

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

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

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

St. Paul's United Church of Christ
Knox, PA

½ Time Pastor

Penn West Conference
Clarion Association

March 10, 2023

LOCAL CHURCH PROFILE CONTENTS

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

INSTRUCTIONS

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

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

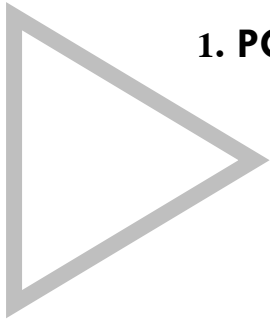
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

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

Street address: 937 Twin Church Road, Knox, PA 16232

Supplemental web links: StPaul937@windstream.net

Mailing address is P.O. Box 539, Knox, PA 16232

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

Conference: Penn West

Association: Clarion Association

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

Conference – David Ackerman Association President – Stephen Fair

312 South Maple Avenue, Suite PWC, Greensburg, PA 15601

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?

We are a humble, unassuming people. We are eager to participate in any challenge, be it financial or service-driven. When there is a need, our people respond because we have met many financial goals throughout our history. We have a varied congregation in our talents. Our membership consists of natural leaders and organizers. St. Paul's has a number of men and women who work regularly in the kitchen, be it funeral dinners, fundraising soup sales, or family dinners. Several members participate in the local food pantry helping to distribute foods once a month to needy families. Once a year we join in the community Lenten services where our church provides and serves lunch for one of those weekly events. We have special services at holiday times such as Ash Wednesday, Maundy Thursday service, Memorial Day Service, and Christmas Eve. PowerPoints are provided for our weekly Sunday services. We are a very social group. We plan several picnics yearly and enjoy socializing and bringing guests to these

events. An extremely active and well-organized phone prayer chain is used for all needs. Several people in our congregation visit our shut-ins regularly. We have had several supply ministers since our pastor retired at the end of October 2022. Recently one of our supplies pointed out that she could sense the presence and work of the Holy Spirit within our midst. Certainly, anyone who has joined us in worship has been able to experience that same feeling. We hope and pray that a half time pastor can be placed with us to help guide, support, care, and minister we congregants and the community to place new members with us. (See section 1B). God will guide the heart of the minister that is to be placed at St. Paul's.

Photographs:

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

See attachment with pictures





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

The geographic location provides the beauty of a rural area. We have recreational activities nearby with a state park, camping, hunting, fishing, boating, hiking, and other outdoor venues. Interstate 80 is easily accessible to travel east or west readily.

Current size of membership: 50 members on the roll

Languages used in ministry (*other than English*):N/A

Position Title: ½-Time

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*):

½-Time according to the UCC compensation guidelines

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.)

We expect him/her to exercise the gifts and graces of leadership, commitment, and sensitivity, be open-minded and respect tradition. With our congregation being older, the minister needs to be a people person. He/she needs to be empathetic and respect confidentiality. Also, the candidate needs to be dedicated to the goals of our congregation. He/She, along with church leaders, would plan and implement church growth strategies and community outreach.

1c. COMPENSATION AND SUPPORT

Salary Basis *(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance)*: \$19,138.50 and will consider any difference once candidate is decided upon depending on their years of experience.

Benefits *(choose one)*:

Benefits such as health and dental insurance, disability, books and materials will be discussed and agreed upon at time of interview. Continuing education such as retreats, church related events, and conferences have been paid for by the church.

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)*?

We have no parsonage. We can assist on finding a home or rental property within our area. We are open to discussing housing allowance at time of employment.

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

We would prefer the candidate live within the area so they can participate in community activities, especially Knox Ministerium.

State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position): N/A

Describe peer and professional supports available for ministers in your association/conference:
Conference Minister and personnel serving on Clarion Association

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

We fully understand the possible need for bi-vocational employment. We will be flexible in our expectations.

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.

An increase in membership would allow our outreach goals to flourish. Currently our lower numbers inhibit our ability to progress toward our goals. Our next minister should lead the church family in an effective program of witnessing and caring ministry within the church and community as we grow into the fullness of Christ's Body. He/she would work with consistory and committees as they perform their assigned responsibilities.

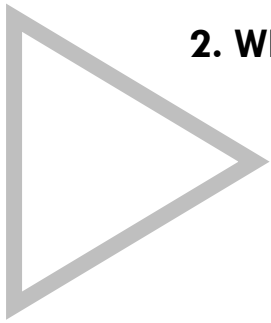
Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

As noted in 4a(Community Vision), our church participates in various service activities. We anticipate the prospective minister to be a liaison between the congregation and wider mission both domestic and foreign. Any new mission opportunities suggested by the minister will be considered.

