

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

Salem United Church of Christ
4008 Clover Creek Road, Martinsburg, PA 16662

Pastor

Juniata Association, Penn West Conference
July 9, 2018

LOCAL CHURCH PROFILE CONTENTS

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

INSTRUCTIONS

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

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

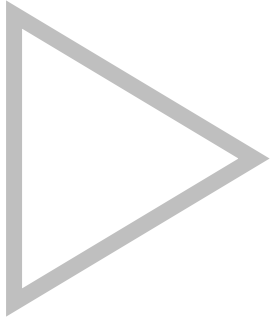
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. Known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

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

Street address: 4008 Clover Creek Road, Martinsburg, PA 16662

Supplemental web links:

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

Conference: Penn West

Association: Juniata

UCC Conference or Association Staff Contact Person: The Rev. David Ackerman, Conference Minister, 724-834-0344, david@pennwest.org

Summary Ministry Description: **We are a “Faithful and Welcoming” congregation seeking to grow spiritually as well as in attendance. Our members and friends within this rural community work together to achieve the desired outcome on all projects undertaken. As a congregation, we are very mission oriented, both for local needs and those far reaching. We have instituted a monthly “bucket brigade” to support these mission projects with, if needed, matching funds from the church treasury. The congregation is willing to help the leaders of the church in any way possible to make the church experience a positive one.**

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?

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: **Salem is situated in a small rural farming community with access to shopping, recreation, theaters, and colleges. The church is located in Blair County between two small family-oriented towns (Martinsburg and Williamsburg) with schools for all ages.**

Current size of membership: **50**

Languages used in ministry: **English**

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

Intentional Interim – a called position for a temporary term of congregational preparation for a settled-pastor search, in which the minister does not typically move church membership to the congregation served or move standing to the related association

Designated-Term – a called position for a designated time period for a defined purpose, in which the pastor may move church membership to the congregation served and may move standing to the related association

Supply – a temporary position in which the pastor does not move membership to the congregation served or move standing to related association

Compensation Level (*choose one, delete the other options listed*):

½ Time

Does the total support package meet conference compensation guidelines? **No**

SCOPE OF WORK

Plan and lead weekly Sunday worship as well as communion, funerals, weddings, baptisms, and other special services (i.e. Thanksgiving, Christmas Eve). Visit shut-ins and hospitalized members. Offer and provide confirmation classes for those individuals seeking membership. Work closely with Youth leader to provide programs for youth and children

Core Competencies:

Relate well to all ages, sociable, effective Spirit-led preaching from the Word of God

COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): **Negotiable within PWC Conference Guidelines for a ½ time position, based on experience and qualification.**

Benefits (*choose one*) **Salary plus 2 weeks vacation**

What is the expected living situation for your next minister: **living nearby, or living elsewhere to commute as needed**

Comment on the residential/commuting expectations for your next minister: **Welcome to attend, but do not expect attendance at every church-sponsored activity**

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): **year-end bonus**

Describe peer and professional supports available for ministers in your association/conference: **Monthly meetings of the Juniata Association Ministerium, monthly meetings for ministers in the 2 surrounding communities, Juniata Association Committee on Ministry, Penn West Conference Minister,**

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: **Adjust date/time of consistory meetings, adjust time of weekly worship as needed**

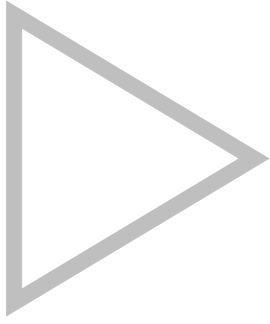
WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve: **Increased attendance and participation in worship. Increased congregational participation in church sponsored activities. Lead congregation to achieve a greater understanding of the Word of God.**

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls: **Encouragement to share the love of God within the community. Encourage Bible study and prayer.**

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling: **No diversity of language or culture exists at this time.**

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: **Love God, follow Jesus, led by the Holy Spirit to a life of discipleship.**



WHO IS GOD CALLING US TO BECOME?

