Our last full-time pastor was from the UCC tradition and after 16 years at COR is now the Conference Minister for the Mid-Atlantic Conference of the UCC. Our present Interim Pastor is also UCC and we have had Methodist and Presbyterian pastors in the past.

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.

Under the UCC we have official recognition as an Open and Affirming congregation. We are an accessible church with an elevator to all levels and ADA compliant bathrooms on two floors. Under other denominations we also are recognized as “More Light”, “Reconciling” and GLAD alliance. These all recognize our understanding that God’s love extends to all.

We are an “intentionally interracial Protestant Christian community” and as such clearly embrace diversity, equity and inclusion of all as the core of what describes our Christian church.

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Border and Immigrant Justice
- Inter-cultural/Multiracial (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?

COR is very interested in the issues raised by the UCC statements above. As part of our commitment to the wider church, Church Council has spent time reading and discussing resources from all of our member denominations. The congregation has also engaged in church wide programs using denominational resources.

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

Our church has participated in dinners with Muslims at the Oakland mosque.

We participate in a Catholic food pantry.

We have preachers from each of the four denominations preach in our pulpit from time to time.

We have had a "break the fast dinner in our church at the end of Ramadan."

We constantly negotiate the slight difference in the practice of the four denominations we are a part of. For example we have Holy Communion once a month (typical in Methodist, Presbyterian and UCC practice) during most of the year but during lent and advent we have communion every Sunday (in accordance with Disciples' practice).

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.

In a small congregation, much of the time spent in the greater glory of God is spent by one or two going out. Some spend many hours per week advocating in groups like PIIN and the Black

& White Reunion's Summit Against Racism. The faces of COR are the faces seen at Thomas Merton Center events and works, TNA, PIIN, Black & White Reunion, Gateway Medical Society, and small mission trips. Council meets every month for three hours. Choir practices weekly for two to three hours. Often there are meetings after church for various Ministry Teams, Congregational Gatherings or for other purposes.

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?

The members of the church have a tradition of activism outside the church walls. A pastor's role can range from a cheerleader, enabler, and the one who helps us understand this activism in a paradigm of God's will on earth to a role of one who inspires us to even greater action by example. Both ends of this spectrum would be appreciated but even if leading by example, the pastor needs to lead us by helping us understand the biblical basis of social justice action.

MISSION InSite

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

The top ten groups within a five mile radius of COR are comprised of city dwellers with low to mid-income and somewhat older people. Two of the ten groups are considered racially diverse. The groups are primarily singles or empty nesters. As a city church, COR faces a challenge in attracting families to our church. Our two primary mission activities--the weeklong summer camp and the block party--are both activities to bring children and families into our building. We will need to continue to be intentional about providing family-oriented worship, faith formation, and fellowship in order to find a diverse group of people to join with us in our Christian life together.

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?

COR's internal demographics differ slightly in comparison to the adjacent neighborhoods. The City of Pittsburgh area population is roughly 67% White, 27% Black 4% Asian and 2% Hispanic, while COR is approximately 50% White and 50% Black.

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

COR has never been a “neighborhood” church because our members come from the surrounding area, East End of Pittsburgh, and from north, south, east and west of Pittsburgh and even from surrounding counties because of the uniqueness of our Covenant and diverse congregation. Because our church is in the center of a university area, we have at times shaped our ministries and outreach to address the needs of a transient student population.

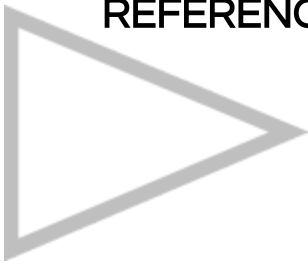
What do you hear when you talk to community leaders and ask them what your church is known for?

COR is known for its commitment to social justice and racial equality. We are a church that is welcoming and active in many organizations and supportive of those listed previously, such as PIIN and the Black & White Reunion’s annual Summit Against Racism, in addition to St. Paul Cathedral’s Food Pantry and The Neighborhood Academy.

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

Most new people in the church found out about COR via the website and social media. They are drawn to COR because of the inclusive community that welcomes all to participate in the life of the church. The people who remain at COR welcome the opportunity to be involved in a small, active congregation. On the recent congregational survey, most people cited the welcoming, friendly environment as a key characteristic of COR.

