

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

Amity United Church of Christ
Meyersdale, Pennsylvania
Settled Fulltime Pastor
Penn West Conference
Somerset Association, Somerset County, PA

October 23, 2024

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
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- 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.

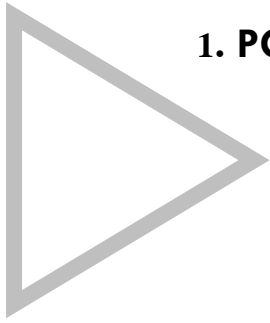
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

Church name: Amity United Church of Christ

Street address: 315 Center St., Meyersdale, PA 15562

Supplemental web links: Website – under construction (Amity UCC.com)

Facebook: Amity Reformed Church UCC

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

Conference: Penn West

Association: Somerset Association; Local ministerium

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

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

Summary Ministry Description:

We recognize and affirm our longing for true and meaningful growth. We aspire to be a place of vibrant Christian worship, a nurturing community and imaginative spiritual growth, where each congregational member lives out God's call to advance His kingdom. We must invite people to church, develop relationships with people who are not followers of Christ, and we must show people that we care about them. We need a leader who is inviting, intentional, interactive and welcoming to help with this mission. Achieving these goals, we will then grow as a congregation and as a leader in our community.

Also, there is an exciting possibility of serving our congregation and our neighboring Zion Lutheran Church. This ecumenical service would be commensurate with a higher salary package. For more details about Zion Lutheran Church of the Evangelical Lutheran Church in America, please contact the Allegheny Synod ([Home | Allegheny Synod](#)).

Photographs:

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

Please see attached

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

We boast of a low cost of living, low crime, a close-knit community and great schools. We are also centrally located between the major cities of Pittsburgh and Baltimore. Our beautiful outdoors lends itself for hiking, biking, skiing and many more outdoor recreational activities. We also have 3 universities located under an hour's drive from town. For a rural area, we offer a lot to our residents.

Current size of membership: 100

Languages used in ministry - English only

Position Title: Fulltime pastor

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

- Preparation and leadership of Sunday worship
- Faith formation and vitality
- Leadership development
- Community engagement
- Strategic planning for current and new directions in ministry
- Faithful financial development and stewardship
- Weddings and funerals for participants in the worshipping community
- Pastoral care in collaboration with lay people

Core Competencies:

- Kind & caring with people of different generations and socio-economic backgrounds.
- Sociable
- Technologically savvy

1c. COMPENSATION AND SUPPORT

Salary Basis:

Generous salary commensurate with experience, as well as an opportunity to increase the package with a partnership with the Lutheran Church, located directly beside the church parsonage, plus 30% parsonage value

Benefits (*choose one*):

Salary plus Benefits

What is the expected living situation for your next minister

Our parsonage is located next to the church. We would hope that the next minister would reside there, but that is not a “deal breaker.”

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

Our parsonage is located next to the church. We would hope that the next minister would reside there, but that is not a “deal breaker.”

State any incentives: Financial support for continuing education during employment at Amity. We also budget for professional development, books, etc. The Lutheran Church, just feet from Amity and the parsonage, is also looking for a pastor. This partnership could greatly enhance the salary and benefit package, if the new minister would be interested in this arrangement.

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

- The support from the Penn West Conference, the Somerset Association, and the Local Ministerium has been a wonderful asset for both new and existing ministers.

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

- We would consider hiring a minister who has secondary employment. This would not deter us from considering this candidate.

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.

- Increasing community outreach
- Increasing youth involvement
- Improving /increasing the use of modern technology (Tech advancement)
- Connecting the congregation within itself (Inter-generational and socio-economically) and within the community
- Increasing home, hospital and assisted living visiting
- Continue to build on our efforts to provide a progressive, inspiring, meaningful and varied worship experience.
- Continue to build the children and youth Sunday School and Vacation Bible School programs, with attention to growing and stabilizing the Children's Ministry.
- Strengthen the adult programs, including programming for college students and/or other young adults.