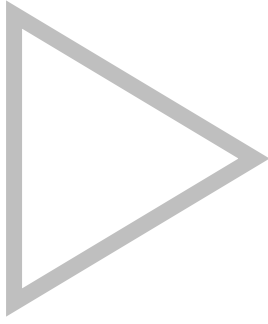
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation? **A community of faith made up of individuals who love God, follow Jesus, and who are led by the Holy Spirit to serve God and others.**

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation: **“Bucket Brigade” -- monthly offering collected by the children of the church to support various mission projects/people in need. These offerings have supported Camp Living Waters, Homewood’s benevolent fund, Hoffman Homes, Samaritan’s Purse, families within the surrounding community to name a few.**

“Fifth Sunday” – Gather for a meal, time of devotions, and activities when there is a fifth Sunday in the month. This provides an opportunity for those who work on Sunday to gather with their church family.

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?



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. **We follow and include such beliefs as stated in the Apostles’ Creed, and the membership vows as outlined in the United Church of Christ Book of Worship.**

God is described as Triune, omnipotent. Our belief in the teaching and receiving of The Holy Spirit – Christ’s presence within and with us, sets us apart for our work beyond the church doors, in the community and world.

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?

Describe several strengths or positive qualities of your congregation: **Members of our congregation take on leadership roles, serving as youth group advisors, teaching Sunday School, and leading Children’s Time during worship. We are a congregation who offers welcome and support to our pastor and one another, as well as to any individuals who approach us in a time of need.**

Describe what worship is like when your congregation gathers. **Worshipping together as a congregation is very important to us. There was a time when our worship was recorded so that it could be viewed in the Sunday School room for individuals who were unable to make it upstairs to the sanctuary due to limitations. Our congregation initiated an “elevator Fund” for the building project and construction of an elevator. This project was completely funded by members of the congregation and paid in full. The heart of the project was to enable all persons the ability to worship as a body of faith. The elevator has**

offered the opportunity for people with disabilities and limitations full participation in worship.

Baptism is typically by sprinkling but there have been occasions in our history where individuals have requested immersion. Words used to describe good preaching – “I really needed to hear that today,” “It was as if you know what I am going through,” “Good message.”

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?

Describe the educational program/faith formation vision of your church. Children serve as acolytes, designated time for children during worship, participate in community vacation Bible school, active youth fellowship program. People form their faith by attendance in worship, individual Bible study and prayer. Most recent Bible study was “24 Hours that Changed the World” --took a close look at the last 24 hours of Jesus life. “Sorry that it ended.” Monthly covered dish luncheon following worship to celebrate birthdays/anniversaries during the month.

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?

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? -- Weekly bulletin, congregational meetings. How are teams or committees organized?— individuals asked by key leaders. Where does your church struggle for vision? – the future of the church

- When it comes to decision-making, how many hours are spent in meetings per month?
4 hours
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? -- **Phone calls to members of consistory to address issue at hand. Meeting of the Consistory after worship with follow-up congregational meeting.**
- 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**

11-YEAR REPORT

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

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	35	X
Number of active non-members:	15	X
Total of church participants (sum of the numbers above):	50	X

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	80	X
Less than 10, more than 5 years:		
Less than 5 years:	20	X

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
5	7	1	5	2	5	5	10	10	x

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0	x
Joint household with minors:	0	x
Single adults age 35-65:	2	x
Joint household with no minors:	4	x
Single adults over 65:	10	x

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	100	x
College:	12	x
Graduate School:		
Specialty Training:	4	x
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	48	x
Adults who are retired:	50	X

Adults who are not fully employed:	2	x
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Describe the range of occupations of working adults in the congregation: machine maintenance, farming, computer programming, store manager, business owner, bank and office workers, care taker, LPN

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context? **We are mono-cultural due to demographics**

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise: **No**

PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	10	Superintendent of Sunday school
Baptisms (<i>number last year</i>)	0	
Children’s Groups or Classes	0	
Christmas Eve and Easter Worship	75	pastor
Church-wide Meals	35	Woman’s Fellowship
Choirs and Music Groups	11	organist
Church-based Bible Study	15	pastor
Communion (<i>served how often?</i>)	6-8/yr 100%	Pastor/lay leader

