

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE



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

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION  
**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

First and South Ebensburg United Church of Christ  
Ebensburg, PA

Settled Minister

Penn-West Conference, Somerset Association

August 2024

### LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

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

## INSTRUCTIONS

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

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

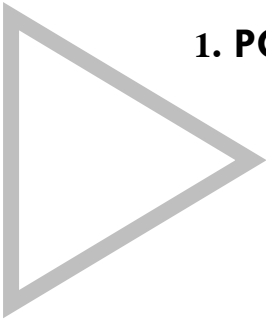
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

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

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

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

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



## 1. POSITION POSTING

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

### 1a. LISTING INFORMATION

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Church name: **First United Church of Christ**

Street address: **217 East High Street, Ebensburg, PA 15931**

**&**

**South Ebensburg United Church of Christ**

**380 Wilmore Road, Portage, PA 15946**

Supplemental web links:

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

Conference: Penn West

Association: Somerset

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

Reverend David Ackerman, Conference Minister

(724) 834-0344

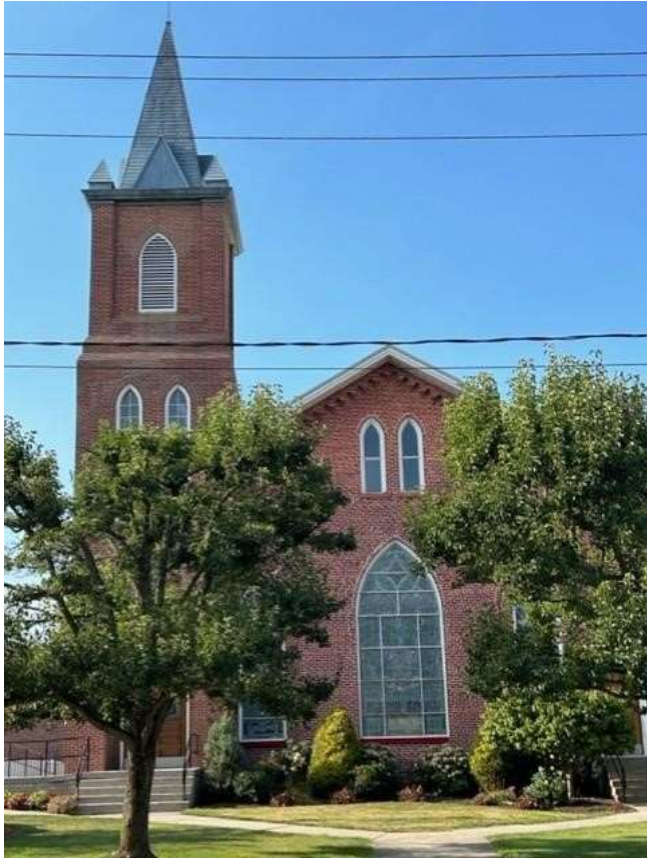
david@pennwest.org

Summary Ministry Description:

**Our churches hope to live up to Christ's calling to be his hands and feet in today's world, living, doing and caring for others as well as each other. We need to ensure that the present and future generations continue to recognize the importance of carrying out these challenging responsibilities, and we would be blessed if we were guided by someone with a passion for the same goals.**

Photographs:

First United Church of Christ



Jenkins Educational Building

Parsonage



Church Lawn & Tent



South Ebensburg  
United Church of Christ



What we value about living in our area:

**The community maintains a small-town feel while offering many attributes such as community events, excellent educational opportunities, outstanding health care facilities and a wide range of employment possibilities. Ebensburg and the surrounding rural area offers superb seasonal beauty, those seeking urban features need only travel a moderate distance to reach cities like Altoona, Johnstown, State College or Pittsburgh.**

Current size of membership:

**First Church total membership: 88**

**South Church total membership: 51**

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

Position Title: **Pastor or Licensed Minister**

Position Duration (*choose one, delete the other options listed*):

**Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association**

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

**Full Time**

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

## **1b. SCOPE OF WORK**

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

- Prepare and lead Sunday worship for both churches including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding lay liturgists, planning of music in coordination with music directors, preaching, offering of prayers, etc
- **Faith formation and vitality** through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- Working closely with and participating in meetings of the various boards and committees in order to have a thorough understanding of the spiritual, financial, properties and educational endeavors and needs of each church
- **Community engagement** and leading the way for the church to be an ambassador of God's love
- Maintain reasonable hours of availability at the church office
- Weddings and funerals for participants in the worshipping community
- **Strategic planning for current and new directions in ministry**
- Work with the education boards to ensure the spiritual guidance to the youth, including conducting confirmation classes

- Participate in wider church activities such as conference and association meetings
- Administrative responsibilities such as email, website, social media, church supplies
- **Faithful financial development** and stewardship
- Availability to wider community for funerals, weddings, special worship programs, and as a representative of the churches to local organizations
- Counseling, listening and referral
- Study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- Energizing and deepening the spiritual connections and faith understandings of others in all they do

Core Competencies:

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

- **Have a sound knowledge of scripture and be true to the bible**
- **Be compassionate and outreach minded with vision for the future**
- **Be active in the community, approachable, engaging and motivational**

## 1C. COMPENSATION AND SUPPORT

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Salary Basis *(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance)*: **\$ 42,176 (estimate to be adjusted based on discussion with candidate)**

Benefits *(choose one)*:

Salary plus Benefits: **Total projected compensation and benefits- \$69,177**

What is the expected living situation for your next minister *(e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)*? **Parsonage**

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

**The parsonage is within a very short drive of both churches.**

State any incentives *(e.g. school debt reduction or retention bonus after a certain number of years in position)*: **Although not guaranteed, we have been generous with incentives such as spiritually reenergizing trips, etc. for previous pastors.**

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

**Ebensburg Area Clergy, Somerset Association**



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

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

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

**We hope to become more involved and engaged with the community through mission service, ecumenical endeavors, and especially ministry for young families.**

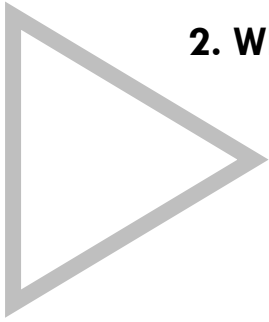
Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