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

- Meyersdale is a very active community with many events going on throughout the year. The town is on the rebound from the loss of local businesses over the past 40 years. There are ample ways for our congregation to show a prominent presence at these events, and many members do exactly that. The Pennsylvania Maple Festival is held every spring in Meyersdale and is a huge undertaking, requiring hundreds of volunteers, many of whom are Amity members. There are car shows, community dinners, music in the park, farmers markets, parades, and local Veterans and civic organizations- American Legion, Lions Club, Elks, Moose. We have a very active Parks & Recreation committee, Merchant's Association, Band Boosters, Sports Boosters, Little League, Pony League, a very strong fire and ambulance department, and many more committees and programs. The town is showing growth and collaboration more now than it has done in many years. We are excited about this and look to work together to promote this growth. As the minister gets to know people throughout the community, he/she will hear about ways for our members to become involved in outreach programs.

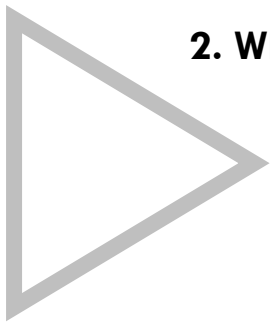
Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

- Our congregation, as well as the entire community, are English speaking individuals. We do have a large Amish community, but they also speak English as well as Pennsylvania

Dutch. The Amish bring a wonderful element of peace, fellowship and Christian values to our community.

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

- Exhibiting a Spiritual Foundation and Ongoing Spiritual Practices
- Strengthening Inter- & Intra-Personal Assets
- Working together for Justice & Mercy
- Caring for all creation



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 us to grow as Christ's followers and to show the non-followers and non-believers how to be included in this wonderful life. We are called to be loving, welcoming, inviting, active in the community, and to increase the level of engagement within the congregation -i.e., between the youth, young adults and adults, working together as one. We are called to expand our authentic welcome for all, as we seek to build community and deepen our connections to God.

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

- The pandemic caused a lot of challenges for everyone. During this time, Amity provided both live streaming and video-taping of the worship service to continue to reach the members while there were no in-person services. Deacons and elders assisted the minister in calling members to make sure that needs were still being met, and that the church was still engaged with its members. We are continuing to provide online, taped broadcasts of the Sunday service.

- The local CVS warehouse frequently donates pallets of un-sold items to our church – soap, laundry detergent, personal hygiene items, cereal, soup, first aid supplies, etc. We sort and display these items and have both our congregation members as well as shut-ins and other needy members of the community come in and take what they need. Left-over items are donated to the Children’s Aid Home, the local Food Pantry, the Women’s Help Center, local childcare centers, etc. This has been a wonderful program for our church and the community and beyond. Our hearts are warmed as we see needs being met and stories being told as to how appreciative people are to be given these items. We will continue this mission, and continue to spread the word of this mission to reach even more people.

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.

We acknowledge as our sole Head, Jesus Christ, Son of God and Savior. We acknowledge as kindred in Christ all who share in this confession. We look to the Word of God in the Scriptures, and to the presence and power of the Holy Spirit, to prosper its creative and redemptive work in the world. We claim as our own the faith of the historic Church expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. We affirm the responsibility of the Church in each generation to make this faith our own in reality of worship, in honesty of thought and expression, and in purity of heart before God. In accordance with the teaching of our Lord and the practice prevailing among evangelical Christians, we recognize two sacraments: Baptism and the Lord’s Supper or Holy Communion.

In accordance with the custom and usage of Amity UCC, persons become members by (a) baptism and either confirmation or profession of faith in Jesus Christ as Lord and Savior; (b) reaffirmation or reprofession of faith; or (c) letter of transfer or certification from other Christian churches.

We recognize that God calls the whole Church and every member to participate in and extend the ministry of Jesus Christ by witnessing to the Gospel in church and society. We seek to undergird the ministry of our members by nurturing faith, calling forth gifts, and equipping our members for Christian service.

Describe several strengths or positive qualities of your congregation.

- Our music program is very strong
- We are very supportive of many missions, locally, nationally and internationally- Blooms for Hope, Camp Living Waters, summer meals for children, disaster relief efforts, Children's Youth Home, weekend backpack food program, Hoffman Homes, Angel Tree, etc.
- We do monthly monetary collections for projects affecting our community and beyond
- We support the 5-for-5 UCC missions annually
- We provide financial support for people in need
- We are truly a loving, caring, supportive congregation

Describe what worship is like when your congregation gathers.