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

English is the only language requirement at this time.

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



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?

We are now a very serving congregation. We need to continue the services we now provide to our congregants and community. Our church needs to become more giving within the community, our country, and the world. The need to be heard within the community is a work in progress. We live in an ever-changing community daily. We are called to be bound together by common faith. We should love each other, live in harmony together, forgive, encourage and serve. We belong to each other in many and profound ways.

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?

Experiments – Sharing Box and softball field; **Sharing Box** – Supports the community with food and needed items. This box is positioned outside at church driveway entrance and is easily accessible. We need to assign an individual to manage the contents, rotate food items, monitor the dates, and make a list of acceptable items according to weather. It has been noted that people are utilizing the Sharing Box by taking and replenishing the items which is its purpose. With increased advertising we hope to see more people using this service. **Softball field** – Built to put together a team to play with area churches. We need to get unchurched people who are not members, because of our older congregants, to play and engage with other church teams. Five teams of various denominations came together on Tuesday evening and experienced good sportsmanship and comradery. After 3 successful years of 6-week seasons, we plan to continue the softball program.

Disasters, sickness, job deterioration, job openings but no applicants, families leaving the area, and church memberships decreasing are a few challenges that can be mentioned. Challenges our church personally contend with are low member numbers, older population, health issues, and lack of consistent leadership.



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?

We are a soft-spoken church. God is often described in worship liturgy as we use the provided Sunday scriptures and UCC Litany for the sacraments of Holy Communion, baptism, and confirmation. Statement of Faith, Apostles Creed, Lord’s Prayer, Assurance of Pardon, and Confession of Sin are used also as worship liturgy. The Holy Spirit moves and calls us to surround members with support and love during hard times.

Describe several strengths or positive qualities of your congregation.

We are a loving, caring people, and an excellent support group. When proposed to meet a wider mission our congregation even though it has a small membership, goes above and beyond to fulfill God’s work. Showing concern is expressed by phone calls, cards, and visiting. St. Paul’s UCC is a church that is welcoming. They make guests and each other feel welcome and do their best to make visitors feel part of the church community. God has given us resources such as people, time, and money. A responsible church is a good steward to these resources and is accountable for the proper management of God’s blessings. As we have mentioned, our congregation is small in number. But as the word “people” is mentioned, our people work hard and go above and beyond when asked to do so. They give of their time and talent when needed. As financial issues are discussed monthly and more frequently, if necessary, all our financial needs have been meant so far with our few in number congregation. Our people rise to the occasion no matter what it is!!!!

Describe what worship is like when your congregation gathers.

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

Worship takes place in our sanctuary which displays a vaulted ceiling of white pine mahogany wood. Biblical pictured stain glass windows are enjoyed by all who encounter them. We are a congregation that respects tradition. Our last baptism was of 2 young girls. A marble basin at the front of the church that has been part of St. Paul's worship for years, holds the water to be placed on the person's forehead. The UCC liturgy is most frequently used.

Good preaching is described as Biblical based, strong, forceful, honest, focused, authentic, motivating, well prepared, and has a week to week follow through if appropriate.

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?

Lay readers are used to read the scriptures on Sundays. Other volunteers are used throughout the year when asked, such as Lent or Advent readings. Due to the decrease in membership and job opportunities in the area, our congregation lacks in youth leadership. This is an area in which we are focused for the future of St. Paul's. When our 2 elementary girls are present, they participate as acolytes and assist in gathering food when collected. LifeGuide Bible Series is used during the adult Sunday School hour. These studies are enjoyed by all. Open conversation is utilized. Visitors have mentioned how they enjoy the open conversation as sometimes they just witness a leader teaching their Sunday school lesson at their church.

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?

Decisions are communicated within our church by providing the minutes of the consistory and congregational meetings to all members. Bulletins and PowerPoint presentation help keep our members informed.

Committees are set from year to year. The committees are made up of volunteers and assignments.

- When it comes to decision-making, how many hours are spent in meetings per month?
 - a. Consistory meets the first Tuesday of every month except July. Meetings last 1 ½ to 2 hours.
 - b. Special Consistory and Congregational meetings are called for after church services as needed.

c. Phone calls are made. The President has also in the past done phone calls where all consistory members come on together. With ZOOM available this type of social media can be used.

d. An Annual Congregational meeting is held the last Sunday of January

Our church struggles for vision in fresh ideas. Change is not easily accepted. With no young people it is difficult for us to look to the future.

