

## 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

**Unity United Church of Christ  
Berlin, PA**

**Pastor**

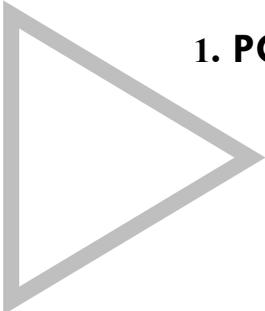
**Penn West Conference, Somerset Association**

June 11, 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)*



## 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

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Church name: **Unity United Church of Christ**

Street address: **2074 Huckleberry Highway Berlin, PA 15530**

Supplemental web links: <https://www.facebook.com/Unity-United-Church-of-Christ-113347035364593/>

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

**None**

Conference: **Penn West Conference**

Association: **Somerset**

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

**Rev. David Ackerman**

724-834-0344, [david@pennwest.org](mailto:david@pennwest.org)

Summary Ministry Description:

**Unity is a merger of several congregations and about 200 years of ministry in the Glades. Our constitution states that “the purpose of this congregation is to establish in this community a Christian congregation for worship, to promote the Christian life, to celebrate the Sacraments, and to advance the Kingdom of God by all available means at home and abroad.” We are looking for a leader who is also a working member; this person will need to be welcoming, encouraging, friendly, and approachable. It is important to us that the pastor, in conjunction with the congregation, will:**

- Help foster a comfortable environment where people want to gather.**
- Feel comfortable experimenting with technology and worship.**
- Encourage and support Sunday school attendance and youth participation.**
- Participate in church and community events that the church hosts whether it benefits the church or benefits the community at large.**
- Provide leadership and proactivity towards growing our local and community mission work, both hands on and monetary.**



What we value about living in our area:

**We are a close knit, multigenerational congregation who loves our rural community and all the caring neighbors that come with it! Our church is never locked. We welcome all who come to our door no matter who they are because we want everyone to know the love of God! We all work together when times are hard but we also come together when times are good to support our missions and each other.**

Current size of membership: **345 on the membership roll, 262 active members, average 110 per Sunday attendance**

Languages used in ministry (*other than English*): **N/A**

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**

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- **Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, planning of music in coordination with musical volunteers, preaching, offering prayers, and securing lay ministers when needed.**
- **Faith formation and vitality, serve on Christian Ed committee, give direction to the Care committee, advise and support all other committees as needed, teach confirmation classes, offer first communion class, assist with Youth group, and Bible studies, participate in mission trips and various fundraisers including the yearly Tractor Show.**
- **Pastoral care made available to visit shut-ins at home, members in the hospital, counsel members who are in distress or facing problems, offer pre-marriage counseling and wedding planning, funeral planning and counseling (open to nonmembers).**
- **Study and prayer to increase faith and to improve skills so as to lead, teach, and preach better. Energizing and deepening the spiritual connections and faith understandings of others in all they do.**

- **Participation in wider church activities: annual meetings for Conference and Association, serve on committees as needed, attend Association Ministirium meetings, take the mandated Conference training, complete year end reports for Conference and National Office, and actively assist with our outdoor ministry Camp Living Waters.**
- **To be a strong and well known community member, participating in the Shanksville Ministirium, helping with Holy Week and Thanksgiving Community Service and Vacation Bible School, assist with the local food pantry, help in planning Shanksville High School Baccalaureate service, support the Shanksville Volunteer Fire Department and need to be on call for crisis situations.**

Core Competencies:

**Sociable: - Someone who is comfortable interacting with all members of the congregation, new members, and the community members in the area we serve.**

**Mission Oriented: An individual who is willing to help us share our love of God and continue to make an impact alongside us through our mission work.**

**Leads by Example: We are looking for a pastor who is a faithful worker for God and willing to step-up to take on tasks for the betterment of the church and its members.**

## **1c. COMPENSATION AND SUPPORT**

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Salary Basis:

**\$25,000 Salary**

**\$8,250 Housing Allowance**

**\$33,250 Salary Basis**

**Benefits: Total compensation package includes optional benefits, pension and health insurance negotiable**

What is the expected living situation for your next minister? **Living nearby with housing allowance**

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

**We ask that the pastor live within 10 to 15 miles of the church to be able to actively participate in the community.**

State any incentives: **Not Applicable**

Describe peer and professional supports available for ministers in your association/conference:  
**Association Ministerium and Conference Staff**

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

**We are open and willing to work with a pastor who holds another job; this is how we are currently operating. The pastor would have discretion to set the hours for the week as we require no set office hours.**

