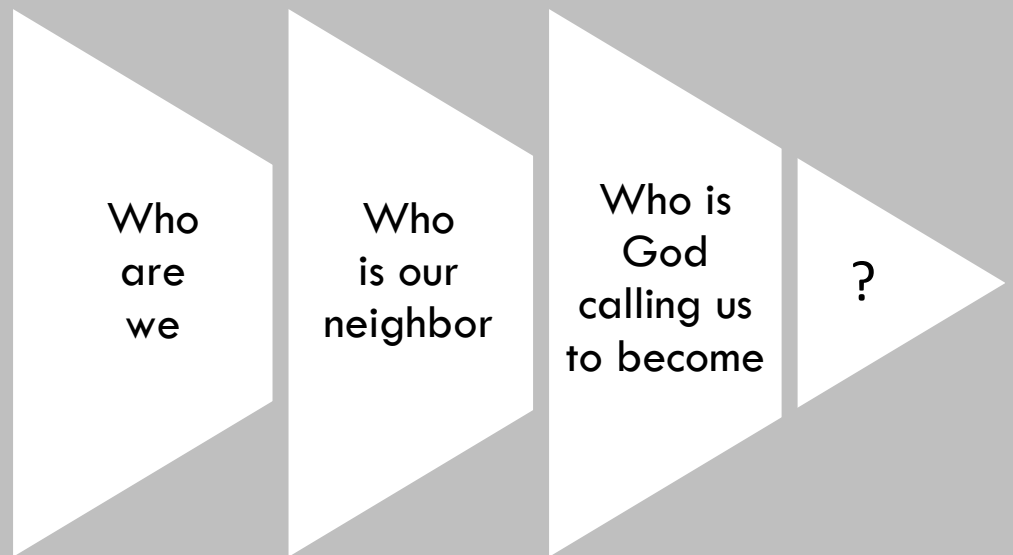


## Search and Call Tools for Congregations

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 Trinity United Church of Christ  
Youngwood, PA 15697

Part Time Pastor

Penn West Conference, Westmoreland Association

December 21, 2023

### 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.

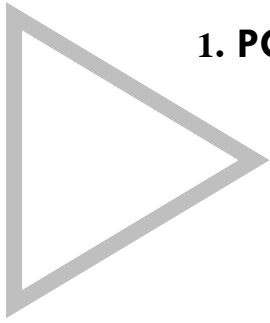
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. 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 Trinity United Church of Christ

Street address: 13 South Fourth Street, Youngwood, PA 15697

Supplemental web links:

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

Conference: Penn West Conference

Association: Westmoreland Association

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

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

Summary Ministry Description:

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

First Trinity UCC is a church that has always been strong in faith and service. We want to grow in our faith and service with a new focus and new minister.

Our church is aging in membership and we need a minister who is supportive and understating to our needs.

Photographs:

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

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

We value our community because everyone knows everyone. There are strong family values, a strong, clean and safe environment with active civic organizations and a government structure that is in touch with the residents.

Current size of membership:

47

Languages used in ministry (*other than English*):

Position Title: Part Time 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*):

¼ Time

Does the total support package meet conference compensation guidelines?

Yes

## 1b. SCOPE OF WORK

---

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

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.)*

Communicative

Flexible

Inspiring Leader

Caring

Considerate, Contributions to day to day functions

## 1c. COMPENSATION AND SUPPORT

---

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

Benefits (*choose one*):

No Benefits

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*)?

No housing provided

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

Responsible for own transportation

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): None

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

Westmoreland Association of Ministers, Association meetings, Westmoreland Association Committee on Ministry, Penn West Conference Committee on Ministry.

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

First Trinity will adapt to the needs of the applicant

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

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

Messages that follow the scripture lessons yet translate to today's problems and lifestyles.

Continue to build our faith through inspirational worship and renewed enthusiastic leadership

Outreach to build membership

Support community causes

Be welcoming to all

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

Involvement in community

Encourage the membership with messages that will spread out and interest others to visit

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

N/A

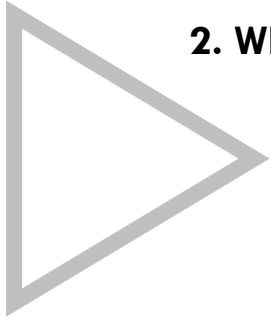
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's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

Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.

Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship

Bringing life to sacred stories and traditions in worship, proclamation, and witness.

Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives.



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

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

Who is God calling you to become as a congregation?

God is calling First Trinity to renew and refocus. A new active leader can bring outside ideas and new thoughts to how we can be better.

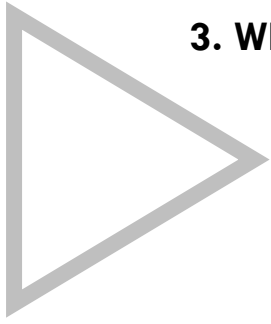
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

*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?*

We do not have a multi-year plan or vision statement. While between pastoral leadership, we tried different service formats, including a bible study/ breakfast service as we persevered to keep the church going between leaders.

We are currently engaged in a social/ community building with a sister congregation through shared services and picnics while looking to expand opportunities as we get to know each other better.





### 3. WHO ARE WE NOW?

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

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

#### 3a. CONGREGATIONAL REFLECTIONS

---

Describe your congregation’s life of faith.

*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?*

First Trinity has a strong core of faithful active members, many who are life-long members with deep family ties. The church is a family that has experienced much and has always been able to serve and worship.

Describe several strengths or positive qualities of your congregation.

Dedicated, generous, compassionate, social, giving of time, talents and tithes, connected for the purpose of worship.

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?*

Inspiring, welcoming, comforting, social, rejuvenation, comradery of worshipping together.

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

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

Our last confirmation class was completed in Spring of 2021, including a baptism. Mostly, the e confirmands have moved to college and service.

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?*

- When it comes to decision-making, how many hours are spent in meetings per month?
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
- 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/No]

We are a small congregation with committees of Board members and others.

### **3b. 11-YEAR REPORT**

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

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



Church#: 622250

Assoc: 664      Schedule: 0      First Trinity UCC      Youngwood      PA      15697

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2011	67	25	0	0	0	0	0	0	0
2012	67	25	0	0	0	0	0	0	0
2013	67	25	0	0	0	0	0	0	0
2014	55	21	0	0	0	0	3	0	-3
2015	54	21	0	0	0	0	0	1	-1
2016	54	21	0	0	0	0	0	0	0
2017	47	22	0	0	0	0	4	0	-4
2018	47	22	0	0	0	0	0	0	0
2019	46	19	0	0	0	0	1	0	-1
2020	46	19	0	0	0	0	0	0	0
2021	48	14	0	5	0	0	5	0	0

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
2011	\$42,857	\$0	\$6,184	\$2,155	\$8,339	\$0	\$8,339	14.43	\$51,196	\$0
2012	\$42,857	\$0	\$4,665	\$2,476	\$7,141	\$0	\$7,141	10.89	\$49,998	\$0
2013	\$42,857	\$0	\$4,110	\$1,424	\$5,534	\$0	\$5,534	9.59	\$48,391	\$0
2014	\$42,857	\$0	\$5,525	\$1,085	\$6,610	\$0	\$6,610	12.89	\$49,467	\$0
2015	\$47,077	\$0	\$5,699	\$1,948	\$7,647	\$1,325	\$8,972	12.11	\$66,049	\$36,083
2016	\$47,077	\$0	\$5,067	\$941	\$6,008	\$0	\$6,008	10.76	\$53,085	\$0
2017	\$47,077	\$0	\$5,813	\$926	\$6,739	\$0	\$6,739	12.35	\$53,816	\$0
2018	\$47,077	\$0	\$5,722	\$965	\$6,687	\$0	\$6,687	12.15	\$53,764	\$0
2019	\$45,766	\$0	\$5,202	\$939	\$6,141	\$32	\$6,173	11.37	\$51,939	\$34,657
2020	\$36,273	\$0	\$3,332	\$4,012	\$7,344	\$0	\$7,344	9.19	\$43,617	\$31,128
2021	\$41,660	\$0	\$2,825	\$689	\$3,514	\$150	\$3,664	6.78	\$45,324	\$33,647