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

Our church experienced the separation of a church that we had been yoked with for many years. With the help of the Conference, Association, our Lord and Savior, and a blessed interim pastor, we got through this situation and were able to put a full-time minister in place. Prayer, meetings, and discussion were used to help replace the negative with a spiritual positive.

- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? Yes

3b. 11-YEAR REPORT

(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#:	621190									
Assoc:	644									
Schedule:	0									
	Saint Pauls UCC									
	Knox									
	PA 16232									
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	119	35	40	0	0	0	0	0	0	0
2012	119	35	40	0	0	0	0	0	0	0
2013	115	30	30	0	0	0	4	0	-4	0
2014	97	35	21	0	0	0	3	55	-58	0
2015	97	35	21	0	0	0	0	0	0	0
2016	97	35	21	0	0	0	0	0	0	0
2017	97	35	21	0	0	0	0	0	0	0
2018	97	35	21	0	0	0	0	0	0	0
2019	97	35	21	0	0	0	0	0	0	0
2020	97	35	21	0	0	0	0	0	0	0
2021	97	35	21	0	0	0	0	0	0	0
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2011	\$73,369	\$0	\$4,800	\$296	\$5,096	\$0	\$5,096	6.54	\$78,445	\$0
2012	\$73,369	\$0	\$2,800	\$296	\$3,096	\$0	\$3,096	3.82	\$76,415	\$0
2013	\$90,888	\$0	\$3,200	\$364	\$3,564	\$35	\$3,599	3.52	\$94,487	\$68,126
2014	\$90,888	\$0	\$2,900	\$808	\$3,708	\$0	\$3,708	3.13	\$94,594	\$0
2015	\$90,888	\$0	\$3,000	\$509	\$3,509	\$0	\$3,509	3.30	\$94,397	\$0
2016	\$90,888	\$0	\$3,600	\$758	\$4,358	\$0	\$4,358	3.96	\$95,246	\$0
2017	\$90,888	\$0	\$3,600	\$578	\$4,178	\$0	\$4,178	3.96	\$95,066	\$0
2018	\$90,888	\$0	\$3,300	\$494	\$3,794	\$0	\$3,794	3.63	\$94,682	\$0
2019	\$90,888	\$0	\$3,900	\$716	\$4,616	\$0	\$4,616	4.29	\$95,504	\$0
2020	\$90,888	\$0	\$3,600	\$371	\$3,971	\$0	\$3,971	3.96	\$94,858	\$0
2021	\$90,888	\$0	\$3,600	\$649	\$4,249	\$0	\$4,249	3.96	\$95,137	\$0
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2016-2021	0.00	0.00	0.00	0.00	0.00	0.00	-2.50	-0.11		
2011-2021	-52.10	-36.36	-47.50	0.00	0.00	23.89	-16.46	21.28		

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	30	Yes
Number of active non-members:	6	Yes
Total of church participants (sum of the numbers above):	36	Yes

Percentage of total participants who have been in the church:

	yes	<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	78%	Yes
Less than 10, more than 5 years:	6%	Yes
Less than 5 years:	16%	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>
2	0	0	0	0	3	5	7	19	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0%	Yes
Households with minors:	4%	Yes
Single adults age 35-65:	2%	Yes
Joint households with no minors:	50%	Yes
Single adults over 65:	44%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	100%	
College:	2%	
Graduate School:	2%	
Specialty Training:	2%	
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	10%	Yes
Adults who are retired:	88%	Yes
Adults who are not fully employed:	2%	Yes

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

Our congregation consists of teachers, paraprofessionals, clerical, farmers, business associates, and laborers.

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?

Our congregation is 100% American Caucasian. Diversity within the community is not large. In the past, ethnic heritages were part of our congregation. An interim minister that had several adopted children from multiple countries served our congregation while trying to place our next full-time pastor. They were welcomed with open arms within the church and families’ homes. Even though we don’t have racial diversity within our congregation, we welcome people from a variety of races and ethnic groups to speak or do performances. One person in particular to mention is Angelo Maker, one of the Lost Boys of Sudan and founder of the Abukloi School, has spoken and worshipped with us numerous times.

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 welcome people of diverse racial make-ups. Our last full-time pastor was African American. He has since moved on to a bigger congregation and closer to family. During the interview process, the Search Committee spoke with the congregation to make sure they were amenable to hiring an African American pastor.