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

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

**Our congregation loves to be involved in the community and provide service whenever and wherever we can! We want to continue to be leaders not only within our church family but available to help all in the community. We have been told our "church on the hill" is a beacon of light and fellowship. The building and playground of Unity UCC Church is used by the community as well as the congregation. This reflects the spirit of the congregation that is particularly important to us. There is a large community room that functions as a gymnasium, used for local basketball practice during the season. It is also a meeting site for 4H and scouts, as well as receptions, parties, and community events. There are multiple classrooms and a large wing dedicated to use by young people. Unity wants to provide a safe and attractive space where members and youth from our congregation and the community can gather for fellowship and study. This is a place where some have their first contact with church. We hope to expand our youth program with the anticipation that as they become more involved in activities; their families are also drawn to the church and participate in worship and activities. Unity's goal is to be a resource to the wider community to nourish bodies as well as souls. It is our prayer that God will bring us a pastor to go on this journey with us!**

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

**We would like a minister who will bring in fresh ideas and past experiences from ventures they have been a part of to keep our congregation moving forward; someone who has a willingness to work alongside our congregation on mission projects and will continue to make an impact beyond our walls.**

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

**We are a small, rural English speaking 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. Strengthening Inter-and Intra-personal Assets**

- o Practicing self-care and life balance.
- o Exhibiting strong moral character and personal integrity
- o Respecting the dignity of all God's people.
- o Demonstrating excellent communication skills.
- o Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- o Living in relationships of covenantal accountability with God and the Church.
- o Understanding and ministering to stages of human development across the life span.

**2. Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice**

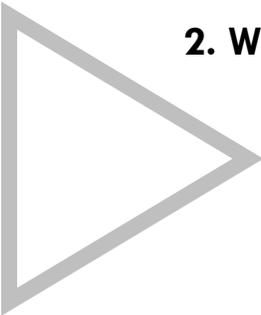
- o Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- o Praying actively and nurturing spiritual practices.
- o Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- o Encouraging leadership development of self and others through continuing education and lifelong learning.
- o Holding the Holy with integrity

**3. Working Together for Justice and Mercy**

- o Engaging in mission and outreach.
- o Understanding community context and navigating change with a community.
- o Building relationships of mutual trust and interdependence.

**4. Engaging Sacred Stories and Traditions**

- o Praying actively and nurturing spiritual practices.
- o Understanding the history of the Christian Church, from biblical times forward.
- o Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- o Leading faith formation effectively across generations.



**2. WHO IS GOD CALLING US TO BECOME?**

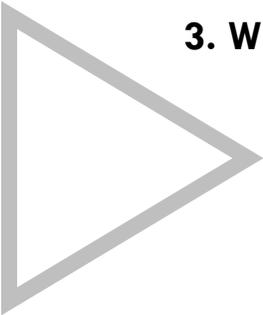
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

**Our congregation loves to be involved in the community and provide service whenever and wherever we can! We want to continue to be leaders not only within our church family but available to help all in the community. We have been told, our “church on the hill” is a beacon of light and fellowship. Our goal is to continue to grow spiritually and increase our membership. It is our hope that God will bring us a pastor on this journey who can encourage and welcome more people to worship with us and increase our outreach.**

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

**The most recent emerging challenge for all of us has been the Covid-19 pandemic. Our congregation and pastor have worked together to keep worship available and the church doors open. We have risen to this challenge by utilizing social media each Sunday and purchasing a transmitter that can broadcast the service to individuals who wanted to drive up and listen in the comfort of their cars. These are things we never thought we would be doing but we have reached so many people by trying these experiments and we see ourselves continuing these options as well as in person services so everyone can enjoy our worship in some way. Another outreach we offer is a space for people to come, as we always have, where they could feel safe and draw near to God. We purchased a wireless router to offer internet access for the community as many schools went virtual and some members of our community did not have access to the internet to do their school work.**



### **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**

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Describe your congregation’s life of faith.

**Statement of Faith as written by the 8<sup>th</sup> Grade confirmation class in 2018:**

**We believe in one God who is the maker of all things, God is all knowing, all powerful, and all loving. We believe in Jesus Christ who is God in human form. Who existed before time and into eternity forever. He is the man of Nazareth and our risen Savior who offers forgiveness to all who confess and have faith in Him. We believe in the Holy Spirit who calls us to God, comforts us, and guides us to commit ourselves to God. We believe in the**

**church as a gathering of people who worship and serve God. People who together are on an adventure to learn more about God. Amen.**

Describe several strengths or positive qualities of your congregation.

**We are always willing to try different and new things because we pride ourselves on being flexible and adaptable. Our congregation continues to rise to the many challenges that come along such as raising money to pay off our new addition early and trying new ways to increase Sunday school attendance. When our basement flooded, we stepped up to get the problem solved and the reconstruction completed. The church also strives to make fellowship and spiritual education available to all ages. We are very active in outdoor ministry and help to fund every child that wants to attend camp whether they are a member or not.**

Describe what worship is like when your congregation gathers.

