

**Name of Church**

Community of Reconciliation UCC

**Address**

100 N Bellefield Ave  
Pittsburgh, PA 15213

**Conference:**

Penn West

**Association:**

Pittsburgh

**Title**

Pastor

**Start Date**

n/a

**Description**

Community of Reconciliation Church in Pittsburgh is seeking a 1/2 time settled pastor.

## Church Contact Information

No contact information has been added to this profile.

## Listing Information

### Web Presences

<https://www.corchurchpgh.org/>

Type: Professional

### Additional Formal Ecumenical Affiliations

Presbyterian Church (USA), the Disciples of Christ, the United Church of Christ, and the United Methodist Church

### UCC Conference or Association Staff Contact Person

**Name:**

David Ackerman

**Title:**

Conference Minister, Penn West Conference, United Church of Christ

**Phone:**

724-834-0344

**Email:**

david@pennwest.org

### What we value about living in our area.

Pittsburgh offers the advantages of both big-city and small-town living. We enjoy the many art and music venues, sports teams, cultural events, museums, world-class healthcare and education, and the atmosphere of technology and creative innovation. We also enjoy the small restaurants, shops, and friendly people of Pittsburgh's ninety diverse communities. Our church building is located in the heart of the Oakland community, which has a college-town feel and is home to three major universities, one of the world's finest health systems, and numerous cultural and historical spots.

### Current size of membership

87

Average in person attendance

25

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.

**Video Conferencing**

On average, how many devices are logged in per service?

20

Languages used in ministry

English (other languages from time to time for the music)

Position Title

Pastor

Position Duration

Settled

Compensation Level

1/2 Time (approximately 20-22 hours/week)

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

<https://www.pennwest.org/content/2025%20Compensation%20Guidelines%20Revised%20Clean%207-23-24.pdf>

## Scope of Work

Select the expectations of the church's next pastor using the list below and following the [Call Agreement Workbook](#).

Some additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above; for example, a ¼ time pastor likely has time for Worship Leadership, preaching, service preparation, and possibly emergency on-call pastoral care.

Expectations:

Worship Leadership, Preaching, Service Preparation.

Church Administration, Newsletter, Communications, Staff Supervision.

Leadership with Church governing body and committees.

Pastoral care, visitation of hospitalized, homebound, and members in care facilities.

Special services (weddings, funerals, liturgical year services).

Other expectations: please provide a list.

Participation in the wider church and community activities as time permits, as well as encouraging member participation

## Compensation and Support

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	21900	<input type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	6600	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 28500			
Pension/Annuity	3990	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	2180	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	9000	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	428	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

If needed, please comment further on your church's salary and benefits for the minister.

*No response*

The expected living situation for our next minister.

Living where the minister chooses with a housing allowance (COR members come from all over Pittsburgh and the surrounding area. Our Pastor can choose where to live while considering the commute to the church building in Oakland. Worship, church events, and church planning are all centered at the church building.)

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

*No response*

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

We seek a loving pastor who will equip us for ministry, foster growth, and provide love and support. We are open to creative terms of call, but we desire to have a professional who is accessible even if not always available. COR has a strong team of trained laypersons who desire consistent pastoral presence in the planning and leading of worship. The pastor does not need to be in the office daily during the week but is expected to coordinate with other staff members to set hours of availability for preparing bi-monthly sermons, administrative tasks, and pastoral care.

Peer and professional supports available for ministers in our association/conferences.

COR's affiliated denominations and nearby Pittsburgh Theological Seminary offer training and seminars and provide professional development and continuing education resources. The UCC offers various professional support for ministers through the Committees on Ministry of the Pittsburgh Association and Penn West Conference. The UMC Western PA Conference is affiliated with the World Methodist Council, an ecumenical office that offers support and training through <https://www.umc.org/en/content/agencies>. The Disciples of Christ host a weekly Zoom Meeting with clergy.

**Who Is God Calling Us to Become?**

## Who God is calling us to become as a congregation.

We believe that God is calling us to be a beacon of God's love and mercy, providing Light to the World through our radical inclusivity and social justice for all. We will continue as a welcoming and affirming community that embraces diversity in all forms. We will continue to grow the membership and attract families and young adults. We believe that God calls our congregation to be a voice for social justice and an active participant in aiding the community.

We are led to become a congregation that can recognize and use our gifts to assist our Pastor in completing the work of the church. We want to grow our budget so we can fulfill more of God's mission for us. We would also like more educational opportunities and programming for our members. COR seeks to call a Pastor with a deep passion for inclusivity and demonstrated experience with diverse populations to help us live out this mission.

## How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

As our congregational membership covenant states, we believe God calls us at COR to be "radically inclusive ministers in action" within our church family and the greater community. We are called to be stewards of God's love and grace and champions of social justice. The following are two examples of how our congregation meets the expectations of our covenant relationship with God.