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	14	Church members
Baptisms <i>(number last year)</i> 0	0	
Children's Groups or Classes	2	Church members
Christmas Eve and Easter Worship	50	Pastor, Worship and Program Committee, organist
Church-wide Meals	25	Church members
Choirs and Music Groups	0	
Church-based Bible Study	0	Since pastor retired this group doesn't meet
Communion <i>(served how often?)</i> 8	25	Pastor and Elders
Community Meals		
Confirmation <i>(number confirmed last year)</i> 0	0	
Drama or Dance Program	0	
Funerals <i>(number last year)</i> 4	50+	Pastor, family, organist, lunch committee

Intergenerational Groups		
Outdoor Worship	25	Pastor, organist, consistory
Prayer or Meditation Groups	All members	We have a very active Prayer Chain
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>) 0	0	
Worship (time slot: 9:30am)	25	
Worship (time slot: _____)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other – Bible School	2	Volunteers

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)

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
Sexton	Gary Ashbaugh	Part-time	Consistory	
Secretary	LeeAnn Haun	Part-time	Consistory	
Treasurer	Linda McHenry	Part-time	Consistory	

REFLECTION

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

We have a nuclear group of very active people. This group is diverse and willing to help as needed in any way.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 48,950.00
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 14,000.00
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$
Fundraising Events	\$ 1,016.00
Gifts Designated for a Specific Purpose	\$ 2,000.00
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$

<u>Transfers from Special Accounts</u>	\$ 3,000.00
Other (specify):	\$
Other (specify):	\$
TOTAL	\$ 68,966.00

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 54,141.00

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.

**St. Paul's United Church of Christ
Proposed Operation Budget for 2023**

	<u>2022</u>	<u>2023</u>
A. Our church wider mission		
1. Basic Support (PWC & National)	\$ 3,600.00	\$ 3,600.00
2. Clarion Association	165.00	150.00
3. St. Paul's Home	100.00	100.00
4. Wider Mission Outreach	1,000.00	1,000.00
5. Christian Service Fund	1,000.00	1,000.00
 B. Minister Support		
1. Base Salary & Utilities	\$18,188.28	
2. Housing		
3. Social Security Offset		
4. UCC Health Benefits		
5. Travel Expense		
6. Supply Worship Leader	<u>800.00</u>	<u>\$10,400.00</u>
	\$18,988.28	\$10,400.00
 C. Leadership, Program & Service		
1. Curriculum Material	\$ 200.00	\$ 350.00
2. Library Operations	100.00	100.00
3. Christian Gifts	200.00	200.00
4. Special Activities & Program, Youth, VBS	200.00	100.00
5. Camp Registration	350.00	350.00
6. Emergency Fund (Funeral Dinners)	250.00	350.00

7. Conference Expenses	200.00	200.00
8. Organist Coordinator	2,080.00	2,080.00
9. Sexton Salary	3,577.80	3,601.80
10. Financial Secretary/Treasurer	3,178.08	3,178.08
11. Secretary	4,454.56	4,590.56

D. Operating Expense-Church

1. Pension Fund for potential ½ time minister		
2. Insurance & Taxes	5,600.00	5,000.00
3. Maintenance of Building & Grounds	5,000.00	5,000.00
4. Gas	5,500.00	7,000.00
5. Electric	1,500.00	2,000.00
6. Telephone & Internet	1,750.00	1,750.00
7. Garbage Collection	264.00	240.00
8. Organ Maintenance & Piano Tuning	525.00	300.00
9. Office Supplies	700.00	700.00
10. CPA Annual Payment	<u>550.00</u>	<u>570.00</u>
	\$21,389.00	\$22,560.00

Grand Total **\$61,032.72** **\$53,910.44**

General Acct. Receipts 2022	Totals	General Acct. Expenses 2022	
Offering Loose Cash	\$ 2,849.00	Minister	\$15,113.60
Offerings Loose Checks	\$ 2,321.00	Substitute Minister	\$ 1,550.00
Offerings Envelopes	\$41,735.00	Sexton Wages	\$ 3,601.80
Sunday School	\$ 1,545.76	Secretary Wages	\$ 4,590.56
Dinners/Funeral Meals	\$ 863.25	Organist	\$ 2,080.00
Money Makers	\$ 1,016.00	Treasurer Wages	\$ 3,178.08
Poinsettias/Easter Flowers	\$ 158.00	Penn West Conference	\$ 3,600.00
Neighbors in Need	\$ 95.00	US Treasury	\$ 2,007.64
One Great Hour	\$ 96.00	PA Dept. of Revenue	\$ 977.56
Strengthen the Church	\$ 113.00	Keystone Tax	\$ 411.37
Christmas Fund – Veterans	\$ 50.00	Mattern CPA	\$ 570.00
Thank Offering	\$ 147.00	Electric	\$ 1,360.20
Ash Wednesday	\$ 62.00	Gas	\$ 3,953.74
Maundy Thursday	\$ 59.00	Telephone	\$ 1,523.05
Lenten Folders	\$ 218.00	Garbage	\$ 240.00
Unto	\$ 205.00	Maintenance/Building/Grounds	\$ 2,352.85
Donations	\$ 680.00	Office Supplies	\$ 542.03