- We are back to in-pew gathering, following the pandemic guidelines
- People can also go to YouTube and Facebook to watch the video-taped service.
- The service is based on the UCC lectionary
- The baptism service is a call/response- family, minister & congregation.
- Our music program is beautiful
- We acknowledge both joys and concerns
- We feel that a good service would include- being relevant to current events, speaking in layman's terms, and relevant to both the youth and the adults. John Broadus wrote: "The application in a sermon is not merely an appendage to the discussion, or a subordinate part of it, but the main thing to be done. Just as John's gospel is written for the purpose of belief and life (John 20:31), so should preaching the gospel. It's where God's word hits home." <https://www.preaching.com/contributors/michael-quick/>

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

- Young people have opportunities to participate in leadership roles. They are able to participate in the consistory meetings and offer opinions on the decisions made to operate the business of the church.

- Youth are able to participate in the youth group. Youth choose service projects and are looking to do mission work.
 - The youth are able to participate in the Sunday service, and they have led the entire service on several occasions.
 - The youth and young adults are able to participate in the bell choir and the junior and senior choir as appropriate.
 - The youth recently sold maple cotton candy to earn money for activities and mission/service projects.
 - The youth also made and gave away free maple cotton candy at the 4th of July activities at the playground. The label on the bags encouraged those who don't have a regular church to attend, to come and visit Amity.
 - Members participate in Sunday School, Bible Study, craft meetings, etc.
 - Members also attend association meetings, conference meetings, etc., that help form the direction that Amity takes in our ever-changing world.
 - Members read the scriptures, serve as greeters, and fill the pulpit in the absence of the minister
 - We recently completed a confirmation class. The class completed the book "Believe: Living the Story of the Bible to Become Like Jesus" by Zondervan, as they worked towards being confirmed. The result was a successful confirmation.
- Weekly Bible study continues to take place in the fellowship hall. This is open to everyone.
 - These meetings provide meaningful conversations and deeper understandings of the Bible and its relevance to our current lives.
 - All of these activities and events help to instill a deeper understanding of our Christian faith, leading us forward to be leaders in the community, and spreading our Christian faith to others while building strong relationships.

Describe how your congregation is organized for ministry and mission.

- Decisions are communicated through minutes taken at consistory meetings, and printed in the weekly bulletin as needed.
- Decisions of relevance to the congregation are also brought before the members prior to the Sunday service.
- The annual budget and operating report, which occurs early in the new calendar year, also gives an overview of the events of the past year.
- Members are asked to vote on major operating costs, repairs to the church or parsonage, or other major decisions prior to them being carried out.

- Teams are organized with volunteers. Volunteers are solicited depending on the experience and the “right fit” for the team.
- As our congregation ages, our church struggles to move forward with technology and providing a worship service that reaches a younger audience.

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

Our consistory meetings usually last between 1 and 1 ½ hrs.

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

When COVID hit, we had to seek advice from local health officials, the Penn West Conference, and the Local Ministerium to decide what was in the best interest of our congregation. The decision was made very quickly to close the church doors for all services and activities. The minister worked with the consistory to develop a plan to continue to reach the membership. Phone calls were made and the Facebook page gave updates. Virtual meetings were held with the leadership teams. Sunday services were started virtually and recorded for viewing on Facebook and YouTube. Consistory divided up the names and phone numbers of parishioners and made frequent calls to ensure that no one was forgotten and that their needs were still being met.

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]

Yes

3b. 11-YEAR REPORT

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

See attached

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
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Number of active members:	55	Yes
Number of active non-members:	10	Yes
Total of church participants (sum of the numbers above):	65	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:	80%	Yes
Less than 10, more than 5 years:	15%	Yes
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>
4	4	3	6	3	7	7	14	21	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	2	Yes
Households with minors:	6	Yes
Single adults age 35-65:	1	Yes
Joint households with no minors:	3	Yes
Single adults over 65:	10	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	25%	Yes

College:	60%	Yes
Graduate School:	10%	Yes
Specialty Training:	5%	Yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	24	Yes
Adults who are retired:	42	Yes
Adults who are not fully employed:	6	Yes

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

- Teachers, laborers, farmers, maintenance workers, customer service workers

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

- We would consider our congregation as mono-cultural. However, we would welcome other cultures into our congregation.
- Diversity in our context, in our community, means the joining together of all socio-economic groups as well as the different age groups, to do God’s work.