**We worship in a variety of places such as in the sanctuary, the pavilion, Camp Living Waters, and some have sat at home in their pajamas to watch our livestream video or driven up in their cars to hear it over the radio. We have members take turns reading scriptures and the pastor does a children's sermon. We would consider our worship to be Bible based where the pastor shares the sermon in a way that people of various ages can understand. A good sermon means to us not focusing on the same areas all of the time and helping clarify the scripture readings through the sermon by tying those Bible verses together, using plain language, and some historical background. We enjoy when the sermon is more personal and adding in a short story or joke that can lighten the heavy scriptures and get the point. Baptisms and communion are performed in a variety of ways.**

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

**Our current curriculum is Seasons of the Spirit for both the adult and youth Sunday school classes. The church would like to increase the amount of youth and young adults attending Sunday school so they can grow in their faith and continue to understand the word of God.**

Describe how your congregation is organized for ministry and mission.

**Decisions are communicated to the church by committee members and by the consistory through its members or by the President of the consistory at the time. Each year our many committees are organized by member volunteers.**

- **When it comes to decision-making, how many hours are spent in meetings per month? Consistory meets for about 1-2 hours on the second Sunday of each month. This can increase or decrease based on the decisions that need to be made or how much**

**information needs to be shared since the last meeting. The separate sub-committees we have meet as needed throughout the year for no specific amount of time to complete their tasks and make decisions.**

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

**Our church basement had some flooding about two years ago and we had to act quickly to stop the flooding, get the water removed, prevent mold growth, and had to remove carpet, drywall, and items that had been damaged. Members and community volunteers stepped up to get this done in a timely manner and to prevent further damage. The consistory kept the congregation informed on the progress and the costs as they arose. The basement reconstruction is now completed thanks to the donations of time and money given by so many people in the congregation and the community.**

- 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**

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Church#:	621960	Schedule:	0	Unit:	United Church of Christ	Berlin		PA	15530	
Assoc:	660									
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2009	307	124	103	3	3	13	3	2	14	
2010	320	132	101	3	0	12	2	0	13	
2011	333	140	94	8	0	10	3	2	13	
2012	341	142	96	3	5	7	6	1	8	
2013	350	140	94	2	5	6	4	0	9	
2014	358	140	94	8	0	3	3	0	8	
2015	359	135	88	3	1	7	10	0	1	
2016	365	140	84	6	0	3	3	0	6	
2017	366	132	73	9	0	4	12	0	1	
2018	368	127	58	5	2	2	7	0	2	
2019	370	118	47	8	0	3	3	6	2	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	\$58,563	\$28,401	\$4,300	\$4,822	\$9,122	\$5,733	\$14,855	7.34	\$101,819	\$100,647
2010	\$64,982	\$0	\$4,400	\$6,067	\$10,467	\$9,706	\$20,173	6.77	\$85,155	\$96,953
2011	\$89,671	\$0	\$4,033	\$2,954	\$6,987	\$9,182	\$16,169	4.50	\$105,840	\$0
2012	\$90,642	\$0	\$5,700	\$8,151	\$13,851	\$6,211	\$20,062	6.29	\$110,704	\$121,062
2013	\$77,545	\$0	\$4,700	\$7,867	\$12,567	\$11,028	\$23,595	6.06	\$101,140	\$107,018
2014	\$10,372	\$0	\$5,000	\$5,658	\$10,658	\$9,085	\$19,743	48.21	\$30,115	\$110,930
2015	\$86,723	\$0	\$5,200	\$9,633	\$6,163	\$7,475	\$13,638	6.00	\$100,361	\$115,600
2016	\$89,035	\$24,286	\$5,200	\$3,173	\$8,373	\$7,036	\$15,409	5.84	\$128,730	\$135,272
2017	\$87,008	\$24,483	\$5,200	\$3,863	\$9,063	\$7,818	\$16,881	5.98	\$103,889	\$125,376
2018	\$43,095	\$26,168	\$5,300	\$5,881	\$11,181	\$6,984	\$18,165	12.30	\$61,260	\$101,544
2019	\$77,564	\$24,166	\$5,400	\$4,145	\$9,545	\$5,251	\$14,796	6.96	\$92,360	\$110,091
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2014-2019	3.35	-15.71	-50.00	0.00	200.00	647.82	-10.44	206.69		
2009-2019	20.52	-4.84	-54.37	-42.11	80.00	32.45	4.64	-9.29		

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:	<b>248</b>	<b>Yes (adults and children)</b>
Number of active non-members:	<b>14</b>	
Total of church participants (sum of the numbers above):	<b>262</b>	

Total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	<b>176</b>	<b>Yes</b>
Less than 10, more than 5 years:	<b>50</b>	
Less than 5 years:	<b>36</b>	

Number of total participants by age:

0-15	16-24	25-45	46-65	65+	<i>Are these numbers an estimate? (check if yes)</i>
<b>46</b>	<b>28</b>	<b>48</b>	<b>78</b>	<b>62</b>	<b>Yes</b>

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	<b>3.5%</b>	<b>Yes (based on 109 households)</b>
Households with minors:	<b>27%</b>	
Single adults age 35-65:	<b>3.5%</b>	
Joint households with no minors:	<b>47%</b>	
Single adults over 65:	<b>19%</b>	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	<b>67%</b>	<b>Yes (based on 180 adults)</b>
Adults who are retired:	<b>28%</b>	
Adults who are not fully employed:	<b>5%</b>	

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

**We are a mixture of agricultural, white collar, blue collar, and professional occupations.**

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 currently 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:

**We have not recently had any conversations about welcoming diversity. Our community is not particularly diverse at this time.**

### 3d. PARTICIPATION AND STAFFING

**\*\* Most of these numbers are based on year 2019 (because of Covid-19 in 2020) \*\***

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	<b>20-25</b>	<b>Adult Sunday school members and Christian education committee</b>
Baptisms	<b>6 (2019) 5 (2020)</b>	<b>Pastor and family asking for baptism</b>
Children’s Groups or Classes	<b>10-15+</b>	<b>Christian education committee and Pastor</b>
Christmas Eve and Easter Worship	<b>200+ Christmas Eve 150+ Easter</b>	<b>Pastor and worship/music committee</b>
Church-wide Meals	<b>125+</b>	<b>Church members, youth group, worship/music committee, and Christian education committee</b>
Choirs and Music Groups	<b>20-25+</b>	<b>Adult choir leader, Apostle’s Creed band members, and children’s choir</b>

Church-based Bible Study	15+	Church members
Communion: <u>Served 10x a year</u>	100-125+	Pastor, elders on consistory
Community Meals	150-200+	Phoenix committee, youth group, Christian education committee, and church members
Confirmation	8 (2019) 3 (2020)	Pastor
Drama or Dance Program <u>(Annual Kids Christmas Play)</u>	20+	Church volunteers
Funerals ( <i>number last year</i> )	3 (2019) 6 (2020)	Funeral committee for meal at church, Pastor for service
Intergenerational Groups		Currently N/A
Outdoor Worship <u>(this number varies based on weather and time of year)</u>	50-75+	Pastor and worship/music committee
Prayer or Meditation Groups (Care Committee and Prayer Partners)	15-20+	Pastor and church members
Public Advocacy Work <u>(Red Cross blood drives, Meals on Wheels, Tractor Show, Listie tractor pulls, Church World Service)</u>	50-75+	Mission committee, Phoenix committee, church volunteers, and Pastor
Retreats	15-20+	Pastor plans consistory retreat. Church members plan Living Waters retreat weekend.
Theology or Bible Programs in the Community (Shanksville Community Bible School)	75+ (adults and kids)	Bible school committee (representatives from each church)
Weddings (mixture of members and non-members)	3 (2019) 2 (2020)	Pastor with couple getting married
Worship (time slot: <u>8:15AM</u> ) <u>(this service is not held all year long – decision is made yearly to have this worship time available)</u>	25-35+	Pastor, worship/music committee, and church members
Worship (time slot: <u>10:30AM</u> )	75-100+	Pastor, worship/music committee,

		<b>and church members</b>
Young Adult Groups or Classes		<b>Currently N/A</b>
Youth Groups or Classes	<b>5-10+</b>	<b>Youth group leader, Christian education committee, and Pastor</b>

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)
<b>Jeff Ripple (Commissioned in the Christian Church)</b>	<b>No</b>	<b>None</b>	<b>None</b>	<b>N</b>
<b>Jay Shaffer (Ordained)</b>	<b>No</b>	<b>Unity Pastor</b>	<b>Active Pastor</b>	<b>N</b>

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 staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
<b>Secretary</b>	<b>Head</b>	<b>Part-time</b>	<b>Consistory</b>	<b>2008 - current</b>
<b>Sexton</b>	<b>Head</b>	<b>Part-time</b>	<b>Consistory</b>	<b>2019 - current</b>

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

**Upon reflection of the demographic information, it is great to see that we have a lot of active members that participate in the many activities we offer! These individuals also play a vital role in planning these activities and helping make them happen so others can come and experience what our congregation has to offer.**