White Christmas Offering	\$ 141.00	Church Supplies, Books, Bibles	\$ 654.80
Wreaths Across America	\$ 350.00	Property Tax	\$ 65.61
Food Cupboard	\$ 361.00	Fire Insurance	\$ 1,541.00
SP Lutheran (Mowing/Electric)	\$ 540.00	Compensation Insurance	\$ 318.00
Market Comp Refund	\$ 6.00	Organ & Piano Tuning	\$ 200.00
Totals	\$53,610.01	US Post Office	\$ 84.00
		Farmers Bank (Box Rent)	\$ 25.00
General Account 2022		Library Operations	\$ 0.00
2022 Beginning Balance	\$12,182.87	Funeral Dinners	\$ 329.40
Total Receipts	\$53,610.01	Banquets, Dinners & Parties	\$ 183.82
Total	\$65,792.88	Fund Raisers (Soup)	\$ 154.81
Total Expenses	-\$54,140.92	St. Paul Homes	\$ 200.00
2022 Ending Balance	\$11,651.96	Clarion Assoc. (53 @ \$3.00)	\$ 150.00
		Wider Missions Outreach &	
Money Market Account 2022		Christian Service Fund	\$ 632.66
2022 Beginning Balance	\$16,509.35	Gifts	\$ 227.01
M/M Memorials	\$ 2,230.00	Softball Registration	\$ 50.00
Interest	\$ 3.06	Neighbors in Need	\$ 95.00
Transfer for Mower	\$ 3,000.00	One Great Hour of Sharing	\$ 96.00
Donations	\$ 5,042.78	Strengthen the Church	\$ 113.00
Total Receipts	\$10,275.84	Christmas Fund – Veterans	\$ 50.00
Balance	\$26,785.19	Thank Offering	\$ 147.00
Total Expenses	-\$ 7,170.88	Knox Ministerium	\$ 361.00
2022 Ending Balance	\$19,614.31	Unto	\$ 205.00
		Wreaths Across America	\$ 464.00
		Poinsettias and Easter Flowers	\$ 140.33
		Totals	\$54,140.92
		M/M Expense 2022	
		New lawn mower	\$ 7,170.88
		Totals	\$ 7,170.88

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 24%

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%*)

Our OCWM(Basic Support) is a line item of the proposed operating budget. This item is paid by the church treasurer throughout the year.

What is the church's current indebtedness?

Total amount of loan debt: \$0

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 at this time

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

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? Yes

What is the market value of the assets? \$14,003.00

Are funds drawn as needed, regularly, or under certain circumstances? No

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

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

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$29,614.00

Investments (other than endowment): \$217,874.00

Does your church have a parsonage? No

Fair market rental value of the parsonage: N/A

How is the parsonage used? N/A

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: Church, shed, 1/2 a cemetery building

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

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) Sanctuary, adult Sunday school, bathrooms, and kitchen

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?

A major budget change came when the decision was made to go from a full time pastor to a ½ time. Annually a budget committee meets and discusses line by line the areas included in the proposed budget. Our church has gone from paying a ½ time minister to now compensating supply ministers at the rate of \$200 per service.

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.

When you look at our ministerial history, ministers have remained with our congregation for quite a number of years. Many pastors served until retirement.

During the past ten years, Pastor Ken stretched our vision of serving not only locally but nationally, and globally. With the help of his background, he was instrumental in including our congregation in any mission event/activity in which he participated.

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

Going from the availability to have a full-time minister to a ½-time.

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?)