**Although we have always supported various outreach ministries, we seek leadership by a minister who will excite us to do more, to get out of the pews and do all we can to make a difference, a minister who will become knowledgeable of available resources and outlets.**

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling. **None**

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

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



## 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 flock is called to be like Jesus. However, the flock is comprised of individuals with various strengths and weaknesses. Each sheep tends to wander off in a different direction tending only to their own needs with minimal success toward reaching the goal. We hope to find a shepherd who can:**

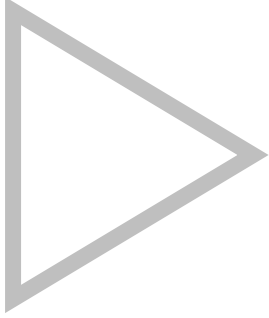
- **Provide scriptural leadership**
- **Inspire each sheep to be the best they can be**
- **Nurture the disheartened**
- **Comfort the sick**
- **Guide us into an uncertain future while we are here on earth**

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

*For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

**With a stable population in the local region, we have an opportunity to evaluate, without a moving target, what segments of the population in our area may not experience a welcoming church home. Who is in the margins? In the shadows? Who feels like an alien? For example, while over 70% of children in our area are in married-couple households, nearly 30% are raised by a single mother or single father. Do single parents feel welcome in church? Is there a nursery for infants and small children? How could the church support parents in their challenges? Do young singles feel comfortable coming to church alone? Do adults with mental disabilities or children with autism have access to a church service friendly to their unique needs? Does our LGBTQ+ community have a safe place to worship and eat at God’s table, free from harassment and judgment, a place that affirms their dignity? Can we reimagine and create new “church” spaces for those that are not comfortable in a traditional worship service? What is our commitment to caring for Creation? This is an Esther moment. This is our chance to become the church of the “extravagant welcome.”**

### 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.

*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?*

**We believe that all are welcome in God’s church. The mission of our church family is to grow in Christian unity, fellowship and membership by reflecting Christ in our daily lives. We believe that God is good all the time and all the time God is good. Of course we understand that the Holy Spirit moves and does wonderful things among us, but we also realize that we all can improve upon the recognition that the Holy Spirit is a constant, there to help and guide us through all of life’s trials and tribulations big and small, we need only ask for God’s grace.**

Describe several strengths or positive qualities of your congregation.

**Hard-working**

**Tight-knit and family oriented, we take care of one another**

**We attempt to involve as many members on our boards and committees as possible.**

**Participate in helping the community with spiritual, and financial needs.**

Describe what worship is like when your congregation gathers.

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

**Worship is a traditional service held in the sanctuary, biblical-based and encouraging with participation of members of the congregation, in various lay person roles.**

**Baptisms are very joyful and personal with the Pastor, family members and congregation all participating in the service as one church family.**

**Some words that describe good preaching are; engaging, thought provoking, moving, from the bible and the heart, still think about the sermon days later.**

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

*For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?*

**Youth of the church are encouraged to attend Sunday school from a very young age. Followed by a confirmation class at the appropriate age. Bible studies held periodically, with various topics out of the bible.**

**South Church has a positive connection with Camp Living Waters, participating as campers, counselors and directors for many years. The extended youth ministry has had a positive impact on the membership and we continue to support the camp financially and through volunteer leadership.**

**Biblical Citizenship classes held at South Church in the fall of 2023.**

Describe how your congregation is organized for ministry and mission.

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

**Operations of the church are accomplished by membership staffed boards and committees, each organized to manage different aspects of the church such as; spiritual and worship, buildings and properties, education, finances and stewardship, hospitality, music and so on. Each board makes general decisions on its responsibilities with the entire congregation making major decisions at quarterly and special called meetings. Board and committee decisions made throughout each quarter are communicated to the congregation at quarterly meeting; each board also provides a report of activities that occurred through the quarter. Board and committee vacancies are filled annually by the church's nominating committees who seek volunteers from the congregation.**

When it comes to decision-making, how many hours are spent in meetings per month? **Monthly board meetings typically last 1-1/2 hours. Committees at South church meet more on a quarterly or as needed basis.**

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? **Several years ago the bell tower at First Church reached a dangerous need of repair to avoid possible failure. Although this would prove to be an enormous financial cost, the board of trustees sprung to action securing the necessary funds to begin immediate repair work. The congregation then responded remarkably to a capital fund campaign effort to repay the cost of the repairs.**

**South Church experienced groundhogs weakening the structural foundation of the church. Much like First Church our trustees took the lead to have the church lifted, repairing the foundation and creating a, much needed basement to be used for church and community functions. To keep costs low, church members volunteered in many areas from placing foundation stones for landscaping to carpentry, painting and more.**

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

Church#: 620650										
Assoc: 660      Schedule: 0      First United Church of Christ      Ebensburg      PA      15831										
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR EDV		CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2013	329	80	33		1	0	5	4	-11	13
2014	327	80	19		0	0	2	4	0	-2
2015	327	80	19		0	0	0	0	0	0
2016	327	80	19		0	0	0	0	0	0
2017	327	80	19		0	0	0	0	0	0
2018	327	80	19		0	0	0	0	0	0
2019	327	80	19		0	0	0	0	0	0
2020	327	80	19		0	0	0	0	0	0
2021	327	80	19		0	0	0	0	0	0
2022	105	35	11		0	0	0	222	0	-222
2023	105	35	11		0	0	0	0	0	0
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2013	\$115,670	\$0	\$6,832	\$988	\$7,900	\$0	\$7,900	5.99	\$123,570	\$124,953
2014	\$72,554	\$0	\$7,229	\$1,147	\$8,376	\$2,310	\$10,886	9.96	\$83,240	\$112,385
2015	\$72,554	\$0	\$6,305	\$1,031	\$7,336	\$0	\$7,336	8.09	\$79,890	\$0
2016	\$72,554	\$0	\$5,373	\$394	\$5,767	\$0	\$5,767	7.41	\$78,321	\$0
2017	\$72,554	\$0	\$4,080	\$1,005	\$5,085	\$0	\$5,085	5.82	\$77,639	\$0
2018	\$72,554	\$0	\$4,004	\$426	\$4,430	\$0	\$4,430	5.52	\$76,984	\$0
2019	\$72,554	\$0	\$3,762	\$358	\$4,118	\$0	\$4,118	5.19	\$76,672	\$0
2020	\$72,554	\$0	\$3,162	\$171	\$3,333	\$0	\$3,333	4.36	\$75,887	\$0
2021	\$72,554	\$0	\$4,365	\$402	\$4,767	\$0	\$4,767	6.02	\$77,321	\$0
2022	\$115,220	\$0	\$3,163	\$414	\$3,577	\$0	\$3,577	2.75	\$118,797	\$0
2023	\$115,220	\$0	\$5,825	\$882	\$6,687	\$0	\$6,687	5.06	\$121,907	\$0
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR EDV/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2018-2023	-67.89	-56.25	-42.11	0.00	0.00	58.81	50.95	58.35		
2013-2023	-68.09	-56.25	-66.67	-100.00	-100.00	-0.39	-15.35	-1.35		

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.