Community Meals	N/A	
Confirmation (<i>number confirmed last year</i>)	0	
Drama or Dance Program	N/A	
Funerals (<i>number last year</i>)	0	
Intergenerational Groups	N/A	
Outdoor Worship	30	Pastor
Prayer or Meditation Groups	5	Pastor
Public Advocacy Work	N/A	
Retreats	N/A	
Theology or Bible Programs in the Community	N/A	
Weddings (<i>number last year</i>)	1	Pastor/bride/groom
Worship (time slot: _10:40 AM_____)	35 - 45	Pastor
Worship (time slot: _____)		
Young Adult Groups or Classes	N/A	
Youth Groups or Classes	10	Advisor
Other		

Additional comments:

List all members or regular participants in your congregation who are	Three-FourWay Covenant? (3 or 4 or No)	or	Ministry Setting	Type of Ministry Role	Retired? (Y or N)

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).				
Betty J. Royer	no	licensed		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 staffperson serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
secretary	no	\$90/month	pastor	50 years
Janitor	no	\$ 175/month	consistory	15 years
Organist/pianist	no	\$300/year	pastor	50 years

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry? **When an individual assumes a position of leadership within the church, they take on a long-standing obligation. Opportunity and potential exists for growth and increased participation among the members and the local community.**

CHURCH FINANCES -- See attached financial reports

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

Source	Amount
Annual Offerings and Pledged Giving	\$
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	\$
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$

TOTAL

\$

Current annual expenses (dollars budgeted for most recent fiscal year): \$ **See attached**
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.

SALEM UNITED CHURCH OF CHRIST 2019 PROPOSED BUDGET:

CATEGORY	2017	2018	2019
Pastor's Salary	\$ 17,400.00	\$ 18,000.00	\$ 18,000.00
Supply Pastor	\$ 500.00	\$ 600.00	\$ 600.00
Pastoral Expenses		\$ 700.00	\$ 700.00
Supply Pastor Mileage			\$ 1,000.00
Penelec	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00
Janitor	\$ 2,100.00	\$ 2,100.00	\$ 2,100.00
Mowing and Snow Removal	\$ 1,000.00	\$ 1,200.00	\$ 1,500.00
Secretary	\$ 1,080.00	\$ 1,080.00	\$ 1,080.00
Organist/Pianist	\$ 1,300.00	\$ 1,300.00	\$ 1,300.00
Fuel/Heating Oil	\$ 4,300.00	\$ 3,300.00	\$ 3,300.00
Insurance	\$ 2,400.00	\$ 2,400.00	\$ 2,400.00
Sunday School/VBS	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
Penn West Conference	\$ 750.00	\$ 750.00	\$ 750.00
Camp Living Waters	\$ 1,350.00	\$ 1,350.00	\$ 1,350.00
Juniata Association (\$3.00 per member)	\$ 150.00	\$ 150.00	\$ 150.00
Music	\$ 300.00	\$ 300.00	\$ 300.00
Miscellaneous Supplies	\$ 600.00	\$ 600.00	\$ 600.00
Benevolent Missions and Pin Fund	\$ 750.00	\$ 1,000.00	\$ 1,000.00

Camp Registrations	\$ 1,500.00	\$ 2,500.00	\$ 2,500.00
Capital Improvements	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
Maintenance	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
TOTAL PROPOSED BUDGET	\$ 45,980.00	\$ 47,830.00	\$ 49,130.00

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 33%

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? No (indicate those included during the most recent fiscal year) x Our Church's Wider Mission (OCWM – Basic Support)

- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

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

What is the church's current indebtedness? \$0

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. No building projects planned

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

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

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? **Yes**

What is the market value of the assets? **Receive the interest on the investment on a quarterly basis totaling \$2,538.32 for 2017**