The first experiment started with Rev. Elizabeth Michael Ross forming the Jubilee Committee after our congregation received \$10,000 to fund economic justice and mutual aid endeavors. The committee facilitated three congregational conversations designed to encourage sharing our personal experiences with money and possibilities for fostering even deeper relationships of mutual support within COR. The discussions lead to the ongoing experiment with the Jubilee Fund and a connections board. The Jubilee Fund, a resounding success, received additional support from two donors and made 11 grants totaling over \$22,000 to help members of our congregation and extended community. The Connections Boards allow congregation members to share Gifts/Talents, or Needs/Dreams openly – and make supportive connections between them.

In our second experiment in June 2023, Pastor Shannon hosted an event described as follows: "In honor of Pride Month, you are welcome to join Pastor Shannon on Sunday, June 4, at 12:30 pm at Arsenal Cider House for a time to connect and fellowship. Whether you are an ally or a part of the LGBTQIA+ community, all are welcome to attend!" The affirming nature of this event was followed by the "Who Is My Neighbor" sermon series; Pastor Shannon asked the congregation, "Who are we called to help, minister, love? This question of faith is vital for the life and ministries of COR. Using Mark 12:31 as our guiding text, you are invited to participate." This sample of the relationship between our congregation and pastor exemplifies a creative call to share the good news.

## 11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[Download 11-Year Report](#)

## Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	45
NUMBER OF ACTIVE NON-MEMBERS:	42
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	87

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	80
MEMBERSHIP 10 YEARS AGO:	90
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	0
YOUTH MINISTRY ATTENDANCE: (IF ANY)	5

ARE THESE NUMBERS ESTIMATES?

Yes



Number of total participants by age:

AGE	NUMBER
0-11	3
12-17	3
18-24	7
25-34	7
35-44	14
45-54	11
55-64	12
65-74	19
75+	11

ARE THESE NUMBERS ESTIMATES?

Yes

**Staff and Volunteer Leadership**

List of all current staff:

No Response

Reflection: What this information reflect about our congregation's overall ministry:

The COR congregation brings a new meaning to diversity! The congregation includes, to name a few: doctors, college students, ordained ministers, social justice activists, a college chancellor, a poet, musicians, a former judge, college professors, a person who speaks 9 languages and sings in 6, a blind author, a former ballerina with the Pittsburgh Ballet, a playwright, a newborn, and persons who were present at the church's founding in 1968. It's a truly special congregation seeking to warmly embrace a truly special pastor.

**Church Finances**

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	136941
Total	136941

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

115192

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.

[Download church budget](#)

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Does the church currently have any endowments? If so, what are the values of those endowments?

Endowment:

*No response*

Endowment:

*No response*

Endowment:

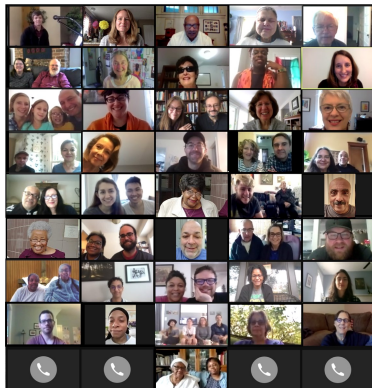
*No response*

## Capital Campaigns

Description of any building programs projected or underway.

*No response*

## Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

*No response*

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

COR maintains a large interior portion of a modern professional building in the heart of Oakland, spanning three floors. COR's heavy wooden door opens to its main floor, featuring a beautiful sanctuary with wood, stained glass, and a library/meeting room. Behind the altar, facing the street, is an original 15 x 75' mural commissioned by COR, depicting congregants and scenes from COR's past and present. The upper floor houses offices. The lower floor has a full-service kitchen, a nursery, and a Fellowship Hall that seats up to 85 persons.

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance

Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)  
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids  
Access to child care spaces for wheelchair users and people with other mobility aids  
Wheelchair access in bathrooms  
Handrails on all stairs

Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)  
Curb cuts

#### Which spaces are accessible to wheelchairs:

The entrance, hallways, elevator, Sanctuary, and all three floors are wheelchair accessible.

## Historical Information

#### Significant happenings in the history of our church that have shaped the identity of our congregation.

We were founded in 1968 as an intentionally interracial congregation. COR began with the merger of people from three Presbyterian congregations—two with predominantly white members and one with predominantly black members. Since our beginning, COR has expanded its inclusivity by using gender-inclusive language. We formally joined four protestant denominations in 1982 (Presbyterian Church (USA), United Church of Christ, United Methodist Church, and Christian Church (Disciples of Christ)). We invite our LGBTQIA+ members thoroughly into our ministry. Our commitment to inclusivity is a cornerstone of our identity.

COR's navigation through the ongoing COVID pandemic was managed collectively by our pastor, Church Council, and participating members. The congregation adapted quickly to virtual church services using Zoom to meet weekly. The use of Zoom opened up new opportunities for staying connected with participating members, especially those who have moved and those who are older.