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



Church#: 620660

Assoc: 060      Schedule: 0      South Ebensburg United Church of Christ      Portage      PA      15940

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2013	113	30	13	5	0	0	1	0	4
2014	109	34	7	0	1	1	1	0	1
2015	108	25	0	0	0	1	1	0	0
2016	107	28	0	0	0	0	5	0	-5
2017	101	33	0	0	0	0	6	0	-6
2018	103	32	3	1	0	2	1	0	2
2019	98	32	3	0	0	0	4	1	-5
2020	98	25	0	0	0	0	4	1	-5
2021	98	24	0	0	0	1	1	0	0
2022	98	23	0	0	0	0	0	0	0
2023	95	22	0	0	0	0	2	1	-3

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
2013	\$19,930	\$0	\$2,000	\$905	\$2,905	\$0	\$2,905	10.04	\$22,835	\$0
2014	\$2,100	\$0	\$2,000	\$1,750	\$3,750	\$1,888	\$5,638	65.24	\$7,738	\$21,647
2015	\$11,095	\$0	\$1,750	\$2,049	\$3,799	\$1,110	\$4,909	14.59	\$16,904	\$0
2016	\$18,480	\$0	\$0	\$3,731	\$3,731	\$2,019	\$5,750	0.00	\$24,230	\$26,212
2017	\$25,203	\$0	\$1,750	\$408	\$2,158	\$1,615	\$3,773	6.94	\$28,976	\$31,625
2018	\$13,296	\$0	\$1,750	\$953	\$2,703	\$1,728	\$4,431	13.16	\$17,727	\$32,479
2019	\$13,296	\$0	\$2,368	\$300	\$2,668	\$0	\$2,668	17.79	\$15,962	\$0
2020	\$23,961	\$0	\$2,020	\$2,720	\$4,740	\$1,444	\$6,184	8.43	\$30,145	\$30,418
2021	\$26,615	\$0	\$2,095	\$2,730	\$4,825	\$3,453	\$8,278	7.87	\$34,893	\$27,684
2022	\$17,353	\$0	\$1,750	\$3,140	\$4,890	\$1,637	\$6,527	10.08	\$23,880	\$24,832
2023	\$20,861	\$0	\$1,750	\$845	\$2,595	\$3,494	\$6,089	6.30	\$26,950	\$27,422

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2018-2023	-7.77	-31.25	-100.00	-100.00	200.00	96.90	-4.00	52.03
2013-2023	-15.93	-26.67	-100.00	-100.00	200.00	4.67	-10.67	18.02

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:	South-51 First-88	
Number of active non-members:	South-7 First-6	
Total of church participants (sum of the numbers above):	South-58 First-94	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	S-50% F-89%	X
Less than 10, more than 5 years:	S-5% F-6%	X
Less than 5 years:	S-1% F-5%	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>
S-2	S-0	S-2	S-6	S-6	S-6	S-5	S-23	S-8	X
F-7	F-3	F-0	F-2	F-5	F-11	F-8	F-22	F-40	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	S-6% F-2%	X
Households with minors:	S-14% F- 3%	X
Single adults age 35-65:	S-4% F-8%	X
Joint households with no minors:	S-40% F-23%	X
Single adults over 65:	S-15% F-34%	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	S-95% F-41%	(Estimate for both)
College:	S-35% F-34%	(Estimate for both)
Graduate School:	S-2% F-15%	(Estimate for both)
Specialty Training:	S-3% F-5%	(Estimate for both)
Other (please specify):	S-1% F-N/A	(Estimate for both)

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	S-45% F-38%	(Estimate for both)
Adults who are retired:	S-40% F-51%	(Estimate for both)
Adults who are not fully employed:	S-15% F-11%	(Estimate for both)

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

**Both congregations’ ranges include occupations of blue collar and service related industry up to technical and professional fields.**

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?

**Although the origins of each church were Welsh, there is now a blend of a variety of ethnic backgrounds. The racial make-up of the congregations is synonymous with that of the area which is very homogenous, 97% of the population identify as White/Non-Hispanic. Diversity in our context means that the spiritual opportunities at our churches are for anyone, with race or ethnicity being no factor.**

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.**

### 3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>



Adult Groups or Classes	S-0 F-8	Pastor, lay persons
Baptisms ( <i>number last year</i> )	S-0 F-2	Pastor
Children's Groups or Classes	S-0 F-15	Pastor, Christian Ed. Coordinator, Lay persons
Christmas Eve and Easter Worship	S-35 avg. F-52/60	Pastor & Deacons (South)
Church-wide Meals	S-30 F-40	Pastor, Social/Hospitality Committee, Women's Fellowship, Deacon Board
Choirs and Music Groups	S-4 F-15	Chime Bell Choir Volunteers Music Director (combined churches)
Church-based Bible Study	S-0 F-0	Pastor, lay persons
Communion ( <i>served how often?</i> )	S-30, 12/yr F-40, 13-15/yr	Pastor
Community Meals	S-0 F- 2 meals/yr	Vendor Fair (First Church) Community Flea Market
Confirmation ( <i>number confirmed last year</i> )	S-0 F-0	Pastor
Drama or Dance Program	S-0 F-0	
Funerals ( <i>number last year</i> )	S-1 F-3	Pastor
Intergenerational Groups	S-0 F-0	
Outdoor Worship	S-12 F-20	Pastor, Deacons Held occasionally
Prayer or Meditation Groups	S-15 F-18	Pastor Prayer chain
Public Advocacy Work	S-3 F-4	Lay persons, Deacons Visitation/Food Box/ 25:40 Fund