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 had a conversation about welcoming diversity, but we would be open to having that conversation. However, our community is not very diverse.

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	9	Lay leaders
Baptisms (<i>number last year</i>)	2	Minister
Children's Groups or Classes	3	Lay leaders
Christmas Eve and Easter Worship	100	Minister, music director, Sunday School teachers
Church-wide Meals	Pork & Sauerkraut meal – 125 Apple dumpling & soup sale - 100	Kitchen committee & volunteers
Choirs and Music Groups	15	Music director
Church-based Bible Study	13	Minister and/or Lay leader
Communion (<i>served how often?</i>)	7 throughout the year	Minister & worship committee
Community Meals	(2 meals) 125 & 100	Kitchen committee & volunteers
Confirmation (<i>number confirmed last year</i>)	1	Minister
Drama or Dance Program	---	
Funerals (<i>number last year</i>)	11	Minister
Intergenerational Groups	Crafters – 4	Minister or members of congregation
Outdoor Worship	---	
Prayer or Meditation Groups	15	Minister or members of congregation
Public Advocacy Work	---	
Retreats	---	

Theology or Bible Programs in the Community	Good Friday Cross Walk - 40	Local ministerium
Weddings (<i>number last year</i>)	2	Minister
Worship (time slot: _____)	10:25	
Worship (time slot: _____)	---	
Young Adult Groups or Classes	---	
Youth Groups or Classes	1 group – 4 participants	Youth group leaders
Other		

Additional comments: We understand that we need to grow our congregation, and we look forward to moving in that direction with new leadership.

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). -0-

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)

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: -0-

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	n/a	Parttime	Consistory	30 years
Pianist	n/a	Parttime	Music Director	40 years

Music Director	Yes	Parttime	Consistory	45 years
Maintenance Person	n/a	Parttime	Consistory	7 years
Treasurer	n/a	Volunteer	Consistory	12 years
Consistory secretary	n/a/	Volunteer	Consistory	2 years

REFLECTION

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

We do a lot for the community and beyond. We have a low turnover of staff, and people are always willing to help.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$82,810.92
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$68,445.64
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$
Fundraising Events	\$2,000.00
Gifts Designated for a Specific Purpose	\$2,835.11
Grants	\$1,000.00
Rentals of Church Building	\$-0-
Rentals of Church Parsonage	\$-0-
Support from Related Organizations - Missions (<i>e.g. Women's Group</i>)	\$2,167.70
Transfers from Special Accounts	\$-0-

Other (specify):	\$
Other (specify):	\$
TOTAL	\$ 159,259.37

Current annual expenses (dollars budgeted for most recent fiscal year): \$111,820.55

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

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 57%

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%*) These missions are supported by parishioners.

What is the church’s current indebtedness?

Total amount of loan debt: -0-

Reason for debt:

Are capital and other payments current? Yes

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.

We are looking to have the exterior of the windows painted in the spring of 2023. We are still seeking estimates for the work.

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

Year(s)	Purpose	Goal	Result	Impact
6	Air conditioning in the church	\$	This was donated to us.	A more comfortable place to meet and to worship.

If a capital campaign is underway or anticipated, describe: **None is underway or anticipated.**

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

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

Does your church have an endowment? Yes

What is the market value of the assets? \$68,445.64

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

As needed

What is the percentage rate of draw (last year, compared to 5 years ago)? 4.1%

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

We have used endowments to meet expenses several times during the year.

At the current rate of draw, how long might the endowment last? 20 – 25 years

Please comment on the above calculations or estimates: Estimates

Other Assets

Reserves (savings): \$100,000.

Youth - \$3,577.75

*Improvement \$155,886.84 (As of December 31,2021) I do not have all investment figures available until end of 2022.

Missions - \$1,428.21
Memorials -\$10,626.00
Music -\$165,196
Flower -\$1,707.18
Welfare -\$1,059.94
Video/Book Study - \$415.03
Camp Fund - \$1,043.84

Investments (other than endowment): \$101,485.52 Amity Trust

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$1,200

How is the parsonage used? The minister resides in the parsonage

Street / City / State / Zip: 315 Center St., Meyersdale, PA 15552

Finished square footage: 2,700 sq. ft.

