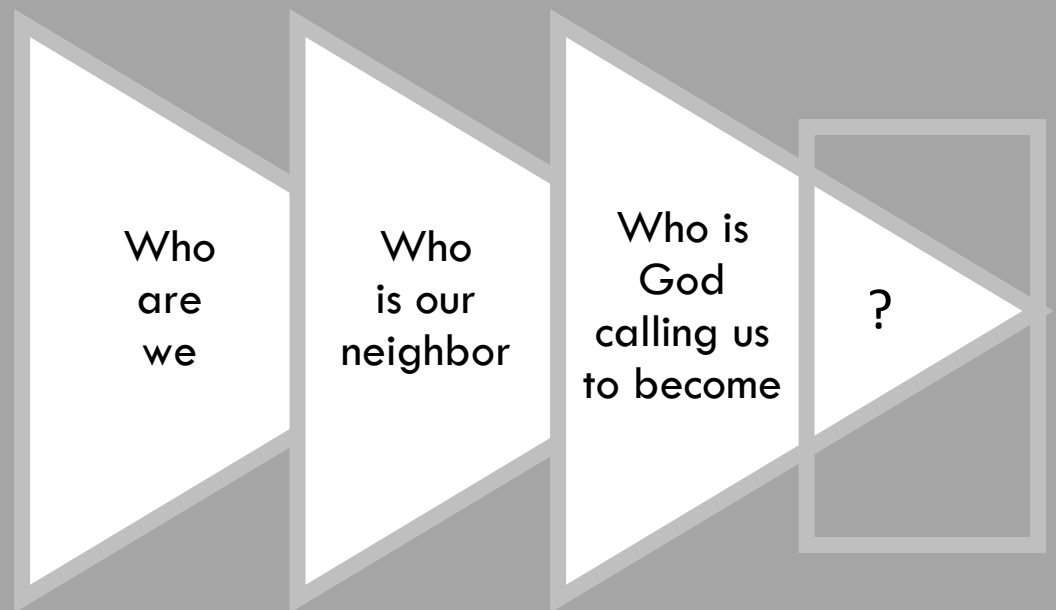


Search and Call Tools for Congregations

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

Heidelberg United Church of Christ

Schwenksville, Pennsylvania

Senior Pastor

Pennsylvania Southeastern Conference, Ursinus Association

Date Validated: March 13, 2018

LOCAL CHURCH PROFILE CONTENTS

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

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

INSTRUCTIONS

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

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

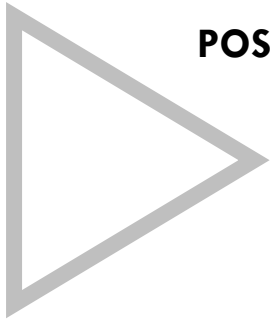
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytellings and many prayers, and 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.



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Heidelberg United Church of Christ

Street address: 251 Perkiomen Avenue, Schwenksville, PA 19473

Supplemental web links: www.hucc.net

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

Conference: Pennsylvania Southeastern Conference

Association: Ursinus Association

UCC Conference or Association Staff Contact Person: Rev. Sharon Morris, Associate Conference Minister, morris@PSEC.org, 484-949-8774 ext. 302

Summary Ministry Description:

We are seeking a Pastor who is welcoming, committed to our congregation, who will keep us focused on our spiritual life, who will visit the sick in the hospital and the elderly at home, and who shares in our current exciting mission programs and future goals. We see someone who can work with our inter-generational congregation. We want to be the center of the community. We want to strengthen our youth programs to meet their needs dealing with today's increasing struggle with anxiety, feelings of aloneness, suicide, bullying and peer pressure and to give them the spiritual sustenance to meet these obstacles. We need to publicize our many mission programs to invite and include members of the community who once they meet us and see how open and welcoming we are, will want to join us. To get there, we need to reach out to members who are no longer attending our church through cards, notes and phone calls. We have identified that our local newspapers do not cover our area properly and have started using social media, such as Facebook, to publicize our events and to invite others to join us in worship and community service. While we have a wonderful music program, we should consider possible expansion of the program with perhaps more contemporary options to attract a younger demographic.

Photographs:



Church Exterior



Sanctuary



Parsonage

What we value about living in our area:

Heidelberg United Church of Christ is located in a suburban/rural area with excellent school districts, diverse recreational facilities and close proximity to major retail shopping. Our area has significant history with Valley Forge National Historic Park and Pennypacker Mills nearby. We are in close proximity to Philadelphia, airports, and excellent medical facilities.

Current size of membership: 304

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

Position Title: Senior Pastor

Position Duration: Settled – a called position intended for longer-term ministry. It would be our expectation that the minister moves their church membership to our congregation and standing to related associations in the PA Southeast Conference.

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK

Core Competencies: Spiritual Leader, Connects well with Youth, Excellent Communicator, Genuine, Down to Earth, Compassionate and Counselor.