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

Rev. Kathy Clark

Retired United Methodist Minister; worked for Church World Service

Telephone: 412-867-5849

Email: rev.Kathy.Clark@gmail.com

Relationship to Congregation: Served as COR Interim Pastor.

REFERENCE 2

Rev. Dr. Johnnie Monroe

Pastor Emeritus, Grace Memorial Presbyterian Church

Telephone: 412-781-8165 (H) 412-303-3144

Email: jmon5611@gmail.com

Relationship to Congregation: Friend of Congregation; Grace is the mother church of COR.

REFERENCE 3

Mr. Tim Stevens

Retired; Volunteer leader of Black & White Reunion, Black Political Empowerment Project (B-PEP), Greater Pittsburgh Coalition Against Violence, and Corporate Equity and Inclusion Roundtable

Telephone: 412-758-7898

Email: timsstevens71@gmail.com

Relationship to Congregation: Works with congregational members through anti-racism organizations.

Three reference letters are included below:

Rev. Kathy Clark

Rev. Dr. Johnnie Monroe

Mr. Tim Stevens

Reference: Community of Reconciliation

Areas of strength in COR:

I would like to lift up three areas of strength that I see in the Community of Reconciliation:

- a vibrant history rooted in living out the Gospel;
- strong lay involvement and leadership;
- an acute awareness of social and ethical responsibility of today's people of faith.

A vibrant history rooted in living out the Gospel:

The very roots of COR's founding took hold in the Gospel message of God's unconditional love for all and in the call to God's people to reflect that love in our everyday lives. Finding power in the relevance of the moment and the need for Scripture to be alive and clearly evident in the living out of faith in the present has been a unique factor of the history of COR. This household of faith creates history rather than living on the grounds of a past created by others. Being a fairly "young" congregation certainly makes this mindset easier, but it is also a teaching tool for the doing of faith in one's own time. I have always believed that our history as a people of faith, particularly through Scripture, must be relevant to our present. COR has great strength in helping people of faith find that relevance while respecting and remembering what has gone before.

Strong lay involvement and leadership:

The laity of COR take initiative and responsibility for the congregation's ministry and witness. New members are encouraged to use their gifts and graces. There is a strong sense of ownership of what the congregation is called to be, even in times when that might not seem so clear! Diverse voices are welcome in the planning and fulfilling of the goals of ministry.

An acute awareness of social and ethical responsibility of today's people of faith:

This awareness was the very catalyst for COR's founding. This strength again reflects the knowledge that Christ's incarnation is to be lived and not just remembered, relevant and life-changing in the now. Not everyone agrees, or has agreed, on current issues or movements. However, the conversation has always been powerful. Finding balance in diversity now is as important as it was in 1968.

Some areas for improvement in the ministry of COR:

I would like to lift up three areas of improvement as well:

- sustained growth;

- improved mutuality of leadership;
- greater use of intergenerational strengths within the congregation.

Sustained growth:

Sustained growth allows any congregation to share the work of ministry without burning each out as well as providing a strong financial base for the future. While I would be the last to suggest that the purpose of growth is to become stronger financially, I know the exacting toll that worrying about money takes on a household of faith. Sustained growth also brings in new generations and new ideas. While I am aware that the household has embraced many new members over the years, I believe there is room for improvement in this area.

Improved mutuality of leadership:

In my three and a half decades of knowledge of COR I have seen strong lay leadership and strong clergy leadership. I have not always seen the two balance each other well. I believe in a mutuality in clergy and lay leadership, a dance and not a tug of war, which respectfully works to share authority and decision-making. COR provides the perfect working ground for such a leadership model. The building blocks are there; they need to be better utilized.

Greater use of intergenerational strengths within the congregation:

COR has a wealth of experience and faithful living among its generations. It would benefit the congregation to deliberately encourage a sharing of ideas and proposals for ministry within that strength. Again, there are clearly ways in which this already happens. I think it could be done more deliberately. An example: although I do not know if there was follow-up, there was once a proposal to pair adults and youth across identities of age and race to discuss and learn from one another about current issues of racism. Youth at that time who had grown up in an accepting and loving environment did not always know or understand the historical discrimination which led to COR's founding. Members of the household had much to teach each other. Such intergenerational strengths enhance the household of faith through everything from direction of mission and ministry to the music and style chosen for worship.