In the last tens years our church has not experienced any major conflict. Previous to that time we endured a major conflict that caused the separation of a church with whom we were yoked. Lessons learned were compromise, forgiveness, and learning to do away with preconceived notions. Even though this event happened years ago, it still is an underlying issue and recent in the minds of some members. Numerous committees are in place to deal with conflict. If a major conflict arises then the Clarion Association and Conference will assist if needed.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Ken Tack	2014-2022	Yes
Rev. Tony Fields Sr.	2008-2014	Yes
Rev. Raymonde Faulds Jr.	1981-2002	Yes
Rev. Eli Fabian	1970-1981	Yes

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

We have learned that the relationship needs to be a 50/50 arrangement. We listen to each other, request a meeting if necessary, and get input from all parties. Don't just assume how people feel.

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

Yes – see answer to 3f(conflict explanation)

Has your church been involved in a Situational Support Consultation?

Yes – see answer to 3f(conflict explanation)

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

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?

Sharing Box – 2 years ago a member suggested we start an outside way to help the community and spread God's love from us. A church shaped box was built by Pastor Ken and his brother and later became known as the Sharing Box. Foods, paper products, clothing, books, and other supplies are placed in the box so community people can help themselves.

Knox Food Cupboard – 1st Sunday of the month, food and monies are collected to support this program. An average of 47 families per month were serviced in the year of 2022. Summer months are lower with November being 67 and December 59.

Keystone School District – Underwear, socks, and other needs are collected during October and November to be distributed to needy students. A school district family is taken on during the Christmas season to help bring a joyous day to the children and parents.

Charitable Deeds – Food and personal items are donated to be distributed to the needy within the community. They will let churches know if any item is needed.

Wilkinsburg Community Church Annual Christmas Event – Wilkinsburg Community Church does a community outreach and has a day of fun, games, and handing out toys to the community children. St. Paul's helped to supply the needed toys. In the past, members went on that day and helped with the different areas set up for the event.

Abukloi School in South Sudan – Angelo Maker, a Lost Boy of Sudan, founded Abukloi in 2010 to help rebuild his country. Pastor Ken's sister, Rev. DR. Margaret Kuntz, took Angelo in and helped to make this school a realization. She volunteered in 2013 to go and open this school. We have been so honored to have met both Angelo and Margaret.

Card Ministry – Cards are sent to congregants, shut-ins, community members, service people, family members, and children. These cards are handmade by a group of church members.

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

St. Paul's participates in the Spring and Fall Association Meetings. We hosted the annual Fall Association meeting in October 2022 and have hosted many others in the past.

A "**Five for Five**" Church is one who supports the Five Special Giving Opportunities in the United Church of Christ. These Giving Opportunities are: Our Church's Wider Mission which is the basic funding source for the Penn West Conference and the National setting of the UCC and the following Special Offerings - One Great Hour of Sharing, Strengthen the Church, Neighbors in Need, and the Christmas Fund (Veterans of the Cross). We proudly acknowledge for many many years we have been a "Five for Five" Church

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 type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input 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 checked="" 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?

Our church members are not aware of these initiatives. More information needs to be given to them to make them aware of the possibilities they provide. We are always open to new ideas. Our people respond well to new needs for funds or assistance in any way.

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

St. Paul's has participated with other denominations such as Methodist, Lutheran, Community, and Presbyterian in services and other events. We share a cemetery, services, and years of events with our neighboring church, St. Paul's Lutheran. Years ago, before a fire and some spiritual differences we were a church united as one. Through the years many fun filled events were experienced, such as a yearly softball game, anniversaries, Lenten services, Thanksgiving Eve service, Thanksgiving and Advent dinner, and so many more. Bible school has been a shared experience for years also. Three years ago, the Knox Horsethief Committee with the help of the Knox Ministerium put together a service in August that is hosted on Main Street and open to all faiths. The first year over 600 came to worship. A softball field was built on our ground by members and community volunteers. Since its beginning we have played with other churches during July and August to enjoy a summer of fun. Hot dogs were served at our home games by 2 members that couldn't play ball but wanted to share their love by grilling for the teams.

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.

A few years ago, we changed our mission statement to "Living in Faith."

St. Paul's older mission statement comes as following:

We, the people of St. Paul's United Church of Christ,
Seeking to be participants in God's mission and followers
of Jesus Christ and His teachings, commit ourselves,
through the power of the Holy Spirit....

- To witness God's unfailing love by our daily words and deeds.
- To show God's unconditional love through compassion and support of ourselves in our families, our church, our community, and the world.
- To live as an extended family of faith in a warm and caring fellowship.
- To unite in service, using our gifts and talents in worship, music, teaching, fellowship, and service, to move our church forward with Jesus Christ as our foundation.

We will support one another as we strive to fulfill this statement of mission both individually and as a congregation.