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	-11.11	-33.33	0.00	0.00	0.00	-11.51	-41.51	-14.62
2011-2021	-28.36	-44.00	0.00	0.00	0.00	-2.79	-57.86	-11.47

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

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	20	Yes
Number of active non-members:	27	Yes
Total of church participants (sum of the numbers above):	47	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	95%	Yes

Less than 10, more than 5 years:		
Less than 5 years:	5%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
0	3	2	1	6	3	10	7	15	Yes

Percentage of adults in various household types: Data not available

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5 %	No
Households with minors:	16%	No
Single adults age 35-65:	15%	No
Joint households with no minors:	49%	No
Single adults over 65:	15%	No

Education level of adult participants by percentage: Information not available

		<i>Is this number an estimate? (check if yes)</i>
High school:	65%	Yes
College:	35%	Yes
Graduate School:	0	
Specialty Training:	0	
Other (please specify):		

Percentage of adults in various employment types: Data not available

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	25%	Yes
Adults who are retired:	75%	Yes

Adults who are not fully employed:		
------------------------------------	--	--

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

Sales, project manager, Pharmacy, Real Estate, Construction, teacher, truck driver, farmer, health care,

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?

Mono-cultural

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

Please note the date. Comment after the exercise: All are welcome here. We do not plan on having this exercise.

### 3d. PARTICIPATION AND STAFFING

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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		
Baptisms ( <i>number last year</i> )		
Children’s Groups or Classes		
Christmas Eve and Easter Worship	50	Minister, Music & Worship committee
Church-wide Meals	20	Committee
Choirs and Music Groups		
Church-based Bible Study		
Communion ( <i>served how often?</i> )	As per church calander	Music and Worship Committee

Community Meals		
Confirmation ( <i>number confirmed last year</i> )	0	
Drama or Dance Program		
Funerals ( <i>number last year</i> )	3	Family, Minister, Funeral Director
Intergenerational Groups		
Outdoor Worship	20	Minister, Consistory
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	1	
Worship (time slot: _____)	9am	Minister, Music committee
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Community Thanksgiving service, Blessing of Nativity- 20	20	Youngwood Ministerium

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)
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N/A				

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
Administrator		Volunteer	Consistory	6

### REFLECTION

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

We have a strong core base that keeps are congregation involved in community and the wider church.

### 3e. CHURCH FINANCES

---

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

Source	Amount
Annual Offerings and Pledged Giving	\$28,000
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$0
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$0

Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations (e.g. Women's Group)	\$0
Transfers from Special Accounts	\$14,000
Other (specify):	\$
Other (specify):	\$
<b>TOTAL</b>	<b>\$42,000</b>

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

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.

<u>Regular Benovolence</u>	2022			2023 Budget
	BUDGET	Year End	Under/Over	
A-1 Our Churches Wider Mission	\$ 3,000.00	\$ 3,064.00	\$ (64.00)	\$ 3,000.00
A-2 Special Offerings	\$ 1,000.00	\$ 155.00	\$ 845.00	\$ 1,000.00
A-3 Westm'd Asoc. UCC	\$ 100.00	\$ 98.00	\$ 2.00	\$ 100.00
A-4 Designated OCWM	\$ 3,000.00	\$ 683.00	\$ 2,317.00	\$ 3,000.00
A-5 Local Missions	\$ 200.00	\$ 185.00	\$ 15.00	\$ 200.00
A-6 Local Outreach Adv/Lent F	\$ 500.00	\$ 1,610.00	\$ (1,110.00)	\$ 500.00
<b>TOTAL</b>	<b>\$ 7,800.00</b>	<b>\$ 5,795.00</b>	<b>\$ 2,005.00</b>	<b>\$ 7,800.00</b>

Pastoral Ministry

B-1 Pastor Salary	\$ 13,000.00	\$ 7,729.13	\$ 5,270.87	\$ 16,800.00
B-4 Cont Ed. & Meetings	\$ 200.00	\$ 50.00	\$ 150.00	\$ -