### **3e. CHURCH FINANCES**

Current annual income (dollars used during most recent fiscal year) - **2020**

Source	Amount
Annual Offerings and Pledged Giving	<b>\$102,325.64</b>
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	<b>\$ 0</b>
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	<b>\$ 0</b>
Fundraising Events ( <b>Summer Building Fund Challenge</b> )	<b>\$9,241.05</b>
Gifts Designated for a Specific Purpose	<b>\$ 0</b>
Grants ( <b>Church World Service – Matching Grant</b> )	<b>\$250</b>
Rentals of Church Building ( <b>by donation only – NOT calculated in total amount</b> )	<b>\$750 (estimated)</b>
Rentals of Church Parsonage	<b>\$ N/A</b>
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	<b>\$0</b>
Transfers from Special Accounts ( <b>Building, Camp Living Waters, &amp; Pastoral Expense Line Items</b> )	<b>\$34,184.19</b>
Other (specify): <b>Reimbursed Expenses</b>	<b>\$2,227.08</b>
<b>TOTAL</b>	<b>\$148,227.96</b>

Current annual expenses (dollars budgeted for most recent fiscal year): **\$ 86,554.43**

**\*\*See below 2021 church budget**

**UNITY UNITED CHURCH OF CHRIST  
2021 BUDGET**

<u>EXPENSES</u>	<u>2020 BUDGET BUDGET</u>	<u>2020 EXPENSES</u>	<u>2021 BUDGET</u>
<u>BUILDING AND GROUNDS</u>			
MOWING/PLOWING	\$3,000.00	\$1,687.50	\$3,000.00
REPAIR/MAINTENANCE	\$3,500.00	\$1,488.97	<u>\$3,500.00</u>
TOTAL	\$6,500.00	\$3,176.47	\$6,500.00
<u>EMPLOYEES</u>			
SECRETARY	\$4,200.00	\$4,200.00	\$4,200.00
SEXTON	\$4,400.00	\$4,400.00	\$4,400.00
SOCIAL SECURITY/MEDICARE	\$657.90	\$657.90	\$657.90
TOTAL	<u>\$9,257.90</u>	<u>\$9,257.90</u>	<u>\$9,257.90</u>
<u>PASTOR</u>			
TRAVEL	\$1,800.00	\$1,019.19	\$1,800.00
EDUCATION MATERIALS	\$0.00	\$0.00	\$0.00
HEALTH INSURANCE	\$3,780.00	\$3,780.00	\$3,780.00
SALARY	\$24,400.00	\$24,400.00	\$24,400.00
SOCIAL SECURITY/MEDICARE	\$1,866.60	\$1,866.60	\$1,866.60
SUPPLY MINISTER	\$600.00	\$0.00	\$600.00
HOUSING ALLOWANCE	\$7,000.00	\$7,000.00	\$7,000.00
PASTORAL EXPENSE Savings	\$7,000.00	\$7,000.00	\$7,000.00
TOTAL	<u>\$46,446.60</u>	<u>\$45,065.79</u>	<u>\$46,446.60</u>
<u>PROGRAM AND GENERAL</u>			
OCWM-PENN WEST CONFERENCE	\$5,500.00	\$5,500.00	\$5,500.00
LIVING WATERS	\$2,000.00	\$2,000.00	\$2,000.00
GOOD SAMARITAN FUND	\$600.00	\$600.00	\$600.00
SOMERSET ASSOCIATION	\$400.00	\$400.00	\$400.00
CAMPING AND YOUTH	\$9,000.00	\$327.00	\$9,000.00
FLOWERS/FUNERAL	\$200.00	\$223.80	\$200.00
INSURANCE	\$4,800.00	\$4,107.00	\$4,800.00
MISCELLANEOUS	\$500.00	\$771.61	\$500.00
MUSIC	\$800.00	\$230.00	\$800.00
OFFICE SUPPLIES/REPAIRS	\$2,600.00	\$3,321.66	\$2,600.00
PUBLICITY/GENERAL	\$2,700.00	\$1,174.30	\$2,700.00
KITCHEN/CLEANING SUPPLIES	\$1,000.00	\$355.93	\$1,000.00
SOCIAL COMMITTEE	\$350.00	\$83.89	\$350.00
GARBAGE	\$325.00	\$228.00	\$325.00
UTILITIES	\$9,000.00	\$9,731.08	\$9,000.00
TOTAL	<u>\$39,775.00</u>	<u>\$29,054.27</u>	<u>\$39,775.00</u>
GRAND TOTAL	<b>\$101,979.50</b>	<b>\$86,554.43</b>	<b>\$101,979.50</b>

Considering total budgeted expenses for the year compare total ministerial support. What is the percentage? **52%**

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

One Great Hour of Sharing (**Fourth Sunday of Lent**)

Strengthen the Church (**Pentecost Sunday**)

Neighbors in Need (**World Wide Communion Sunday**)

Christmas Fund (**Christmas Eve Service**)

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

**This is gathered year-round through our regular offerings and is budgeted by consistory to come out of the church's general fund.**

What is the church's current indebtedness? **Our church has no current indebtedness.**

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

If the church has had capital campaigns in the last ten years, describe: **No**

Does your church have an endowment? **No**

Other Assets:

Reserves (savings): \$ **As of 4/30/21 - \$44,329.79**

Investments (other than endowment): **No**

Does your church have a parsonage? **No**

Describe all buildings owned by the church: **The sanctuary which is connected to the social hall and the office/meeting space (3 buildings in one).**

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

Which spaces are accessible to wheelchairs? **All areas above grade are 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?