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

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

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

At the current rate of draw, how long might the endowment last? **ongoing**
Only the interest is distributed

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$

Investments (other than endowment): \$

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

Fair market rental value of the parsonage:

How is the parsonage used?
Street / City / State / Zip:
Finished square footage:
Number of Bedrooms, Number of Bathrooms:
Assessed real estate value:
Available for minister residence: Y/N
Expected minister residence: Y/N
Condition of structure, systems and appliances
Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church: **2 story brick building situated on 2+ acres, picnic pavilion, and utility shed**

Describe non-owned buildings or space used or rented by the church: **n/a**

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) **main entrance, fellowship hall and kitchen, worship area**
Addition of elevator for access to second floor.

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

The consistory reviews the previous year's income and expenses and develops a budget. This budget is made available to the congregation for review two weeks prior to the annual meeting. Questions are addressed during the annual meeting and the budget is then approved.

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. **Fire that destroyed most of the interior structure in 1979, followed by the rebuilding of the church. Oldest church in the area – celebrated 175th anniversary of the church's founding and welcomed Paul Harvey (a descendant of the church's founder) as the key-note speaker.**

Describe a specific change your church has managed in the recent past. **Installation of new windows in the sanctuary**

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?) **When installing new sanctuary windows there was a miscommunication between the church and the contractor. The membership had voted to make the windows tri-colored but the contractor made the individual windows one color only. This was very upsetting to some members who stated that “the windows are ugly”. After much discussion, the contractor removed the colored glass and used it to make the tri-colored windows. As a church, we corrected the problem with the understanding that we remember that we come together to worship God, not the windows. The church board makes most decisions and when necessary we hold congregational meetings to resolve issues.**

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

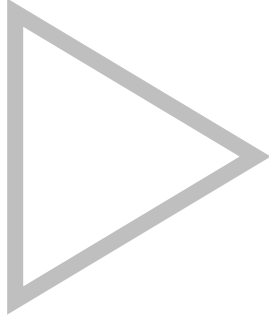
Staff member’s name	Years of service	UCC Standing (Y/N)
Elaine Shaffer Stroud		Ordained Methodist
Paul Claycomb		Ordained UCC
John Russell	12 years	Licensed UCC
Betty J. Royer	10 years	Licensed UCC

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: **We have been blessed with pastors who are willing to serve**

Has any past leader left under pressure or by involuntary termination? Y/N/Ask
us

Has your church been involved in a Situational Support Consultation? Y/N/Ask us

Has a past pastor been the subject of a Fitness Review while at your church?
Y/N/Ask us



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

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

For example, which service activities has your church participated in this past year?

Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?

Support the food banks in two surrounding communities, support Camp Living Waters, supported a mission trip to Haiti for two members of the congregation, support local program to provide gifts for children at Christmas, Support numerous disaster relief trips

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

Financially support the Association and Conference

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

- Accessible to All (A2A)
- 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?

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional). **Participate in Vacation Bible School with near-by Brethren and Lutheran congregations. Attend Community worship services**

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. **Do not have a mission statement**

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time? **Acknowledged and appreciated**

MISSION InSite

Comment on your congregation's Mission Insite report with data for your neighborhood(s) or area. What trends and opportunities are shown? **Support local food bank, Cove Christmas Love – a program which provides Christmas for needy children within the Spring Cove School District, the Pin Fund (People in Need), contribute monies to help pay for registration for Camp Living Waters for anyone desiring to attend. (During this past camping season we paid the entire registration fee for 11 campers through our monthly bucket brigades.)**

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?

Comparable to other congregations of same size in our area

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

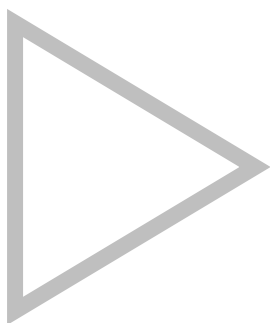
Family oriented

What do you hear when you talk to community leaders and ask them what your church is known for? **We are fortunate to have one member in our congregation who goes on mission trips to areas which have been victim to natural disasters. Because he takes**

workers from the community to help in the rebuilding process, we have become known for this ministry. We are also known for the festival held each summer and for meals we provide.