Significant experience of ministry of COR:

Since moving to Pittsburgh in 1979, I have had a long-standing relationship with COR, more active in some years than others. COR was the congregation I attended when I first arrived. I have served as an interim pastor on two occasions: one for three years in the early 90's and again for 3 1/2 months in 2017 when the pastor was on sabbatical. This household of faith was the church home for my children for several years of their lives. I count several of my oldest Pittsburgh friendships among the members of COR. On two occasions my office has been located at COR. Throughout these many years I have found an authentic faith and unconditional love in this household of faith.

Contact information:

Name: Kathy Clark
Position: Retired Elder, UMC
Telephone: 412-867-5849
Email: rev.kathy.clark@gmail.com

TO: Whom It May Concern

SUBJECT: COMMUNITY OF RECONCILIATION

In 1968, not long after Dr. Martin Luther King, Jr. declared that "the eleven o'clock hour on Sunday morning was the most segregated hour in America," a group of justice seeking religious leaders led by Rev. Dr. Harold Tolliver, pastor of Grace Memorial Presbyterian Church, set out to change that concept in Pittsburgh.

Five protestant denominations-Lutherans, Presbyterians, Episcopalians, United Church of Christ and United Methodists- came together to form an outreach, named University and City Ministries, to reach college and university students and to form a congregation, The Community of Reconciliation. UCM and COR were designed to be inter-racial, inter-denominational, and inter-generational.


The African Americans, who were challenged to form this new congregation, were the members of Grace Memorial Presbyterian Church. That is why we say, "Grace, at the age of 100, gave birth to The Community of Reconciliation-a new baby."

My family and I moved to Pittsburgh in 1986 and the Community of Reconciliation was the first congregation we worshiped in. For more than 30 years and through several pastors, I have watched COR as she has tried to be faithful to and live out her origin. For the most part, she has succeeded. However, because of age, diminishing financial resources and the lack of continuous leadership, some of the enthusiasm has gone.

I am convinced that after fifty years, The Community of Reconciliation has a place in and a role to play on the religious stage. It is a good church with a loving core of people. With the right leader, one that is a visionary, hard working, people loving and Christ-centered, COR can continue to be a leading, teaching church among the supporting denominations.

If anyone wishes to speak with me further about my thoughts regarding COR, I can be reached at-412-781-8165; 412-303-3144 or johnnie@communityofreconciliation.org.

Very kindly yours,



Johnnie Monroe, B. A., M. DIV., D. Min.

**B-PEP PLANNING
COUNCIL**

Tim Stevens
Chairman & CEO

Valerie Dixon
Vice-Chairperson

Lorraine B. Cook Cross
Secretary/Civic
Engagement Coordinator

A. Odell Richardson
Treasurer

Mary Young
Personnel Committee
Chair

Lois "Toni" McClendon
B-PEP Radio Producer
Lead Writer & Editor/
CAV/ B-PEP
Administrator

Kevin Carmichael,
Youth Summit
Coordinator/Anti-
violence Advocate

Sharon McIntosh,
Youth Summit
Coordinator./Anti-
Violence Advocate

In Memoriam:
Rev. Dr. LeRoy Patrick
Rev. Dr. James
E. Garmon
Rev. Samson Cooper

Rick Adams
William Anderson
Art Baldwin
Jordan Ball
Rev. Maureen Cross-
Bolden
K.L. Brewer
Lois M. Cain
Monica Carlisle
Richard Carrington
Elena Chaffin
Martha Conley, Esq.
Rob Conroy
Mary Evans
Rev. Michele P. Ellison
Brandi Fisher
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Evan Frazier
Navada Green
Elder Eugene Hanner
H.P. Jackson
Ron King
Valerie Lauw
Terrance McDaniel
Kenneth Alan Miller
E. Richard Phipps
Betty Pickett
Marlene V. Ramseur
Jonathan Reyes
Reggie Roberts
Craig Stevens
William "Jack" Simmons
Esq.
Schnel Simmons
John Small
Richard A. Stewart, Jr.
Celeste Taylor
Flo Taylor
Natalie Taylor
David Tessitor
Jamar Thrasher
Clyde Trent
James Tucker
Matthew Ulich
Cynthia Vanda
Dewitt Walton
Shanon Williams
Ashley G. Woodson
Karen Wright