**We accept responsibility to meet our financial goals! The yearly budget is determined by the deacons on consistory and then voted on by the congregation. When faced with the debt of our last addition, the members stepped up through matching fund grants and general donations to supplement the budget and pay off the debt quickly.**

### **3f. HISTORICAL INFORMATION**

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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.

**One of our more significant and historical happenings was removing our previous fellowship hall, that was actually a one room schoolhouse that had been attached to the sanctuary many years ago, which we had really outgrown! We worked with the Berlin Historical Society to move the one room schoolhouse down the road and they then restored it to its original school building and now offer tours to visitors from all over. This change then allowed us to build the larger and updated social hall and kitchen which has greatly increased our fellowship capabilities and it is open to the community to use in a variety of ways.**

**We are well known as the tractor show church because many years ago the local tractor club asked to use our grove to hold a tractor show and if we could provide food for the event. It became the perfect combination and over the years our youth has sold food on Saturday and the church holds a BBQ chicken dinner on Sunday during the event. The chicken dinner has become a way to raise funds each year to pay towards our building fund and to increase our involvement with community activities.**

**Our congregation firmly believes in helping everyone in our community, especially during their time of need. One year there was an Amish neighbor that had a son that was badly injured in a farming accident. We got with the family almost immediately to offer our help and our church decided to host a fundraiser dinner. The family and friends gathered in our social hall to serve the dinner alongside our members and together we raised a large amount of money to go towards the care of the injured boy. During this, we made more long-time friends in our community and showed others we will be here for them too.**

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

**We adapted to the changes of our growing congregation and wanted to provide space for the community to come together by building the social hall. Recently we built an addition**

**to our building to become more ADA compliant and increase our office space, meeting rooms, music area, and restrooms.**

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement...” Describe your congregation’s value/practices when it comes to conflict. **Our congregation does have policies and protocols in our bylaws for helping with conflict. The most recent conflict was the amount of money we had to spend on repairing our basement after the flooding occurred. We had a number of options on how to rebuild and various ways to prevent future water damage. A congregational meeting was held and we had open dialog to ask and answer questions and to discuss the plans moving forward. By God’s grace, any conflict was over the physical building/grounds not the theological aspects of our church and congregation.**

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

Staff member’s name	Years of service	UCC Standing (Y/N)
<b>Rev. Jay E. Shaffer</b>	<b>31</b>	<b>Y</b>

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

**Our pastor has always stepped up and taken on a great deal of tasks; most of which the congregation never realized. Our congregation relies on the pastor a little too much so we have now decided that we as members need to rise to the challenge of taking on more responsibilities.**

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

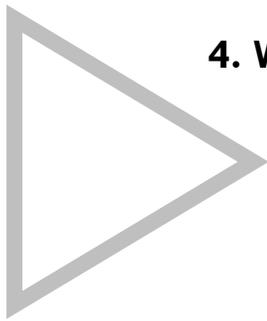
**No**

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

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

**When our church sees a need, we step-up to help! Listed below are some of the many ways we utilize our congregation to extend outward in service to our community.**

- **Collect donations for the local food bank – we have a “Souper Bowl” challenge with neighboring churches.**
- **Each year, for one week, we provide desserts to the Meal on Wheels program.**
- **Various fundraisers are held to support the local Shanksville Fire Department and our kitchen/building is available to them for their sub sale fundraisers.**
- **Each summer our church hosts the community vacation bible school program which includes all of the Shanksville churches.**
- **Through the Good Samaritan fund our pastor distributes funds to people in need in the local community.**
- **The congregation does a lot for Camp Living Waters including clean-up weekends, providing outdoor ministry programs, and fund members and non-members so everyone can enjoy church camp!**
- **Our church is a pick-up location for Church World Service where we collect clean-up buckets, hygiene kits, and school bags to be collected for use around the world.**
- **Throughout the year we host a wide variety of holiday activities that are open to the community.**

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

**Our church always attends the spring and fall association meetings as well as having delegates at the Penn West Conference annual meeting. We send youth from the congregation to the national youth event and are the largest supporters of our local outdoor ministry at Camp Living Waters. Our congregation is also a supporter of both Hoffman Homes and Homewood Homes.**

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](http://ucc.org).) Check any statements below that apply to your UCC faith community.