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

We encourage our minister to be involved in the community through church or local activities. We want our minister to be visible in the community. We would like the minister to participate with the Knox Ministerium and Clarion Association of the Penn West Conference of the UCC. This will help keep us informed and place us in the community as well.

4b. MISSION InSite

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

White(NH) is the largest population of our demographic area. In the 10-year future little change is expected. The majority of job opportunities in the studied area are projected somewhat blue collar. With these job opportunities, the median family income is somewhat less compared to the state level. The number of families in poverty is somewhat above the state average.

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?

Several churches of the Knox Ministerium come to worship together throughout the year. Town churches are predominantly used for these services due to their central location. Our country church is located 2.5 miles from town and not utilized for such events. Other country churches are also not chosen due to location.

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

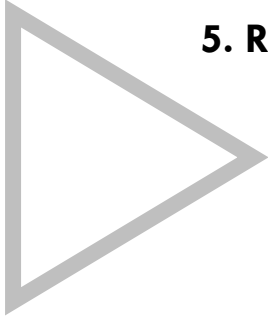
The low population in the area lends itself to a minimal number of church goers at most of the area churches. Our area supports quite a number of churches. Varying denominations exist within the study area to give many opportunities for people to choose their home church.

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

We are perceived as welcoming, supportive, and willing to participate in activities with others regardless of our size. We are known for our quick response in a crisis situation such as funeral dinners. Our Social Concerns Committee is set up to help people and the community with any needs. Last but not least we became known for our Soup Sale, Thanksgiving dinner, and food!

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

Approximately a year ago, a community member began coming to our church. He was unhappy with his home church. He also is very good friend of Pastor Ken. When Pastor Ken retired, many members feared he would leave and go to another church. Without the presence of a minister, he feels at home with us. This is encouraging to us that without a minister present he still wants to worship and be with us.



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)

Ken Tack Retired Minister

724-822-0225

1. Describe some areas of strength in this church’s ministry

Unity is the word that pops into my mind when I think of this congregation. They demonstrate to the community what Christian love and caring is all about as they simply go about life as a congregation. There may be times that it gets in the way of something happening, but in the end they have shown the Knox community the love they have for each other and the love they have for their neighbors. Coming from this love and caring is a sincere attempt to help their neighbor both next door and across the world. Their giving of money, time, and gifts is amazing for a congregation of their size. Having won the trophy for all participating in the annual soup drive for the Knox food cupboard in 2022 they truly dotted the "I" in Christian service.

2. Describe some areas of improvement in this church's ministry

I have seen them grow in their vision of the wider church. They have been involved in mission work in South Sudan, Argentina, Guatemala, and they sent a team of volunteers to

Daytona Florida, to help with hurricane relief. In the 8 years that I was with them the vision they had of their place in the Kingdom of God grew a thousand times

3, Describe a significant experience you have had of this church's ministry

The church, without my instigating, came up with the idea of creating a "sharing box". The box served as a emergency food and supply provider to the community, which at times grew rather large. The items in the box were donated by the church members and others in the community and were removed by unknown individuals. There was never any mumbling about the "real need" of those that received from the sharing box. There was always more than enough to meet the needs of those that received from it.

4. Additional words I wish to share

I only wished I could have begun serving this church 20 years before I did. The lessons I learned in fellowship and Christian love from this congregation were simply too short.

REFERENCE 2

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Barry Fillman Retired Minister/Supply Minister/serves on Clarion Association/Chair of
Committee on Ministry

814-427-2468

1. This church is a dedicated and committed group of Christian people who willingly and gladly serve their church; they are hard workers and are always willing to do anything they can to help anyone in need. Their worship is positive and upbeat; for a smaller congregation, their singing is joyful and they sing out!
2. Their previous pastor got them involved in their community. They formed a church softball league and built a baseball field for the league and for the community to use. And their sense of mission is more community oriented than before.
3. As chair of our Association Committee on Ministry, I have worked with them in their search and call process twice before this one and had the pleasure of installing their last two pastors.
4. I don't think this church is necessarily looking for a miracle worker; they just need a genuine, loving person to be a real pastor to help them continue to move onward and forward and hopefully grow.

REFERENCE 3

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Kim Raybuck Lay Worship Leader/Assistant for St. Paul's Lutheran Church/Past Member

Home – 814-797-1640 after 7:00pm

Cell phone – 814-229-2468

To whom it may concern:

I have been asked by the St. Paul's search committee to respond to several questions on their behalf on concerns for the search for a pastor.