It is hoped that when thinking of Salem and its congregation Matthew 25:36 comes to mind: “For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me.”

What do new people in the church say when asked what got them involved? **Family, “someone invited me”**



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

John Russell / Licensed Minister / Pastor, Trinity United Church of Christ, McConnelstown, PA (814/635-3911 / jruss1969@pennswoods.net / Former Pastor)

John Russell
902 Main St.
Saxton, PA 16678

July 18, 2018

TO WHOM IT MAY CONCERN:

I am writing this letter in reference to Salem United Church of Christ, Martinsburg, PA. I am currently serving as pastor of Trinity Reformed United Church of Christ in McConnellstown, PA. Previously I served as pastor of Salem UCC from July 1996 to June 2008.

My family and I have many fond memories of our time at Salem. Everyone involved in the church was extremely helpful and considerate. I was also employed as a secondary education teacher during that time. The congregation was extremely understanding of the limitations involved in being employed full-time in addition to pastoring.

The family feel of the church is perhaps it's greatest asset. During my tenure, long-standing traditions of the church were continued; such as 2nd Sunday of the month birthday luncheons, summer festival, and the delicious turkey and biscuit dinner held each fall and which drew people from all over the region. I know family events have continued over the years through movie nights and other activities.

During my ministry at Salem an elevator was installed making it possible for a young quadriplegic woman and her family to attend services. The project was paid off over a very short period of time. Both the installation and payment of the elevator were accomplished through sandwich sales in which many members of the congregation participated.

Like any small church we found it was impossible to be everything to all people. Opportunities for young adults for both spiritual growth, and social connections were difficult to initiate, much less sustain. Outreach programs were also lacking at the time of my departure.

I believe Salem still is composed of many people who are concerned about sharing God's love with others and can remain a vital part of the faith community in their area.

Further questions can be directed to me at (814)-635-3911 or jruss1969@yahoo.com

Sincerely,

John Russell

REFERENCE 2

Rev. Gerald W. McCuller, Jr. / Ordained Minister / Chaplain, Homewood, Martinsburg, PA
(814-215-7244/ gwmcculler@hmwd.org / Former Member of Salem)

Church Reference

Salem United Church of Christ, Martinsburé, PA

I am honored to serve as a reference for the congregation at Salem United Church of Christ. I write from the perspective of one who was raised in the faith at this church. Due to my ministry, my church

membership will move with me to the churches and ministries to which I am called, but in my heart, Salem will always be my home congregation.

Salem United Church of Christ is a country church with a strong commitment in extending love and service within their congregation, to families within the local community, as well as those in need throughout the country and world. Salem has a strong sense of mission support and outreach. Back in the early 1990's, a mission/work team was established to help communities devastated by natural disasters to rebuild. This ministry has prompted the establishment of a Disasters Ministry on the level of our conference.

Perhaps one of the reasons for the strong commitment to mission work is due to the discovery of what it was like to lose our worship space due to a fire in the winter of 1979. The congregation received support from a local Lutheran congregation, located a short distance away, who offered and shared their church space so that we would have a place to worship while Salem Church was rebuilt. As a child I witnessed a congregation pulling together, working together, praying and worshipping together during times of devastation. These experiences taught me to believe that God was always with us, even in such times, because that belief was modeled by the church members.

Salem has always been active and supportive with our outdoor ministries with our Penn West Conference church camp, Camp Living Waters. In addition to financial support to the camp, the congregation promotes attendance by supplying financial support to children and youth so that they can attend and benefit from programs offered and supported by Camp Living Waters.

Support is the word that comes to mind when I think of the members of Salem. I experienced it first hand with my college education. My college education afforded me with opportunities to experience life and culture in Mexico. The members at Salem contributed financially to make those experiences possible. Also, when I accepted my call into ordained ministry and began my process of "in-care" status, seminary education, etc., the congregation supported and encouraged me with prayer and love. Through the Seminary years financial gifts would arrive to cover the cost of books and education supplies. The members of Salem were invested in the various stages of my life, enabling me to live out God's call for my life. I am very thankful for their investment, as well as their love, prayers, guidance, teaching, and support. Just as Salem was and is invested in my life, they show that same interest and commitment to each member of the fold.