**Accessible to All (A2A)**

Creation Justice

Economic Justice

Faithful and Welcoming

**God Is Still Speaking (GISS)**

Border and Immigrant Justice

Inter-cultural/Multi-racial (I'M)

Just Peace

Global Mission Church

Open and Affirming (ONA)

WISE Congregation for Mental Health

Other UCC designations:

Designations from other denominations

None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

**We are welcoming and want to serve the community as much as we can. We want to be accessible for everyone so they can come to church to worship and/or to participate in our various activities. Our congregation may be interested in becoming a Global Mission Church as we are a mission oriented church and would love to possibly expand our mission capabilities.**

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

**Our congregation participates in the Shanksville Ministirium as well as hosting the Shanksville community vacation Bible school each year. We are one of the largest supporters and participants at Camp Living Waters for our outdoor ministry. The church locally supports many missions including the local food pantry as well as worldwide missions like Church World Service.**

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.

**This church and its members are all about gathering, doing, and being with each other! We want to support our missions in a hands-on way, as often as we can, whether it is for a community member in need or a wider mission.**

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?

**Our expectations based on our scope of work would mean that the pastor spends 50% of their time on our congregation, 25% of the time for wider church tasks, and the last 25% being spent on community involvement and interactions.**

#### **4b. MISSION InSite**

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

**Our area is showing moderate growth over the next ten years and is showing promising numbers for the amount of children in the area. The population overall is showing a steady upsurge in addition to an increase in the amount of married couples which means more people are coming to the area and raising their families here. We can provide a copy of the MissionInSite report upon request.**

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 congregation has more children and youth members than most other churches in our area. We also have age and gender diversity which helps us bring more families to church as we are multigenerational and have a lot to offer to all ages.**

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

**Our church is always stepping up and doing whatever is needed in the community and the current demographics in that community are shaping how we do our ministry. We are very welcoming to non-members who attend our church services or our community events as we love meeting new people. This area has somewhat of an aging population and so our members help take care of the elderly in the community by visiting shut-ins or sending cards/care packages throughout the year. If someone has no church to call home, we have always been open to hosting weddings and funerals for these non-members and also host the meals if needed.**

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

**One community leader had this to say about what our church is known for:**

**“Several things have impressed me about this rural congregation. Over time I have watched them develop from a multiple point charge, to being the point congregation, to a viable and active merger. Secondly, they have a deep interest and involvement in Camp Living Waters. Their youth and their pastor have continued to work for the camp. They**

**have made major improvements to their building's physical structure which has permitted expansion to the congregation's activities. Most importantly, to me, is their very real friendliness the congregation extends to everyone who comes in contact with them. It is easy to feel "at home" at Unity!"**

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

**New people have commented that on their first encounter they were made to feel like a part of our family and not an outsider. They comment on how full the Sunday worship services are, and our holiday services, and want to become a part of it. Some new people come because of the amount of community service we do and the amount of youth we have at our church. All of these individuals then get involved because of our members and our pastor being so welcoming and personally asking them to come back or to help with our activities.**

## **5. REFERENCES**

To Whom It May Concern:

I consider it an honor to provide a letter of reference on behalf of Unity United Church of Christ. I have known the congregation for 20 years, first as a lay person and then as a pastor serving a neighboring congregation. It is my prayer that what I have to share will assist you in your discernment process regarding whether or not to accept a call to serve as Unity's next settled pastor.

### **Describe some areas of strength in the church's ministry.**

Unity's strengths are concentrated in two main areas. The first is a strong sense of community that fosters compassion and care for members within the congregation and also members of the wider community surrounding the church. The second strength is in their mission efforts that serve their neighbors locally, regionally, and globally. They have distinguished themselves as a leader in all three areas: championing local foodbanks and ecumenical efforts that help those in need; providing overwhelming and steadfast support to Living Waters Camp and Conference Center, the camp affiliated with the Penn West Conference; and have served as a regional resource drop-off and pick-up location for various Church World Service programs.

Mission and Community have helped to shape Unity's identity in such a way that gives them vitality, purpose, a calling, and cohesion. They are loathe to rest on their laurels, but instead, actively search out how best they can serve God by caring for one another and their neighbors.

### **Describe some areas for improvement in this church's ministry.**

The three growing edges that I see for Unity are:

1. Working through the transition from a long-term, effective, and beloved pastor to welcome and grow with a new pastor.
2. As part of that process, to be open to a new leader that may be previously unknown to them; making space for the Holy Spirit to work as they get to know their new pastor.
3. Like most churches in this moment, discerning what ministry looks like and how God is directing them following the extraordinary disruptions of the pandemic.

### **Describe a significant experience you have had of this church's ministry.**

I have a soft spot for Unity UCC because I grew up in the Somerset Association. Their members accepted me enthusiastically as a junior camp counselor helping with the church camp they were hosting. They welcomed me again as a seminary student filling their pulpit on a number of occasions and were very generous in financially supporting my education and the required cross-cultural study trip to India. I have been blessed, as a pastor, to have had my congregation partner with them on a number of projects over the years. Their hospitality and friendship have been a sustaining presence in my ministry.