Number of Bedrooms, Number of Bathrooms: 4 bedrooms, 2 bathrooms

Assessed real estate value: \$32,550 per spring tax bill

Available for minister residence: Yes

Expected minister residence: Yes

Condition of structure, systems and appliances - Everything is in good condition.

Entity in the church responsible for review and needed repairs – The building & grounds committee is responsible for the properties.

Describe all buildings owned by the church:

The church itself is 4 stories of usable, finished space. The parsonage is located next to the church, and is a 2-story, 4 bedrooms/2-bathroom home. There is a spacious garage located on the same lot as the church and parsonage.

Describe non-owned buildings or space used or rented by the church: -0-

Which spaces are accessible to wheelchairs?

The fellowship hall and worship space are accessible to wheelchairs. The pulpit and parsonage are not handicap accessible.

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

We are holding our own with our finances. We are aware that as our attendance has decreased, so has our donations. However, even during COVID, parishioners continued to mail their offerings to the church. We have a budget committee, along with the consistory, that put together the annual budget. We have not financed a new ministry recently.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

The pandemic caused us to change according to the world-wide epidemic. We had to remain in contact with our members, and continue the workings of the church. As a congregation, we remained steadfast in our commitment to our church, our members and the community. As we began to offer our services online, it showed that we were able to adapt and persevere in adverse situation.

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

When the National UCC decided to allow gays and lesbians to lead worship, Amity agreed with this change, but our sister church at the time did not agree. The sister church pulled away from the UCC, and from Amity, and became independent.

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.

One of our recent pastors had a military background, and his demeanor and tone did not sit well with some of our youth and their families. We lost several families as a result.

We have a pastoral relations committee that deals with conflicts or concerns. Also, the church's elders and deacons are able to defuse many disagreements and concerns. We have had members leave the congregation because they were not happy with the personality and/or actions of others, including the minister. Many of these issues were petty, and some were personal.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Pastor Connie Garlick	7	Yes
Pastor Hal Garlick	6	Yes
Interim Pastor Smelly	6 months	Yes
Pastor Ashlock	10	Yes
Pastor Mitchel	12	Yes

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

Each minister has provided something different, and we have learned what works best for our congregation.

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

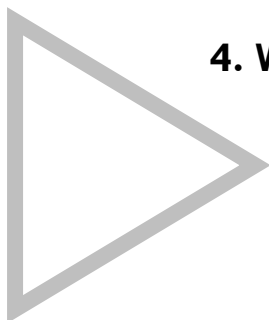
No

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us No

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

Y/N/Ask us 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

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

We have supported a missionary family doing work in Haiti. We provide support for our local food pantry, the Women’s Shelter as well as the Somerset County Children and Youth Services. We continue to support a church family whose son is confined to a hospital bed. We are always willing to offer support for specific causes that promote health, safety and security, locally, nationally and internationally. We feel that by supporting others, we are spreading God’s word and doing His work.

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

We participate in our Local Ministerium, the Somerset Association and the Penn West Conference meetings, relationships and activities. We follow the National UCC news and policy changes and adjust accordingly.

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

Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <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 checked="" 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?

We are always looking to be a better congregation and better followers of Christ. Status-quo can cause people to become stagnant, and we are looking for ways to improve our mission and our actions.

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

Our summer Bible School is open to all youth in the community. Our meals are open to the community, regardless of anyone's ability to pay. We participate in the community Cross Walk on Good Friday. We frequently have members of the community join us in our choir for special functions – i.e. Veteran's Day, Christmas cantatas, etc. We recently sponsored a charter bus to take members of the community to Sight & Sound to see a play.

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.

Mission Statement: United in Spirit and inspired by God's grace, we welcome all, love all, and seek justice for all.

We are a very welcoming congregation. We also participate in many activities, clubs, organizations, etc. in the community and beyond.