B-5 Publications/Resources	\$ 100.00	\$ -	\$ 100.00	\$ -
B-6 Pastor Gifts/ Actual Mileage	\$ 2,345.00	\$ 931.43	\$ 1,413.57	\$ -
TOTAL	\$ 15,645.00	\$ 8,710.56	\$ 6,934.44	\$ 16,800.00

Staff Salary & Related Benefits

C-7 Staff Soc'l and Fed'l		\$ 298.22	\$ (298.22)	
C-8 Workmen's Compensation		\$ 1,059.00	\$ (1,059.00)	\$ 500.00
C-9 Staff Taxes/ State Local		\$ 21.37	\$ (21.37)	
TOTAL	\$ 500.00	\$ 1,378.59	\$ (878.59)	\$ 500.00

Administrative Expenses

D-1 Office Supplies & Equipment	\$ 550.00	\$ 35.76	\$ 514.24	\$ 100.00
D-2 Copies Service Contract	\$ 500.00	\$ 502.43	\$ (2.43)	\$ 500.00
D-3 Postage	\$ 300.00	\$ 96.00	\$ 204.00	\$ 300.00
D-4 Association/Conf. Meetings	\$ 150.00	\$ -	\$ 150.00	\$ 100.00
D-5 Miscellaneous Exp.	\$ 100.00	\$ 757.10	\$ (657.10)	\$ 300.00
TOTAL	\$ 1,600.00	\$ 1,391.29	\$ 208.71	\$ 1,300.00

Christian Education

E-3 Confirmation Class		\$ -	\$ -	
E-4 Family/Seasonal Activities		\$ 776.89	\$ (776.89)	
E.7 Periodicals & Devotionals		\$ 95.40	\$ (95.40)	
TOTAL	\$ 1,000.00	\$ 872.29	\$ 127.71	\$ 1,000.00

Property Expenses

F.1 Natural Gas	\$ 5,000.00	\$ 4,594.91	\$ 405.09	\$ 5,500.00
F.2 Electricity	\$ 1,000.00	\$ 893.98	\$ 106.02	\$ 1,000.00
F.3 Water/Sewage	\$ 425.00	\$ 486.65	\$ (61.65)	\$ 500.00
F-4 Telephone	\$ 2,000.00	\$ 1,787.92	\$ 212.08	\$ 1,000.00

F.5 Garbage Disposal	\$ 240.00	\$ 228.00	\$ 12.00	\$ 240.00
F-6 Multi-Peril Insurance	\$ 5,000.00	\$ 4,601.50	\$ 398.50	\$ 5,300.00
F-8 Improvements & Repairs	\$ 2,500.00	\$ 4,522.75	\$ (2,022.75)	\$ 2,500.00
F-9 Janitor'l & Kitchen Supplies	\$ 200.00	\$ 177.29	\$ 22.71	\$ 200.00
F-10 Janitorial Services	\$ 3,000.00	\$ 1,595.00	\$ 1,405.00	\$ 2,000.00
TOTAL	\$ 19,365.00	\$ 18,888.00	\$ 477.00	\$ 18,240.00
<u>Worship &amp; Music Expenses</u>				
G-1 Worship Bulletin/Resources		\$ 243.59	\$ (243.59)	
G-2 Stewrdshp Envelopes/Folders		\$ -	\$ -	
G-4 Pulpit Guest Speakers		\$ 5,997.23	\$ (5,997.23)	
G-8 Altar flowers		\$ 204.50	\$ (204.50)	
Total	\$ 1,000.00	\$ 6,445.32	\$ (5,445.32)	\$ 1,000.00
Grand Total	\$ 46,910.00	\$ 43,481.05	\$ 3,4283.95	\$ 46,640.00

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 35%

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

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

- Our Church's Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

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

What is the church's current indebtedness?

Total amount of loan debt: None

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.

None

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

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

If a capital campaign is underway or anticipated, describe:

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

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

Does your church have an endowment? No.

What is the market value of the assets?

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? ?

Please comment on the above calculations or estimates:

## Other Assets

Reserves (savings): \$35,000

Investments (other than endowment): \$100,000

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: We own our church building.