The first question is. Describe some areas of strength in this church's ministry.

St. Paul's U.C.C. has a long standing reputation in the community for being a community based church. To take care of local needs by participating in food collection and distribution in the local food bank. By being active in the local ministerial who coordinates local community religious activities such as Horse thief week church services on main street Knox. Participating in a community wide Palm Sunday Cantata, Church Softball Leagues, Loan a book program and joint services with St. Paul's Lutheran Church Dubbed as the Twin Churches. The grounds and building that house St. Paul's U.C.C. have been well maintained and are attractive to any would be new people in the community. The strength of the church's ministry comes from its people who work well together for the common goal of spreading the love of Jesus Christ through the community and beyond.

The second question is. Describe some areas of improvement in this church's ministry.

As with many rural church's the numbers are dwindling from no new members and present members passing away. Areas that need improvement would be to attract new members and create youth programs that would bring children and young teens into the church.

The third question is to describe a significant experience you have had of this church's ministry.

This could be a long answer. I was baptized by my Grandfather outside of the church but I was raised in this church and participated in many things through my first twenty plus years I attended St. Paul's U.C.C. I have six brothers and sisters who also grew up in this congregation. I attended Summer Bible School, received by Boy Scout God and Country award, Catechized and served on church council in this church. I am currently an Authorized Lay Worship Leader

in the Northwest Pa. Synod for The ELCA Lutheran Church and have led worship services at this church on several occasions.

As for the forth question as to anything else I would like to share.

This is a good group of hard working people who need a good shepherd to lead them. They need a leader to guide and they are willing to put in the work. They need someone with good communication skills who is a people person and not afraid to show their presence in the community. It would be critical that someone to be considered know what life in a rural farming community is like. Someone who's not afraid to be out among the people and someone who realizes that big changes don't come overnight. Slow and study wins the race to develop new members who become involved with programs in place or create new ones.

Respectfully submitted,
Kim A. Raybuck

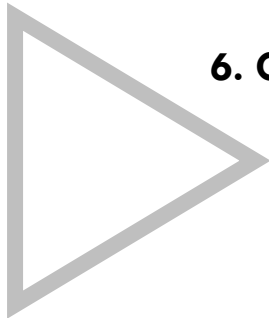
PROMPTS FOR REFERENCES

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

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:

Scriptures share how Jesus made prayer a priority. He prayed in the morning, middle of the day, all night long, with others, alone, and especially for others. We need to make prayer our priority. As the 5 members of the Search Committee came together, prayer was asked for the responsibility placed upon us to complete the profile and identify the person God is calling to be our next pastor. On Sunday, January 29, 2023, St. Paul's met for their annual congregational meeting where updates were given and prayer was asked to be continued as the process of the search goes forward. Prayer needs to be said for the congregation, new pastor, and any of his/her family. We pray for God's continued guidance in each and every step all concerned will be taking. Patience is highly needed as we wait for the right person to be placed with us in God's time.

Let us pray,

Our precious Lord and Savior, we give thanks for your constant presence. May our church as it is going through a period of change, hold fast to your promise that you know the plan and who will be placed as a pastor here at St. Paul's UCC. We pray for strength and wisdom for the search committee to choose the right person. Give guidance for our prospective minister to heed your call and join us at St. Paul's UCC. We ask this all in your blessed 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.*)
Lynn Fulton, LeeAnn Haun, Beth Lesniak, Chris Hall, Gary Ashbaugh – church and consistory members
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

Chris Hall – President/Deacon – January 31,2023

Gary Ashbaugh – Vice President/Deacon – January 31,2023

LeeAnn Haun – Secretary/Organist/Elder – January 31,2023

Beth Lesniak – Consistory Secretary/Elder – January 31,2023

Lynn Fulton – Projector Personnel/Elder – January 31,2023

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes.

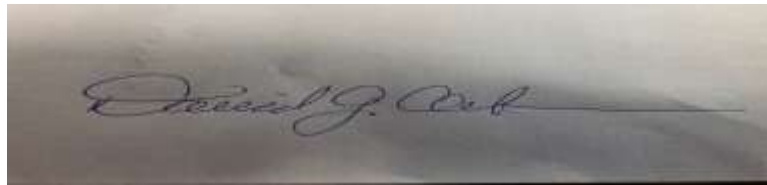
To the best of my knowledge, ministerial history information is complete.

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: David J. Ackerman / Conference Minister

Email: david@pennwest.org

Phone: 724-834-0344

Date: March 10, 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