#### Ministerial History:

*Name:* Rev. Jim Faltot (UCC)

*Years of service:* 3

*Name:* Rev. Kathy Clark (UMC)

*Years of service:* 2

*Name:* Rev. Willis Ludlow (UMC)

*Years of service:* 5

*Name:* Rev Janet Edwards (PC-USA)/Rev. Peg Yingling (PC-USA)

*Years of service:* 2

*Name:* Rev. Bruce Swenson (interim) (PC-USA)

*Years of service:* 1

*Name:* Rev. Denise Mason Bullitt (UCC)

*Years of service:* 16

*Name:* Rev. Dr. Deirdre King Hainsworth (interim) (UCC)

*Years of service:* 1

*Name:* Rev. Elizabeth Michael Ross (PC-USA)

*Years of service:* 3

*Name:* Rev. Shannon Garrett-Doegel (UCC)

*Years of service:* 1

## Community Vision

How the relationships and activities of our congregation extend outward in service and advocacy.

COR members have supported:

- International Tabletop Games Day
- Outreach ministries with the LGBTQIA+ community
- the annual Church World Service CROP walk
- Pennsylvania Interfaith Impact Network (PIIN)
- the annual Summit Against Racism
- Anti-racist teachings
- Economic justice conversations

We are an "intentionally interracial Protestant Christian community," embracing diversity, equity, and inclusion. We were founded in response to Dr. King's observation that 11 a.m. on Sunday was the most segregated hour of the week. These beginnings fostered ecumenical conversations that led to COR's standing in four denominations: the PC-USA, the UCC, the Disciples of Christ, and the UMC. Our founding principles called us to be an Open and Affirming congregation for our LGBTQIA+ siblings in Christ. Lastly, our church is a safe space for seekers and those wounded by previously difficult church experiences. We desire to challenge people with Jesus's radical teachings that God's love extends to all.

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, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

Economic Justice.

Faithful and Welcoming.

Open and Affirming (ONA).

Designations from other denominations.

Other UCC designations:

Anti-Racist

## References



☒ Richard Moyer

Completed: Friday, Jan 31, 2025

Current College Professor

Former Member of COR (childhood until 2005)

My parents & 1 sibling are members of COR

I live in another state.

Personal Cell: 267-495-9754

### Reference Response

COR has been, by design, one of the few truly racially integrated congregations of Pittsburgh, a very welcoming space for people from all different walks of life. A racially integrated church is something that is still very difficult to achieve and very rare, even as other parts of life have become less segregated (neighborhoods, schools, workplaces) churches remain extremely segregated. The church is also very serious about social justice and community service. The members of the congregation go out of their way to volunteer to help each other and to serve the greater Pittsburgh community. When my mother became sick with dementia & we were figuring out how to care for her at home, members of the church were very active in visiting and even staying at the house overnight on a regular basis so my dad (primary care giver) could get some uninterrupted sleep for himself.



☒ Elizabeth Ross

Completed: Monday, Feb 3, 2025

Served as COR's pastor, 2018-2022

Mobile Phone: 9199433860

### Reference Response

While COR is not immune from the larger tides sweeping the American church, it has particular gifts with which it meets the current moment. The congregation embodies the diversity it holds dear and has practice leaning into relationship and growth in that diversity. There is a generation of leaders who have been invested for decades, and they have welcomed the gifts of newer leaders. There is a history of work for justice in the wider community and a nimbleness with which the church strives to respond to the challenges of today. There is a wide welcome on matters of faith; thoughtfulness and curiosity abound. The community is resilient, having navigated many a societal shift and trusting that "We've come this far by faith." For pastors who share these commitments and come ready to help equip a congregation to move further in this work, COR is an exciting place to serve.

☒ Jane Dohrmann



Completed: Friday, Jan 31, 2025

My husband and I were members of the Community of Reconciliation for five years in the mid 1990's when we lived in Pittsburgh.

Church Primary Phone: 412-682-2751

#### Reference Response

Please consider this reference a wholehearted endorsement of the Community of Reconciliation (COR), a multiracial ecumenical church located in Pittsburgh, PA. Our family's experience profoundly influenced our spiritual wholeness and desire to belong to community in a way that has stayed with us to this day. COR's greatest strengths were (1) being a welcoming, caring community dedicated to racial reconciliation and peace and justice & (2) fostering an environment for spiritual development/worship (intimacy, breathing, connecting) as a community. Together, through God's grace, we strove to create a truly "beloved community."

We were warmly embraced by the congregation; COR became our home. We developed relationships with people of many different backgrounds and ages and our faith grew. We are forever grateful for these relationships and the time we shared with the congregation.

#### Closing Prayer

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II Corinthians 5:18-20

All this is from God, who through Christ reconciled us to God's self and gave us the ministry of reconciliation; that is God was in Christ reconciling the world to God's self, not counting their trespasses against them, and entrusting to us the message of reconciliation. So we are ambassadors for Christ, God making God's appeal through us. We beseech you, on behalf of Christ, to be reconciled to God.

(Inclusive-Language Lectionary of Revised Standard Version)

#### Statement of Consent

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##### 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 Pastoral Search Committee consists of four people who wrote the document with input from the congregation and a consultant.

Members of the Pastoral Search Committee also serve on Church Council and Ministry Teams.

##### 2. Additional comments for interpreting the profile:

Name	Grace Young
Preferred E-mail	Youg15301@gmail.com
Phone Number	724-413-9937