Retreats	S-1 Directors F-0	Camp Living Waters
Theology or Bible Programs in the Community	S-1 F-0	Biblical Citizenship
Weddings ( <i>number last year</i> )	S-1 F-0	Pastor, Lay Minister
Worship (time slot: 8:30 am)	S-22	Pastor, Organist, Deacons
Worship (time slot: 11:00 am) Worship (summer: 10:00 am)	F-32	Pastor, Music Director, Deacons
Young Adult Groups or Classes	S-0 F-0	
Youth Groups or Classes	S-0 F-11	Christian Education Coordinator
Other- Sight and Sound Trips	Joint-50	Member Volunteer

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rosemary Baumgardner			Ordained	Yes
Andy Jones			Lay Minister	No
Rev. William Thwing			Ordained	Yes


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:

**Reverend Bill Thwing maintains membership while living outside of the area. Bill was a very well-liked Pastor at both churches for a number of years until his semi-retirement. He was definitely a people person with an abundance of energy and when he and his family periodically return and join in worship, they bring much happiness to those who remember them fondly.**

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
Church Secretary	No	Part time	Deacons	30+ years
Music Director (1 <sup>st</sup> ) Organist (South)	No	Part time Volunteer	Deacons Self	20+ years 55+ years

**REFLECTION**

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

**Participation in the activities currently offered is average, there is definitely an indication of a need for more community oriented programs as well as youth/younger adult activities, especially activities that would attract younger people who currently do not attend either church.**

**3e. CHURCH FINANCES**

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

Source	Amount
Annual Offerings and Pledged Giving	\$106,406- F \$26,544- S
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$1,323- F

Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$0 - F
Fundraising Events	\$5,539- F \$5,154- S
Gifts Designated for a Specific Purpose	\$4,440 - F \$1,050- S
Grants	\$ 0
Rentals of Church Building	\$4,015 - F
Rentals of Church Parsonage	\$13,200 - F
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$0
Transfers from Special Accounts	\$439 -S
Other (specify): Interest on Investment/CD/Checking	\$6,617- S
Other (specify): Capital Campaign – First Church	\$3,348 - F
<b>TOTAL</b>	<b>\$134,100 - F</b> <b>\$39,804- S</b>

Current annual expenses (dollars budgeted for most recent fiscal year):

**\$122,062 - First, \$26,665- South**

*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.*

First United Church of Christ		2023 Expected	2024 Proposed	% Change
<b>A. Benevolence</b>				
***	<b>Total Benevolence - Pass Thru \$</b>	\$ 5,000	\$ 5,000	0.00%
<b>B. Pastoral Ministry - Deacons &amp; Trustees</b>				
	1 Pastor's Salary	\$ -	\$ -	#DIV/0!
	1a Substitute Pastor	\$ 5,200	\$ 5,200	0.00%
	2 Pastor's Utility Allowance	\$ -	\$ -	#DIV/0!
	3 Pastor's Accountable Plan	\$ -	\$ -	#DIV/0!
	4 Pastor's Travel Expenses	\$ -	\$ -	#DIV/0!
	5 Pastor's Pension Dues	\$ -	\$ -	#DIV/0!
	6 Pastor's Medical	\$ -	\$ -	#DIV/0!
	7 Pastor's Life/Disability Insurance	\$ -	\$ -	#DIV/0!
	8 Pastor's Social Security	\$ -	\$ -	#DIV/0!
	9 Pastor's Continuing Ed Allowance	\$ 200	\$ 200	0.00%
	10 Youth Ministry Staff	\$ -	\$ -	#DIV/0!
	11 Youth Ministry Staff SS & Medicare	\$ -	\$ -	#DIV/0!
	12 Youth Ministry Supplies	\$ 1,000	\$ 1,000	0.00%
	<b>Total Pastoral Ministries</b>	\$ 6,400	\$ 6,400	0.00%
<b>C. Worship Service -Deacons</b>				
	1 Salary Choir Director/Organist	\$ 9,573	\$ 9,573	0.00%
	2 Substitute Organist	\$ 100	\$ 100	0.00%
	3 Salary Church Secretary	\$ 12,073	\$ 12,073	0.00%
	4 Church's Share SS & Medicare	\$ 1,656	\$ 1,656	0.00%
	5 Office Supplies & Postage	\$ 2,000	\$ 4,000	100.00%
	6 Music Program	\$ 300	\$ 300	0.00%
	7 Somerset Assoc Dues/Delegate	\$ 150	\$ 150	0.00%
	8 Education & Literature	\$ -	\$ -	#DIV/0!
	9 Website Expenses	\$ -	\$ -	#DIV/0!
	10 Miscellaneous Expenses	\$ 200	\$ 200	0.00%
	11 Pulpit Supplies	\$ 50	\$ 50	0.00%
	12 Worker's Compensation	\$ 400	\$ 400	0.00%
	13 Bell Choir Expenses	\$ 250	\$ 250	0.00%
	14 Fellowship Meals	\$ 1,000	\$ 1,000	0.00%
	15 Payroll tax filing		\$ 1,500	
	<b>Total Worship Service</b>	\$ 27,752	\$ 31,252	12.61%
<b>D. Church Properties- Trustees</b>				
***	<b>1 Building Fund - Pass Thru \$</b>	\$ 4,800	\$ 4,800	0.00%
	2 Cleaning expense	\$ 6,000	\$ 6,000	0.00%
	4 Custodian Supplies	\$ 500	\$ 500	0.00%
	5 Heating & Gas	\$ 10,000	\$ 10,000	0.00%
	6 Electric	\$ 3,000	\$ 3,000	0.00%
	7 Water & Sewage	\$ 1,700	\$ 1,700	0.00%
	8 Telephone & Internet	\$ 3,000	\$ 1,500	-50.00%
	9 Insurances	\$ 7,000	\$ 7,000	0.00%
	10 Repair & Maintenance	\$ 20,000	\$ 20,000	0.00%
	11 Garbage Disposal	\$ -		#DIV/0!
	12 Donation to Dauntless & Lloyd	\$ 1,000	\$ 1,000	0.00%
	13 Parking Lot Snow Removal	\$ 4,500	\$ 6,000	33.33%
	14 Copier Maintenance Expense	\$ 100	\$ 250	150.00%
	15 Piano & Organ Repair	\$ 300	\$ 300	0.00%
	16 Lawn Maintenance Expense	\$ 5,000	\$ 5,000	0.00%
	17 Miscellaneous Expenses	\$ 200	\$ 200	0.00%
	19 Computer Expense	\$ 200	\$ 200	0.00%
	<b>Total Church Properties</b>	\$ 67,300	\$ 67,450	0.22%
<b>E. Board of Education - Christian Education</b>				
	1 Living Waters Tuition	\$ 400	\$ 400	0.00%
	2 Support Camp Living Waters	\$ 400	\$ 400	0.00%
	3 Christian Programs	\$ 1,000	\$ 1,000	0.00%
	<b>Total Board of Education</b>	\$ 1,800	\$ 1,800	0.00%
	<b>Totals</b>	\$ 108,252	\$ 111,902	3.37%
***	Pass thru accounts	\$ 9,800	\$ 9,800	0.00%
	<b>Projected annual expense</b>	\$ 98,452	\$ 102,102	3.71%