Describe non-owned buildings or space used or rented by the church:

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) *Worship space entering on the main floor. Fellowship space entering the basement. There is not accessibility between floors.*

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 last major budget change was when we moved from full time to part time pastoral leadership. At the time our last full time minister became ill; we had a licensed leader to fill in and then accepted them for part time. The church had lost membership due to a bad split during a former minister's time and we never recovered people or money to go back to a full time pastor. The budget is developed by committee and approved by the congregation during the annual meeting. We maintain a special collection for mission projects and specific appeals as they occur assisting Christians around the world. Currently our only paid

position is part time ministry; all other positions are voluntary and filled by those congregants with the required talents.

### 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.

Youngwood and New Stanton churches combining and then losing one building to fire.  
 100<sup>th</sup> anniversary  
 Selling church parsonage

Planning, filling in, substituting, and adapting to the ministerial changes has caused the congregation has been tested over the past 3 years. (Illness and death)

Describe a specific change your church has managed in the recent past.  
 Filling the pulpit when we suddenly lost our pastor.

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?)*

The Elders of the Consistory meet and work on conflict resolution. All major decisions are brought before the congregation/membership for discussion and resolution.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Janice Kimball	1993-96	Yes
Mr. G. Scott Front	1997-1999	Unsure
Dr. John Kautz	2000	Yes

Mr. Paul Sarver	2001	Yes
Rev. Dr. Robert Jobe	2002-2008	Yes
Ms. Avis Specht	2009-2021	Yes

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

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

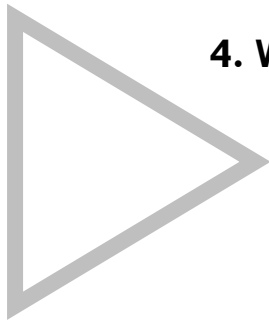
No

Has your church been involved in a Situational Support Consultation?

No

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

No



## 4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

### 4a. COMMUNITY VISION

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

*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 for library, fire department, St. Paul Homes, Blackburn Center, Hoffman Homes, Youngwood Food Pantry, Blessing Boxes, Angel Tree, Disaster Relief, Winter Wear Collections, Shoe Collection, AFS,

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

Representatives attend Association and Conference Events

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.

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)                 | <input type="checkbox"/> Just Peace                            |
| <input type="checkbox"/> Creation Justice                        | <input type="checkbox"/> Global Mission Church                 |
| <input type="checkbox"/> Economic Justice                        | <input type="checkbox"/> Open and Affirming (ONA)              |
| <input type="checkbox"/> Faithful and Welcoming                  | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Border and Immigrant Justice            | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M)       | <input type="checkbox"/> None                                  |

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

N/A

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

Youngwood Ministerium

Lenten Lunches, Thanksgiving service, Good Friday service, Nativity Blessing

Youngwood Food Pantry donations

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.

No 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?

Preparation and leadership of Sunday worship ( and other special worships) including scripture study, sermon preparation, preaching and offering prayers.

Pastoral care as needed for visitation and funerals.

Study and prayer to increase faith and to improve skills so as to lead, teach and preach better

Energizing and deepening the spiritual connections and faith understandings of others in all they do.

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

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

The story view from Mission Insites shows a very homogenous community with little ethnic/racial mix. Youngwood is a lower median income than the state average. There is expected to be a moderate increase in school age children with higher than state average in Adult educational levels. Population and households has shown decline over the past 10 years and is expected to continue.

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 church reflects the neighborhood.

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

There was an active Youngwood ministerium, however, recently it has become less active due to a change in the ministers in the area churches. There has been turnover in other denominations



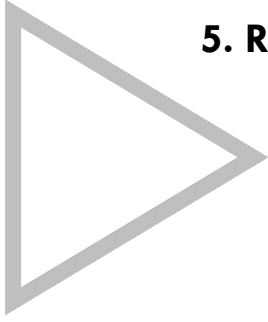
and the ministerium is being held together by 1 long term Lutheran minister. All churches in town area showing a downward trend in membership.

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

Mostly we were known for our Chicken n Biscuit dinner and our Souper Luncheon. These were held as money making events for our social groups.