Salem United Church of Christ will provide an awesome opportunity for a shepherd leader to walk alongside of them together in ministry.

In Christ's love and service,

Rev. Gerald W. McCuller, Jr.

REFERENCE 3

Rev. Mary Hendricks / Ordained Minister / St. John's United Church of Christ, Martinsburg, PA (814/614-4253 / pastormary653@gmail.com / Pastor of another UCC Church in the community)

*From the Desk of:
Rev. Mary J. Hendricks*

630 Diamond Circle, Martinsburg, PA

814-614-4253

Salem United Church of Christ is a congregation of believers with a huge heart. When a need rises they step up to the plate and hit a home run. One of their members was no longer able to come to worship because they were wheelchair bound and unable to go up the stairs to the sanctuary. Salem, although a small country church put in an elevator so that this parishioner and others who had trouble doing stairs could access the worship area. The need of one, became the need of all.

Mission and community outreach are a huge part of the life of this congregation. They have reached out to help people within and outside their community when a need arises.

Like most churches they struggle with slow growth of membership, especially being out in the countryside, as beautiful as it may be. The membership is mainly made up of several families. At times they struggle with lack of participation in worship and other congregational functions, but most churches, no matter in city or countryside, have this same issue.

I have had opportunities to lead them in worship when their pastor was on vacation and they always made me feel at home and welcome. My husband and I have attended some of their community functions like their Summer Festival where they have great food, fantastic pie!, and games for all.

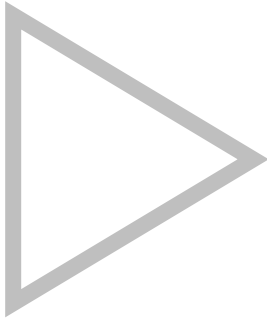
The pastor serving this church would find themselves in the midst of a loving congregation whose foundation of faith is strong, nurturing, and giving.

PROMPTS FOR REFERENCES

Describe some areas of strength in this church's ministry.

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

Describe a significant experience you have had of this church's ministry. Anything else you wish to share.



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:

“Amazing Grace”

Matthew 19: 13

¹³ Then people brought little children to Jesus for him to place his hands on them and pray for them. But the disciples rebuked them.

¹⁴ Jesus said, “Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these.” ¹⁵ When he had placed his hands on them, he went on from there.

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.*)
Church consistory, current pastor and secretary, treasurer provided financial reports
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes.

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

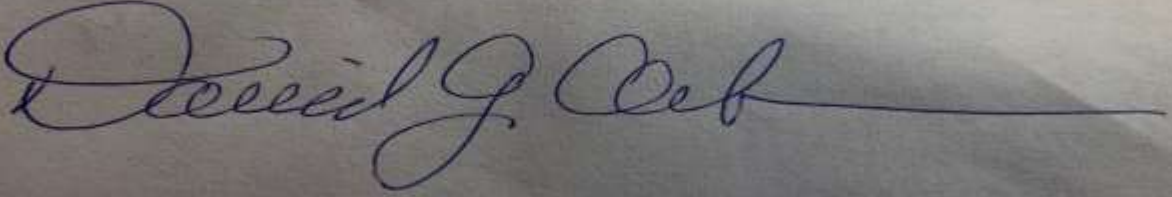
Staff Comment: Yes.

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

Staff Comment: Yes.

My signature below attests to the above three items.

Signature:

A handwritten signature in blue ink on a light-colored background. The signature reads "David J. Ackerman" in a cursive script, followed by a long horizontal line extending to the right.

Name / Title: Rev. David J. Ackerman / Conference Minister, Penn West Conference

Email: david@pennwest.org

Phone: 724-834-0344

Date: February 8, 2019

**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