FIRST UNITED CHURCH OF CHRIST

FINANCIAL SECRETARY'S 2023 QUARTERLY REPORT

CATEGORY	LAST RPT	OCTOBER	NOVEMBER	DECEMBER	YEAR TO DATE
CURRENT EXPENSE	\$ 50,289.75	\$ 4,614.60	\$ 5,922.30	\$ 6,515.70	\$ 67,342.35
UCC BENEVOLENCE	\$ 2,987.15	\$ 417.40	\$ 291.70	\$ 366.80	\$ 4,063.05
BUILDING FUND	\$ 2,589.80	\$ 372.00	\$ 363.00	\$ 360.50	\$ 3,685.30
LOCALBENEVOLEN	\$ 1,036.00	\$ 213.00		\$ 130.00	\$ 1,379.00
BASKET RAFFLE	\$ 2,175.00			\$ 3,364.00	\$ 5,539.00
CD INTREREST		\$ 649.77	\$ 466.32	\$ 550.39	\$ 1,666.48
DEACON BOARD	\$ 398.00			\$ 176.00	\$ 574.00
BULLETINS	\$ 210.00			\$ 40.00	\$ 250.00
MISC.	\$ 175,977.11	\$ 1,476.00	\$ 25.00	\$ 20,455.00	\$ 197,933.11
PITTSBURG FOUNDATION	\$ 38,530.71				\$ 38,530.71
<b>SUBTOTAL</b>	<b>\$ 274,193.52</b>	<b>\$ 7,742.77</b>	<b>\$ 7,068.32</b>	<b>\$ 31,958.39</b>	<b>\$ 320,963.00</b>
PARSONAGE	\$ 10,800.00			\$ 2,400.00	\$ 13,200.00
HALL RENT #	\$ 3,305.56	\$ 12.00	\$ 84.00	\$ 463.38	\$ 3,864.94
AA	\$ 100.00				\$ 100.00
ANON	\$ 50.00				\$ 50.00
<b>SUBTOTAL</b>	<b>\$ 14,255.56</b>	<b>\$ 12.00</b>	<b>\$ 84.00</b>	<b>\$ 2,863.38</b>	<b>\$ 17,214.94</b>
INTEREST INCOME	\$ 1,322.68				\$ 1,322.68
MEMORIALS	\$ 655.00		\$ 100.00		\$ 755.00
BELL FUND	\$ 30.00			\$ 10.00	\$ 40.00
MUSIC FUND					\$ -
CHRISTIAN ED					\$ -
CAPITAL CAMPAIGN	\$ 3,303.00			\$ 5.00	\$ 3,308.00
					\$ -
<b>SUBTOTAL</b>	<b>\$ 5,310.68</b>	<b>\$ -</b>	<b>\$ 100.00</b>	<b>\$ 15.00</b>	<b>\$ 5,425.68</b>
<b>GRAND TOTAL</b>	<b>\$ 293,759.76</b>	<b>\$ 7,754.77</b>	<b>\$ 7,252.32</b>	<b>\$ 34,836.77</b>	<b>\$ 343,603.62</b>

JAN MISC,	\$ 88,055.01	MATURE CD
MAR MISC.	\$ 37,000.00	BUMFORD ESTATE
AUG MISC.	\$ 50,000.00	BEQUEST
DEC MISC.	\$ 20,000.00	DONATION

South Ebensburg UCC Budget		
Explanation	2024 Budget	Notes
<b>Salary/Benefits Proposed</b>		
Salary/Housing Allowance	0	<i>First paying salary</i>
Car Expense	0	<i>50% of 2,000</i>
Dues & Annuity (Pension)	0	<i>First church pays</i>
Health/Dental	0	<i>100%</i>
Housing Allowance	0	<i>100%</i>
Parsonage/ Insurance	0	<i>Is rented currently</i>
	\$ -	
<b>Church Operations</b>		
Supply Pastors	5,200	
Deacons	500	
Benevolence Fund +25 don	525	
Trustees	500	
Heat/Gas	1,700	
Electricity	1,800	
Insurance	2,007	<i>1 Yr contract</i>
Supplies	1,100	
Flower/Altar Committee	350	
Social Committee	350	
Special Projects (Flooring)	2,500	
Sight & Sound Bus	1,262.50	<i>Daniel Trip (1/2 bus price)</i>
	\$ 17,794.50	
<b>Missions</b>		
PWC Wider Missions	1750	
OGHS	100	
Veterans of the Cross	100	
Homewood Homes	100	
Neighbors in Need	100	
PLAN (Childreach)	432	<i>\$108 a quarter</i>
Camp LW/Scholarships	1250	<i>youth scholarships/fishing fundraiser</i>
Somerset Association	100	<i>Dues = \$1/member</i>
Lloyd Cemetary	500	
	\$ 4,432.00	
<b>Total Expense</b>	<b>\$ 22,226.50</b>	