**C/O Freedom- Unlimited 2201 Wylie Avenue, Pittsburgh, PA 15219
412-758-7898**

Tim Stevens, Volunteer and Activist with following community organizations: Black Political Empowerment Project (B-PEP), Greater Pittsburgh Coalition Against Violence (CAV) and the Corporate Equity & Inclusion Roundtable (CEIR) 412-758-7898, timsstevens71@gmail.com, Friend of the Community of Reconciliation Church

To Members of the Pastor Search Committee of the Community of Reconciliation Church,

Thank you for asking me to serve as a reference as you seek to find a new pastor. As Chairman & CEO of B-PEP, (the Black Political Empowerment Project), the Co-convenor, with Valerie Dixon, of the Greater Pittsburgh Coalition Against Violence (CAV) and facilitator of the Corporate Equity and Inclusion Roundtable (CEIR), as well as the Founder of the Black & White Reunion (BWR), I know the Community of Reconciliation Church or COR. Over the years, I have interacted and worked directly with members of COR on some of my above volunteer jobs. People like Ann Mason and Bob Maddock have not only been key partners to the BWR's Annual Summit Against Racism, and supporters of all of the initiatives that I have had the honor to lead, they have also been solid rocks for the Community of Reconciliation Church.

I believe that one of the strengths of COR is that you live up to your "brand" and reputation as a church which "walks the talk" of working for social justice in the larger community, not just taking care of your own members. For instance, I know that your members know the importance and value of registering to vote, becoming knowledgeable about the issues involved in electing officials on all levels, and encouraging each member and the community at large to VOTE in *each* and *every* election! I have noted, over the years, that COR is unusual because it has *continued* to be a truly interracial church with members and leaders who are part of a loving community. This is certainly not the norm in Pittsburgh, nor the nation. The Community of Reconciliation Church is truly a church that is an example of building "community" and one that I believe needs to be emulated by more churches throughout the Metropolitan Pittsburgh Community and beyond. The members of COR actively work against racism and violence and demonstrate the need for churches to be *active* in living out the Gospel of Jesus Christ in their everyday lives, both individually and collectively.

It seems that one area that might be in need of improvement is one that many churches struggle with, that of "getting the word out." COR has a website but needs to be more visible on social media. As COR works to extend their loving witness

It's a LIFETIME COMMITMENT...
African Americans VOTE in EACH and EVERY election!!"
Celebrating the 50th Anniversary of the 1965 Voting Rights Act.

Email: b-pepinfo@b-pep.net
Website: www.b-pep.net

into the community, it continues to be difficult to spread the news of the good it does and also the financial support it needs for its programming.

The Black Political Empowerment Project (B-PEP) partnered with COR, and some of our community partners, with one of our really outstanding Political Forums in 2016 to help bring information to the community for those in search of knowledge for what is taking place in the political arena of our city. We would love to have more churches in our city with the commitment your members have for social justice. COR has also been a regular supporter of our Annual Summit Against Racism.

COR has indeed been a 'beacon of light' for all who pass your corner. In a church with a relatively small congregation, I think it is reflective of the faith of your membership that you have a total of eighteen persons who can preach, including four ordained ministers and four lay preachers. What an accomplishment! What a statement of who you are!

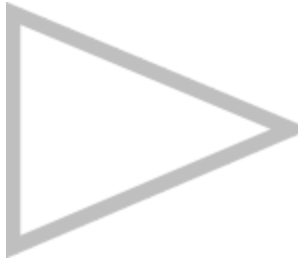
I wish all of you the very best as you call the most suitable person to lead your flock to a new level of faith, commitment and accomplishment!

Sincerely,

Tim Stevens
412-758-7898

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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:

II Corinthians 5:18-20

All this is from God, who through Christ reconciled us to God's self and gave us the ministry of reconciliation; that is God was in Christ reconciling the world to God's self, not counting their trespasses against them, and entrusting to us the message of reconciliation. So we are ambassadors for Christ, God making God's appeal through us. We beseech you on behalf of Christ, be reconciled to God.

(Inclusive-Language Lectionary of Revised Standard Version)

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.)*

The seven member Pastor Search Committee wrote the document with input from the congregation via a survey and a discussion session. Members of the Pastor Search Committee also serve on Church Council and the six Ministry Teams. The Interim Pastor provided the information for the Ways of Gathering table.

2. *Additional comments for interpreting the profile:*

Signed: Charlotte E. Lott (es)

Name / Title / Date:

Charlotte E. Lott, Chair

Pastor Search Committee

Community of Reconciliation Church

Feb. 6, 2018

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:

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