- Preparation and leadership of Sunday worship – crafting the liturgy, scripture study, sermon prep, including liturgical material for the bulletin preparation, coordinating with Music Director, providing passages for lay leaders, preaching, prayers, etc.
- Faith Formation and vitality – Through prayer, Bible study, identifying helpful resources and opportunities and helping lay persons take advantage of them
- Leadership development – working with people in the church to create ministry and programs
- Community engagement – Leading the way for the church to be an ambassador of God's love
- Pastoral care in collaboration with lay persons, supporting the elderly, the sick, and those grieving

- Weddings and funerals for participants in the worshipping community
- Strategic planning for current and new directions in ministry
- Faithful financial development
- Attend meetings and give leadership as needed in relation to church programs, always in collaboration with lay leadership – meetings of Consistory, committee meetings and administrative work such as planning and training of lay leaders
- Be available to the community for special service programs and as a representative of the church in community organizations
- Participate in wider church meetings and activities such as conference and association meetings
- Administrative responsibilities in conjunction and help of Church Secretary and lay leaders, such as email, web-site content, regular mail, church supply choices/purchasing, filing or resources, record-keeping
- Counseling and when necessary, referral to other supportive agencies or professionals
- Committed to continuous learning and improving skills
- Inspiring and energizing and deepening the spiritual connections and faith understanding through whatever they do
- Strengthening the youth program

COMPENSATION AND SUPPORT

Salary Basis: Consistent with Conference recommended guidelines

Benefits: Salary plus Benefits

What is the expected living situation for your next minister?

We are equally open to our Pastor living in the parsonage or living nearby with a housing allowance.

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

Within an area that he/she can perform the duties of leading worship services, attend church meetings (daytime and evening) as well as home and hospital visitations.

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:

There are Communities of Practice available for any clergy. These are groups of 4-6 clergy who meet once a month for support and accountability.

There are local ministeriums and also association opportunities to be in relationship with other colleagues.

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

WHO IS GOD CALLING TO MINISTER WITH US?

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

It was discovered from our focus groups the following qualities and interests of our prospective new minister are:

- Revolve around missions and youth
- Focus on membership and attracting young families
- Determine why current church members are not attending services and try new ideas to get them to return as active congregants.

- Work with the congregation in making the church more attractive and welcoming for new and prospective members
- Utilize new technologies and social media in attracting and maintaining members

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

Our comments from our focus groups revealed the following:

- Attending various Borough, Township and School Board Meetings from time to time in the various communities surrounding HUCC to become more aware of what is happening and the needs of these municipalities
- Spread the church's message in various local publications and social media, such as Facebook, Instagram, etc.
- Relate to the elderly through visits at local senior centers and retirement communities
- Support and encourage us in our mission to build bridges to youth in our community

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

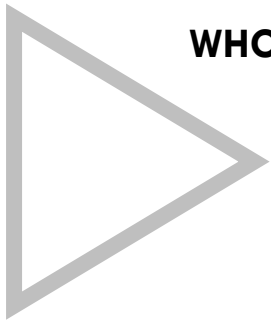
We are in a suburban/rural area where English is the primary language

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

1. Exhibiting a spiritual foundation and practice

- Loving God, following Jesus Christ, and being guided by the Holy Spirit. Living a life of discipleship
- Praying actively and nurturing spiritual practices
- Being called to authorized ministry by God and the Church
- Continuing discernment of one's call in community
- Living in relationships of covenantal accountability with God and the church.
- Understanding the power of the Holy Spirit working through silence, language, art, music, ritual and symbols across generations and contexts
- Knowing the elements and purpose of Christian worship in nurturing a life of faith

- Exhibiting a commitment to lifelong spiritual nurture and development
2. Encountering others with justice and mercy
 - Drawing on the ministry of Jesus Christ to confront injustice and oppression
 - Practicing the hospitality of God
 - Identifying and working to overcome implicit bias in all ministry settings and in the life of the church
 - Engaging in mission and outreach
 - Embodying the United Church of Christ Ministerial Code of Ethics
 3. Building transformational leadership skills
 - Empowering the Church faithful to God's call, reflective of Christ's mission, and open to the movement of the Holy Spirit
 - Strategically creating the future of God's church
 - Witnessing in the public square to God's redeeming power
 - Performing necessary and appropriate administrative tasks
 - Working effectively with intercultural awareness and sensitivity
 - Understanding community context and navigating change with a community
 - Encouraging leadership development of self and others through continuing education and lifelong learning
 4. Engaging sacred stories and traditions
 - Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament
 - Nurturing effective proclamation and preaching
 - Understanding the history of the Christian church, from biblical times forward
 - Bringing life to the sacred stories and traditions in worship, proclamation, and witness
 - Leading faith formation effectively across generations
 - Holding the Holy with integrity especially as represented in the Sacraments



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)

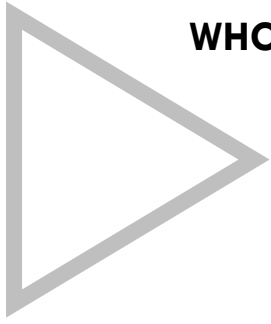
Who is God calling you to become as a congregation?