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

Our community has many needs and many people who do not have a home church. We believe that if we can reach these people, many of the other problems of the community will take care of themselves. Therefore, this is our priority at this time. Next, our county and surrounding counties are helped by our designated monthly support. As needs arise nationally and internationally, we are always very happy to support other causes. We need our pastor to help us improve upon our missions and ministry, wherever they may lead us, but our local concerns can make the biggest impact in our community at this point.

4b. MISSION InSite

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

As we look at the MissionInsite report, our congregation is very similar to the statistics that are reported. However, we are hopeful that the long-term growth of the town increases within the next ten years more than the report suggests that it will. This is due to the fact that Route 219 is expected to be completed. This will bring a new north/south corridor that should make our area very attractive for both families and businesses. This will also potentially bring in a more diverse group of individuals, which we would welcome. And, as the population increases with the increase in the need for a larger workforce, the average age of the population will decrease.

The income levels have increased over the last 10 years, and as more businesses open, those levels should continue to increase. The education levels of the community have also increased, and with 3 universities located close-by, these levels should remain steady or even increase.

We have a high number of people married and a very low number of people who are divorced. We have a lower number of single parents in our community, compared to the State average.

Most of the jobs in our community are blue collar jobs and do not require a college degree. Therefore, the number of people with vocational training or college degrees is below the State average. However, again, as we expect a growth in industries coming in with the completion of Route 219, this trend is expected to change. Our county has a wonderful vocational technical program that adapts to the changing needs of our area.

In conclusion, we see this report as a good, current representation of our area. Our statistics are very similar to the State as a whole.

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?

- a) Our congregation's internal demographics compare very similarly to other neighborhoods adjacent to our church. Most neighborhoods close to us also struggle to get young people involved. COVID also allowed a lot of people to believe that the Sunday television evangelists were good enough to "satisfy" their weekly church time. Many local churches have heard this same thing from several parishioners.

- b) Again, our county is more rural than most counties, and our neighborhoods all resemble each other. Practically everyone is experiencing the same issues right now.

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

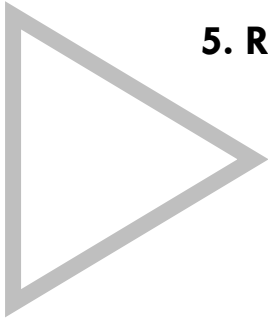
We are meeting the needs of those who attend church, but we need to do better at reaching those who do not attend. We do not have a diverse community, but we would welcome any member of the community who would like to join us, regardless of their diverse background. After all, aren't all of our backgrounds diverse?

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

Our music program is very strong, and the community comes out in large numbers to hear our special programs and cantatas. We are also known for the meals that we serve to the public- apple dumplings, pork & sauerkraut, soups, etc. We are very active in helping with the local food pantry and inviting members of the community to come in and pick up items from our CVS donations. We are very accommodating with the community when they ask to use our fellowship hall for community events- Death by Chocolate, Christmas activities, etc.

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

New people appreciate being asked to help. And, they feel that we are a fun, hard-working group with which to work. They see that we reach out to help wherever needed, both internally and within the community and beyond.



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)

Karen Gnagey

karen.gnagey@aon.com

1-704-617-1373

Karen was brought up in Amity and then moved away.

From Karen:

My husband and I have recently moved back to Meyersdale after being in Charlotte, NC for many years. Amity was my home church growing up and I was baptized, confirmed and married there, so it holds a special place in my heart. I will be transferring my membership back to Amity soon. Some of the things that I love about Amity are the people and the music. I find the people to be genuine and very dedicated to their faith, the church and the community. I see the members volunteering throughout the community on a regular basis. And, if I ever need help with a project, all I have to do is ask and I have more volunteers than I need. I also enjoy helping with the dinners that they provide for special events, for funerals, for fundraisers, etc. Amity’s kitchen crew is second to none! If you like apple dumplings, homemade soups or pork & sauerkraut, you will love it here. But, aside from all of this, these people are truly genuine in their love of the Lord and of each other. They reach out when

people need a meal following an illness or surgery; they reach out to the shut-ins by sending cards or just making a call to see if they are ok; and they will assist the elderly or disabled with transportation to doctors' appointments. For a smaller congregation, they reach a lot of people and truly do God's work.