<b>SOUTH EBENSBURG UNITED CHURCH OF CHRIST</b>			<b>Final 2023</b>		
<b>SALARY/BENEFITS EXPENSES</b>	<b>2023 Budget</b>	<b>Cumulative</b>	<b>Final Left</b>		
Mileage	-	0	-		
Health/Dental Insurance	-	0	-		
Utilities/Housing	-	0	-		
<b>TOTAL S/B EXPENSES</b>	<b>\$ -</b>	<b>-</b>	<b>-</b>		
<b>CHURCH OPERATIONS EXPENSE</b>					
Supply Pastors/Speakers	<b>5,200</b>	5,100.00	100.00		
Deacons	<b>500</b>	482.36	17.64		
Benevolence Fund (+25) donation	<b>525</b>	525.00	0.00		
Trustees (Tree Trim 975.)	<b>500</b>	1,548.93	(1,048.93)		
Heat/Gas	<b>1,700</b>	1,400.24	299.76		
Electricity	<b>1,800</b>	1,440.95	359.05		
Insurance	<b>1,670</b>	1,947.00	(277.00)		
Supplies	<b>1,000</b>	778.93	221.07		
Flower/Altar Committee	<b>350</b>	404.38	(54.38)		
Social Committee	<b>350</b>	136.46	213.54		
Sight & Sound Bus Tickets/Meal/Bus	<b>1,238</b>	5,939.10			
Special Projects (Bible 600/TV Stand 439.13)		1,158.13			
<b>TOTAL Operating EXPENSE</b>	<b>\$ 14,833.00</b>	<b>\$20,861.48</b>	<b>\$ (169.25)</b>		
			15,002.25		
<b>MISSENS</b>					
PWC Wider Missions	<b>1,750</b>	1,750.00	-		
One Great Hour of Sharing +100 coll	<b>100</b>	160.00			
Vets of the Cross	<b>100</b>	155.00			
Homewood Homes	<b>100</b>	100.00			
Neighbors in Need	<b>100</b>	145.00			
Childreach (PLAN)	<b>384</b>	420.00	(36.00)		
Camp Living Waters	<b>1,250</b>	1,395.00			
Somerset Association	<b>100</b>	100.00	-		
Lloyd Cementary	<b>500</b>	500.00	-		
Johnstown Family Kitchen (93 SB +185 Thkg)		278.00			
Prison Ministry		40.00			
Ebensburg Food Pantry (60 +167)		227.00			
Victim Services		65.00			
Holidaysburg VA		45.00			
City Plan Adoption Agency (C Eve & candles)		424.00			
<b>TOTAL Missions</b>	<b>\$ 4,384.00</b>	<b>5,804.00</b>	<b>(36.00)</b>		
<b>TOTAL BUDGET</b>	<b>\$ 19,217.00</b>	<b>\$26,665.48</b>	<b>\$ (205.25)</b>		
<b>REVENUE</b>			<b>Total Giving</b>		
Current Giving +Easter offering			23,298.00		
Missions			1,665.00		
Special Offerings:			800.00		
Donations: Scanlan Family/Dumm/J Makin Honor			1,050.00		
Checking Interest			2.59		
Sight & Sound Trip			5,154.00		
Holiday Offerings- Thanksgiving/Christmas/Candles			609.00		
Other Income - REA credit/Poinsettia Payments/ benevolence			172.42		
Transfer from 1st Summit			439.13		
<b>TOTAL REVENUE</b>			<b>\$ 33,190.14</b>		
<b>INTEREST</b>					
<b>INVESTMENTS/CD'S</b>	<b>Begin Balance</b>	<b>Transfer Out</b>	<b>Action</b>	<b>Interest</b>	<b>12/31/23</b>
1st Summit Money Market - Closed Oct 2023	9,128.75	9,133.19	Closed 10/23	4.44	0
FNB 13 mo CD (5.25%) S Medellian Endowment	5,000.00		Opened 10/23		5,000.00
FNB 9 mo Flex CD (4.50%) #4182 10/30/23	3,694.06		Opened 10/23		3,694.06
FNB 9 Mo Fle CD (4.25%) #0528 6/23/23	10,000.00		Opened 6/23	210.87	10,210.87
Stifel Investments	47,731.55		54,131.07	6,399.52	54131.07
Checking Interest - FNB				2.59	
<b>TOTAL INTEREST</b>				<b>\$ 6,617.42</b>	
<b>LIQUID ASSETS</b>					
	<b>12/31/2023</b>				
Stifel	54,131.07				
FNB CD - 9 Mo	3,694.06				
FNB CD - 9 Mo	10,210.87				
FNB CD - 13 Mo (Endowment)	5,000.00				
FNB Checking Acct	11,975.68				
<b>TOTAL ASSETS</b>	<b>\$ 85,011.68</b>				
<b>Funeral Funds</b>	<b>\$ 945.40</b>				
TOTAL INCOME 2023	<b>\$ 39,807.56</b>				
TOTAL EXPENSES 2023	<b>\$ 26,665.48</b>				

w/o tickets  
special pro.  
15,002.25



Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **46.3% - First, 52%- South 2023/2024 show budgets without an employed pastor. The percentages reflected above would be the support numbers for 2019.**

Has the church ever failed to pay its financial obligations to a minister of the church? **No**

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)

Our Church’s Wider Mission (OCWM – Basic Support)

One Great Hour of Sharing

Strengthen the Church (First Church only)

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%) **10% at both churches**

What is the church’s current indebtedness?

Total amount of loan debt: **0**

Reason for debt: **N/A**

Are capital and other payments current? **N/A**

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.

**First Church is currently repairing stained glass windows in the church.**

**South Church installed carpeting in the Narthex – 2024, \$2,012, and Siding on a portion of the exterior - \$2000.**

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

Year(s)	Purpose	Goal	Result	Impact
2022/2023	Stained Glass Windows (First)	33,000/window	132,000.00	Maintain Historic Building
2018	Roof/Windows (South)	\$11,700	11,700.00	Maintain Historic Building
2022	Trees (South) Removed/Parking Lot	\$10,000	14,000	Maintain Parking Area
2023	First Church Roof Window coverings HVAC repair		24,000 5,946 5,693	Maintain Historic Building
2021	Jenkins Bldg Roof		32,400	Maintain Historic Building

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2024	Replace Siding & Carpeting (South)	\$4,000	\$3,587	Maintain Historic Building

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. **The improvements are necessary upkeep of the properties**

Does your church have an endowment? **First- Yes, South- No**

What is the market value of the assets? **\$250,000 – First (church value)**

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

**Certain Circumstances**

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

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **None**

At the current rate of draw, how long might the endowment last? **N/A**

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings):