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

Family connections



## 5. 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

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Reference for First Trinity United Church of Christ-Youngwood,  
November 27, 2023

Rev. Meredith Hutchison, Retired UCC Pastor with standing in the Westmoreland Association, Penn West Conference. Currently instructor at the Penn West Academy for Ministry in Covenant and Polity and Associate Ministry Director, The West Virginia Institute of Spirituality, Murrysville/Greensburg Satellite.

Phone 724-468-0430 Cell 724-689-6726

[mercomp@aol.com](mailto:mercomp@aol.com)

Supply preacher and also a relationship through the Westmoreland Association

If I was to describe First Trinity in a phrase, I would say that they are “small but mighty.” The congregation is a close knit group, where every person is known. They support the Westmoreland Association and the Penn West Conference, and are a 5 for 5 congregation. They also offer talented leadership for the Association and the Conference. They are a genuinely caring congregation and enjoy fellowship with one another beyond church activities. They need guidance in worship, but are rather self-sufficient in terms of the business and activities of the church.

As a supply pastor, I found them very fair in their compensation. Also, I believe that there is a desire to grow in their prayer life. While the congregation is older, they have lived

lives of leadership and giving not only through the church but also through organizations within the community.

The congregation has a desire to practice the sacrament of Holy Communion on a regular basis, and would benefit by having a pastor who could make this a priority. I know that there also is a desire on the part of the congregation to grow in numbers, but given the age of the congregants and the community of Youngwood, I do not see this happening. Mostly what they need is leadership in worship, encouragement and pastoral care.

I supplied for the church on numerous occasions after their student pastor fell ill and they needed leadership on a Sunday morning. Eventually this person passed away, and their was genuine care on the congregation's part for him and his family. As there was need and I was available I also officiated at Holy Communion on several occasions. I've found that the congregation appreciates a well prepared sermon and listens carefully.

Since the congregation has had a part-time pastor through many years and is self-directed, I believe that they would do well to keep such an arrangement.

## REFERENCE 2

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

I am an annuitant of the United Church Of Christ. At present I have no call, but I am the Pension Board's Annuitant Visitor for the Penn West Conference. Because I have no call at present, I am able to do supply work. I had the pleasure of being at First Trinity UCC for several Sundays. This is a great Congregation. They are like many Congregations of the UCC in that most of its members are older. But having said that, they still have an active Congregation. They participate in many ecumenical programs and projects. I was most happy being a preacher in this Congregation, if only for a short time, because on more than one occasion several people asked questions about something I said in the sermon. This Congregation is interested in not just attending worship, but in seeking a fuller understanding of the faith. As a sign of gratitude, my wife and I were invited, as guests, to the Christmas party. They care about their community, and I am sure, will care for their Pastor. An area for improvement is a common one, reaching out to inactive and younger members and children. With a settled Pastor they will be more able to do this.

Rev. John C. Miller

(717) 982-0371 [fatherjohn54@comcast.net](mailto:fatherjohn54@comcast.net) worship leader during Pastoral search

## REFERENCE 3

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

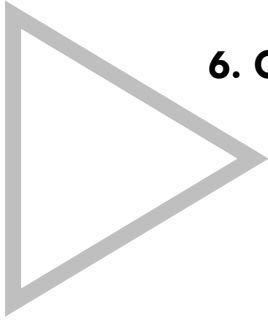
## PROMPTS FOR REFERENCES

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.



## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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

Ecl 3:1 – To everything there is a season, God has a plan for our church and congregation.

Dear Lord, watch over First Trinity. Give the church and its' members strength and clarity to guide the faithful into the unknown future. Let us work together towards the goal of worshipping you and provide us a leader that will achieve inspiration and encouragement to continue that goal. In your name we pray. Amen

## 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.*)  
Consistory
2. Additional comments for interpreting the profile:  
N/A.

Signed:

Name / Title / Date:

## 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: Rev. David J. Ackerman / Conference Minister  
Email: [david@pennwest.org](mailto:david@pennwest.org)  
Phone: 724-834-0344  
Date: December 21, 2023

**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*