As for the town of Meyersdale, it's a great place to live. The crime rate is low as is the cost of living. We have clean air and streams. We are located along the Appalachian Trail where people can ride bikes or hike. The Trail brings a lot of visitors to the town, and has begun to bring a lot of start-up businesses. The Pennsylvania Maple Festival is held every spring, and it brings thousands of people to the community to learn about the history of the maple industry. Meyersdale is truly the "sweetest place on Earth." I hope that you choose to come and see it for yourself.

Respectfully,
Karen Gnagey

REFERENCE 2

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

Martha Albright

Fourms828@comcast.net

814-289-1253

Martha is a local realtor who is very active in our community, and active with many of the members of our congregation.

From Martha:

I am a lifelong resident of Meyersdale. I have always enjoyed everything about the Amity congregation!

First, the sanctuary is beautiful and the stained-glass windows are fabulous. So much history in this century old building.

When I think of Amity, I am always so impressed with the music ministry they have to offer. Paula Kretchman is a gem of our community and her leadership in the continuation of a choir in the church is superb. There are no other choirs in our community, but she continues to nurture the music program. The congregation is so lucky to have a well-trained, Master Organist, Don Stoner, to play the Pipe Organ in the church. There are not many organists left in our area and Don's dedication to the Music Program is second to none.

The Congregation has such wonderful people waiting for new leadership to continue this Ministry at Amity United Church of Christ. Meyersdale has so much to offer as we are a Trail Town on the Great Allegheny Passage Hiking and Biking Trail. We have a Hospital, Pharmacy

and several restaurants. Even though the town is small, the people that attend Amity are full of life and wonderful spirit! I am looking forward to the Pork and Sauerkraut Dinner in November!

Martha Albright

124 Willow Road

Meyersdale, PA 15552

814-289-1253

REFERENCE 3

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Joe Renzi

renzij@selsd.com

814-662-2733 ext.6500

School Superintendent and member of the local Catholic Church

My wife and I were married at Amity Church. Both of our daughters were baptized and confirmed there. Both girls received a strong spiritual foundation by participating in the many youth programs that Amity offered. Amity hosted Vacation Bible School, youth group activities, Sunday school, and community service opportunities, such as the local food pantry. Our girls participated in all of those activities.

My wife is the treasurer of the church and like many in their congregation, she gives a lot of time and effort to do her part to maintain the church operations. She has been a lifelong member of the church and understands and appreciates the history and the roots the church has in the community. They provide many opportunities for fellowship both among its membership and with the community.

I work at a neighbouring school district to Meyersdale. Amity has donated supplies to our school at various times. They have a very generous congregation that is willing to help the Meyersdale community and its surrounding area at any time, especially if there is a specific need.

Respectfully,

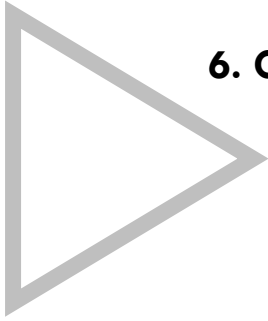
Joe Renzi

313 High Street

Meyersdale, PA 15552

814-634-0197

history33@yahoo.com



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Dear Father,

We ask that you send us a pastor who seeks You with a whole heart. The pastor's singular desire, Lord, is to serve and please You. So, Father, show a new pastor the way to our community and our congregation so that we can continue to grow and do Your work. Give the pastor Your vision. Grant Your clarity. Make the complex simple. And then give the pastor boldness to step out in faith to accomplish Your plans for our ministry and for our church. It's easy to be distracted by many voices, so Father let our new pastor hear but one voice, and let that voice be Yours. These things we pray with hope and expectation, in Jesus' name. Amen.

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*)

The search committee, church secretary and treasurer, and consistory.

2. Additional comments for interpreting the profile:

Signed:

Deborah Kolb
Search Committee Member
10/1/22

Signed:

Kristen Walters
Search Committee Member
10/1/22

Signed:

Alana Buterbaugh
Search Committee Member
10/1/22

Signed:

Carl Blubaugh

Search Committee Member

10/1/22

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes.


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

Staff Comment: Yes.

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

Staff Comment: Yes.

My signature below attests to the above three items.



Signature:

Name / Title: Rev. David J. Ackerman, Conference Minister
Email: david@pennwest.org
Phone: 724-834-0344
Date: October 23, 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