**\$114,000 (CD held by First), \$18,905 (CD held by South)**

Investments (other than endowment): **\$54,132- South      \$330,000 - First**

Does your church have a parsonage? **Yes - First**

Fair market rental value of the parsonage: **\$14,400 year**

How is the parsonage used? **Pastor home/Currently Rental**

Street / City / State / Zip: **206 Maplebrook Road, Ebensburg, PA 15931**

Finished square footage: **1,650, not including basement and third floor**

Number of Bedrooms, Number of Bathrooms: **3 or 4 bedrooms, 2.5 baths**

Assessed real estate value: **\$341,000 replacement value**

Available for minister residence: **Yes**  
Expected minister residence: **Yes**  
Condition of structure, systems and appliances: **Good+**  
Entity in the church responsible for review and needed repairs:  
**First Church Trustee Board**

Describe all buildings owned by the church:

**The South Ebensburg church is a historic building, founded in 1867. It has been well preserved and continues to be updated to accommodate the needs of the congregation. The sanctuary contains 8 pews that can accommodate 80 comfortably. The back half of the church contains 4 rooms to be used for Sunday school, and other needs. The basement is available for meetings and meals and can accommodate approximately 55 people. A prayer garden was added to the front lawn area for community use.**

**First Church is also a historic structure built in 1869 and renovated several times since. The church contains a large sanctuary with a wonderful pipe organ and seating for over 200. The Jenkins Educational Building was built in the late 1950's and contains the Pastor and Secretary offices, several classrooms, and a large fellowship hall with commercially equipped kitchen. Many community organizations are provided use of the classrooms and meeting rooms of the education building. The parsonage is located in a residential development approximately one and a half miles from the church and is described in detail earlier in the profile.**

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.*)

**South- Worship Space, First- Worship Space, Fellowship Space, Educational Space**

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?*

**Budgets are created by the finance committees and presented to the congregations for approval. Major changes to the budget come from the finance committee based on the approved requests from the various boards, depending on projects or initiatives they develop. In 2017 South Church increased the budget by \$2,500 in order to carry out activities for their 150<sup>th</sup> Celebration. In 2018 First Church made a budget increase of \$5,682 for Youth Ministry. More recently both churches have budgeted to handle major property improvements.**

### 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.

**Both churches are extremely proud of the longevity they have enjoyed, First Church existing since 1797 and South Church since 1867. Our most significant event within the past ten years has been the retirement of two settled Pastors. First Church celebrated their 225<sup>th</sup> Anniversary in July of 2022. South Church celebrated it's 150<sup>th</sup> Anniversary in July 2017.**

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

#### **Search processes for interim and settled Pastors**

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement...." Describe your congregation's values and practices when it comes to conflict.

*For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)*

**There are protocols in place for managing conflict, however in some instances we have tended to voice displeasures, etc. amongst ourselves rather than trust in the protocol. We will seek further guidance from the Conference and Association if conflicts arise that we cannot resolve ourselves.**

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

Staff member's name	Years of service	UCC Standing (Y/N)
Ryan Lucas	2019-2021	Y
Ryan & TJ Lucas – Student Interims	2018-2019	N
Rev. Charles Davis	2011-2018	Y
Rev. William Thwing	1996-2009	Y
Rev. Robert Smitley	1991-1995	N
Rev. Edmund Jenkins	1951-1989	Y

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

**We have learned that an open line of communication between the pastor and the flock is critical and that the congregation needs to be available to support the Pastor in times of need. Just because the Pastor is the spiritual leader does not mean that they don't also need support and care from the congregation.**

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

**Yes**

Has your church been involved in a Situational Support Consultation?

**Yes**

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?

*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?*

**Operation Christmas Child, Prison Ministry, St. Vincent DePaul Ministry, and PLAN International child sponsorship, Ebensburg Ministries Area Clergy, Veterans Home/Victim Services/Adoption Agency/School Backpack Program (special collections).**

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

**Limited participation currently, but are making a better effort to participate.**

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 open to possibilities**

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

**Participation in; Ebensburg Homecoming activities, Ebensburg Clergy Association, Ebensburg Ministerium, Dickens of a Christmas events, Camp Living Waters activities.**

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.

**We acknowledge the need to carry out our stated mission outside of the church's walls and also agree that we need to be more motivated at doing so.**

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?

**We feel that we allow limited flexibility in the Pastor's schedule in order to accomplish community ministry.**

#### 4b. MISSION InSite

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

**In the next ten years, we can expect little change in the overall population of our neighborhoods, although there may be a moderate increase in toddlers and a decline in the population of school age children in the neighborhood surrounding South Church. Children in our area live in two parent households at about the same rate as children across the state of Pennsylvania and the number of families in poverty is somewhat below the state average. The general level of education of adults 25 and older in this area is mixed and the population is closely split between blue-collar and white-collar occupations. We live in a very homogenous racial/ethnic area, with over 97% of our population identifying as White/Non-Hispanic. In the neighborhood surrounding First Church in Ebensburg, the median family income is about the same as the state, while the median family income of South Church's neighbors is somewhat less than the state median.**

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?

**The internal demographics are similar to those of surrounding and other neighborhoods in the area.**

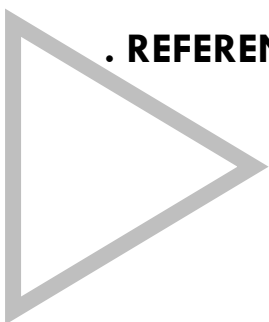
How are the demographics of the community currently shaping ministry, or not?

**Although not completely established, ministry in the area recognizes the calling to become more relevant to young adults.**

What do you hear when you talk to community leaders and ask them what your church is known for? **We are the oldest Welsh church in town, with active prayer chains, and facilities to accommodate community organizations during special events in the area. We are able to host numerous community groups in our educational space. First Church has a Free Food Pantry box located outside, accessible to people at any time.**

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

- \*Marquee Message drew interest**
- \*Greeters make efforts to make all feel welcome**
- \*Family members, grandkids involved in the service**
- \*Monthly coffee hour**
- \*Made to feel welcomed and encouraged to come back.**
- \*Annual trip to a Christian Theatre**



## **. 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

Laverne Ott/Secretary/Office Management

(814) [472-7156](tel:472-7156) [macverne@aol.com](mailto:macverne@aol.com)/Church Secretary for 20+ years, not a church member.