### **Anything else you wish to share.**

Please feel free to contact me if you have further questions regarding Unity United Church of Christ. I pray that God guides and directs you during this season of discernment.

**Rev. J. Matthew Deal, Local Church Pastor**  
**St. Paul's United Church of Christ, Somerset, PA**  
**814-279-5504**

**[jmdeal@gmail.com](mailto:jmdeal@gmail.com)**

**Relationship to the Congregation: Pastor of a neighboring congregation**

To whom it may concern,

We are writing this letter on behalf of the Shanksville Volunteer Fire Department. Unity United Church of Christ has been a blessing over the past decades to our fire department. They have held our annual installation banquet each year, with the ladies auxiliary providing the meal.

We have always known that no matter where the need was the church was there to provide any service needed; from food to a warm hug!

Unity UCC has opened their kitchen doors time and time again to help with many department fundraising events.

The women of the Church have donated countless hours and pies (yum yum) to our department, as they have volunteered their time for several years to our community picnic.

Several members of our fire department have been married in the church and have always had a warm connection with the congregation.

Holly Eisler-Finance Committee

814-701-1218/ [hollyknepper123@gmail.com](mailto:hollyknepper123@gmail.com)/ Friend of the community

Mishelle Walker-Finance Committee

[814-701-7244/mishellewalker@yahoo.com](mailto:814-701-7244/mishellewalker@yahoo.com)/ Friend of the Community

To whom it may concern,

The peace of Christ be with you.

I am writing to recommend Unity United Church of Christ as a church that would be a joy to pastor.

Unity has been growing in number over the years. They are active in the community. They have a yearly tractor show. They bake and sale delicious apple dumplings. They have a dedicated group of people who are always in the kitchen preparing meals for any occasion.

The church has gone through several major building improvements, making a spacious hall that serves as a dining room and also can be converted to allow the youth to play basketball and gather for Christian time together.

This church is always willing to share their programs with others. As pastor of a neighboring UCC church, my confirmation class has been invited to join Unity's confirmation class on educational field trips.

We have joined them also for a Sadder meal on Maundy Thursday.

I have close ties to Unity for many reasons.

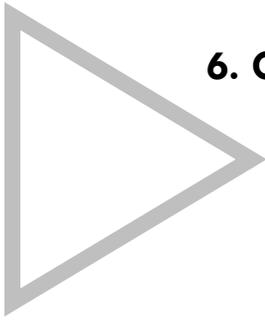
1. This is the church my husband and I married in 36 years ago.
2. This was my husband's home church.
3. When by brother and sister-in-law were in a devastating accident, the congregation at Unity built a ramp at their home, took food in for their son while they were in the hospital, and continued to take in food after they were discharged home. Unity also had a dinner to raise funds to help with expenses.

Unity United Church of Christ truly exemplifies what it means to be Christians living and loving as Jesus taught.

Blessings,

Pastor Sharon Fox

Pastor at Stoystown UCC  
814-442-5074  
ssfox60@yahoo.com



## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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*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:*

**The following is a song that members of our church band Apostle's Creed wrote and we sing it as a benediction!**

#### **Go With God**

May God's blessings fill your day  
Every moment starts anew  
Go with peace, go with joy, go with God

May God's wonder fill your heart  
Every day a gift from God  
Go with peace, go with joy, go with God

Father, yes we thank you  
For sending us your son  
Fill us with your spirit  
Help us to share your love

May God's wonder fill your heart  
Every day a gift from God  
Go with peace, go with joy, go with love  
Go with peace, go with joy, go with God

## 6b. STATEMENT OF CONSENT

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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.)*  
**Pastor Search Committee, Consistory President, Church Secretary, and the Pastor**
2. Additional comments for interpreting the profile:

Signed: *Allyson Warren*

Name / Title / Date: **Allyson Warren/Search Committee Chair/June 7, 2021**

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes.

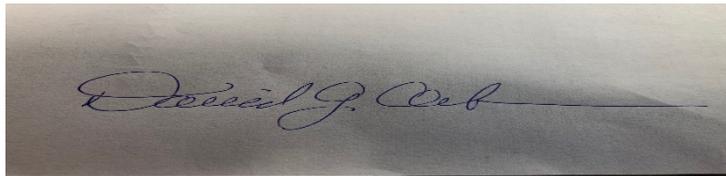
To the best of my knowledge, ministerial history information is complete.

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.

A rectangular box containing a handwritten signature in blue ink. The signature is cursive and appears to read "David J. Ackerman".

Signature:

Name / Title: David J. Ackerman / Conference Minister

Email: [david@pennwest.org](mailto:david@pennwest.org)

Phone: 724-834-0344

Date: June 11, 2021

**UNITED CHURCH  
OF CHRIST**



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

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