August 7, 2019

The Search Committee,

As secretary at First United Church of Christ for several years, and therefore an *observer*, I will try to offer some insight into the following prompts.

**Areas of Strength:** Sunday School, Bible Study, Visitations, Involvement in the community in all areas, especially offering prayers, love and support to those in need.

**Areas of Improvement:** The involvement of more of the younger members to be more faithful in attending service and becoming active in church programs and social functions which would be an enormous help to the aging members of the church.

**Significant Experience:** My family and I have experienced some health issues over the years. The pastor and the congregation were always there for us with their love, prayers, and support to comfort and sustain us.

**Final Remarks:** I believe that God in his wisdom lead me here some 30 years ago to to serve as church secretary.

In Christ's Love,

LaVerne Ott,  
Church Secretary  
(814) 472-7156



## REFERENCE 2

Carol Deetscreek/Activities Director/Maple Winds Care Center  
Skilled Nursing Home & Personal Care  
(814) 243-2491 Email: johns2662@yahoo.com  
Non-member attending South Church for 2 years.

### **Describe Areas of Strength:**

Fellowship - Small congregation that attracted me after seeing how caring the church was for the Emerich Family as I was the Activity Director at that time in the personal care home they came to. How welcome I feel as a newcomer who works on Sundays.

### **Describe Areas of Improvement:**

To add members to this church. I do see a great opportunity within the walls of the church. The youth are a great addition but don't forget to add those who had change in their life and are looking to fit into a new environment. Also I must share, I don't recognize a lot of the music and would love some songs to be updated Christian songs like "Old Rugged Cross", "Amazing Grace", "How Great Thou Art", and "Here I am Lord".

### **Describe a Significant Experience of the Church Ministry:**

I will start with how welcome I feel and I love the peacefulness I feel when I can attend. I made new friendships and fellowships. I enjoyed being invited to participate in the bus trip to Sight & Sound "Moses" and didn't waste any time to book for Sight & Sound "Daniel". Most of all I felt part of the church during Easter and enjoyed people sharing flowers so everyone was included to place flowers on the cross! Also, I enjoy the videos and choices played.

### **Describe Anything Else You Wish to Share:**

I feel the need to explain, I live close and would drive by on my way to work as an Activity Director in a nursing home. Early every morning the deer in the field around the church would stroll by in the fog or sunrise and almost greet me each morning. It was like a sign to come!

Carol Deetscreek

## REFERENCE 3

Jim Penatzer/Sales Manager

(814)[243-5172/jpenatzer734@hotmail.com](mailto:243-5172/jpenatzer734@hotmail.com)

Spouse of current member at First Church – not a member

My wife Robyn is a member of this church “The First United Church of Christ”

I really admire how somebody each week from this church has flowers placed on the alter, in honor of their own intentions. Usually in memory of a family member, who has since passed, maybe a birthday, or anniversary of some kind. Also, I take notice of how the entire congregation stays in touch, when another fellow member is ill, or tragedy has stricken, or just plain in need of prayers. Someone always gives an update, and they all ask God for these prayers together.

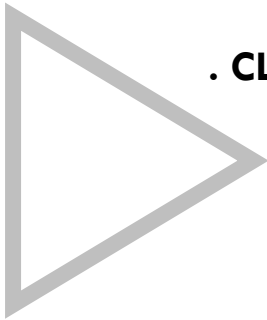
We are now grandparents, with young grandchildren that we enjoy taking to church. The pastors always take a few minutes to speak to just the young ones, talk to them on their own level, tell them a short story, maybe send them home with a small message they can understand, and maybe a trinket of some kind. I believe this all adds to keeping the kids interested and coming back.

I can see this church has been around for a very long time, so they must have been doing things right for a long time. But I can also see there needs to be some change if they want to continue to survive. I’m just an outsider, my wife is the member and, I’m only a welcomed visitor a few Sundays a month. But I can tell you, I see very few young people in the congregation. We seem to be the younger ones at age 60. More needs to be done to invite some youth into the church. I assume a lot of churches probably have this same issue. I wish I had the answer for this, but I don’t.

People also are reluctant to change. Seems the older voting members, appear to be slow to get on board with some fresh ideas. Afraid of spending any money, although it may be needed. I’ve seen older members, although well respected... almost, if not.. seem to chase the younger generation away. Why not, pass on what you know, welcome a fresh face who’s willing to help, and have an open mind with suggestions and the future? Instead of an attitude of “that’s the way we always did it”. I wish I had a more gentle way of saying that, but I don’t. But I have witnessed this.

There is a very nice hall next door, with a fine kitchen. I see some opportunity to get use from it, possibly generate some funds.

My wife worked Sundays most of her life, so she didn’t often make it to church. So when she retired and we moved to Ebensburg, she looked long and hard for a church she could attend weekly, and she chose First United Church of Christ. Everybody made her feel welcome and she was very comfortable. It wasn’t long, before she was getting involved. Flower duty, hospitality committee, singing in the choir, eventually a deacon. I myself go weekly to the Catholic Church early A.M. Sunday morning, but then also join my wife at 11:00 at Church of Christ, because I think you should go together as a family. She also gets me involved quite often. Everybody there also makes me feel very welcome, and I’m happy to be there. I hope our grandchildren continue to attend there, and this church be around for a long time.



## . 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:*

It is our prayer that God will connect us with the pastor whom He has already chosen for us: one who will lead us into the future while embracing our past...one who will open our eyes to new ideas and guide us as we implement any changes...one who will teach us Biblical principles and encourage us to act on them...one who will grow roots in our beautiful town and community and become a part of our family...one who loves all and will walk alongside us as we serve one another.

#### **Romans 8:28**

And we know that in all things God works for the good of those who love him, who have been called according to his purpose.

## 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.*)  
Combined Search Committee, made up of members of each congregation.

2. Additional comments for interpreting the profile:

Note that in many of the tables the designation of “S” for South Church and “F” for First Church.

Signed:

Name / Title / Date:

Robyn Penatzer, Committee Chairperson

9/30/2024

## 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.



Signature:

Name / Title: David J. Ackerman  
Email: david@pennwest.org  
Phone: 724-834-0344  
Date: August 16, 2024

**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*