God is calling us to be a congregation of believers who view the central role of the Bible as the core value of our faith. God is calling us to be disciples and spread the Word of God through our everyday lives. God is encouraging us to be warm and welcoming to broader visions of faith.

We want to continue to be a welcoming congregation that is open to all and a church of service. We want to speak to the current culture and strive to be relevant. We recently completed construction of an elevator, which expresses our commitment that our church can be accessible to all. We want our physical assets of a beautiful sanctuary and well-equipped classrooms to be used for even greater outreach and service to our church family and our community. We want to be a church that makes youth participation a priority and enjoyable. We want to continue to identify and meet the needs of our community.

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

Over the past year, our congregation has initiated and engaged in the following activities in an attempt to address challenges in membership and opportunities to serve our community. We reintroduced the Christmas bazaar, which brought a great response from the community. A multi-generational Ukulele group occasionally performs during worship and fellowship events. A monthly men’s fellowship breakfast and daytime fellowship events bring congregants together during the week. We provide boxed lunches monthly to the local food pantry and hosted their annual Christmas party. We support inmate and re-entry assistance. A weekly Bible Study is lay led and well attended. A monthly grief and loss group is lay led. The new elevator campaign and installation has allowed our building to be accessible to all. New this summer, we will be hosting the Summer Childcare program in conjunction with the Indian Valley YMCA to support working parents who utilize the before and after care program at our local Elementary schools.



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

1. Our Congregation demonstrates our life of faith very vividly by our actions and not just words. HUCC members walk and talk the life of Christ. We are doers, actively working within our communities doing for various charities, raising funds, garnering clothing, food and daily necessities for those less fortunate. We are a warm and welcoming church with an emphasis on helping strangers feel comfortable and right at home. We allow our members to discern for themselves their call to participate in the life of the church. However, while some members actively seek out roles, others are willing to participate once asked. We’ll need a minister to understand that and get those untapped resources utilized. Also our Life of Faith involves passing our faith on to our children. There is a great need in this area. Children today are increasingly struggling with anxiety, feelings of aloneness, thoughts of suicide, bullying and peer pressure. Our congregation needs to find new ways to meet their needs and to be a place where they receive spiritual sustenance.
2. For HUCC, God is most often described in worship liturgy as a loving God who is forgiving and accepting of each of us. It is this love that we must pass on to each other by living the love of Christ. In our focus group, one congregant stated, “We don’t want or need a ‘fire and brimstone’ message, but more a loving and caring message.”
3. The Holy Spirit is in our midst when we are showing kindness and compassion for others. HUCC is not just a church building, but a church of people—people who support one another in times of need and stress.

Describe several strengths or positive qualities of your congregation.

Some of the many strengths of our congregation include our fulfilling worship services (warm and welcoming), our presence in community service (food pantry, soup kitchen), and our continual efforts in Christian Education through Sunday School and Vacation Bible School. Our congregation demonstrates a deep commitment to serving our community.

Describe what worship is like when your congregation gathers.

Our worship is a traditional style with contemporary elements which include instrumental music, vocals, creative children's sermons and sharing joys and concerns. Baptism occurs during worship. We come in peace and leave with our hearts filled with God's love. We describe worship as spiritually uplifting, powerful, humorous, reassuring and strengthening.

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

Like many churches, we are struggling to maintain an effective educational program. However, we have a dedicated group of individuals who are committed to providing Christian educational material, which is engaging, interesting and informative.

Current educational materials include: a young children's program of singing and simple lessons; SHINE is used for our elementary age children; Seasons of the Spirit is used for middle school/teens; Adult Sunday school discusses lectionary topics and current events that affect our lives; and a one week Vacation Bible School, which is well attended in June. The mid-week Bible study class is using William Barclay's commentary.

It is our hope and expectation that we can develop an ongoing youth ministry. We aspire to change our priorities so that youth ministry gets more attention and seek a new pastor who is committed to the same goals.

Describe how your congregation is organized for ministry and mission.

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

Consistory is the prime decision making leadership team and meet one evening a month and typically spend 2-3 hours in meetings. At the bi-annual Congregational Meeting, they are elected to three-year terms by the congregation. Congregational meetings are held twice a year and decisions require a quorum of membership.

Committees are formed based on members' abilities and interests and have a Consistory member in attendance.

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

We had a recent roof leak, which was temporarily resolved by the Property Committee, until a permanent solution could be approved. With the approval of Consistory and congregation, a new roof was installed within 3 months.

- 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.

11-YEAR REPORT

Church#: 601860

Assoc: 640

Schedule: 0 Heidelberg UCC

Schwenksville

PA 19473

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2006	494	145	128	21	3	25	6	41	2
2007	354	130	85	0	0	3	3	140	-140
2008	332	110	77	6	0	4	12	20	-22
2009	350	110	78	5	6	18	8	3	18
2010	367	113	80	4	4	16	7	0	17
2011	349	100	98	5	2	2	4	23	-18
2012	376	111	89	5	14	29	6	15	27
2013	376	111	89	0	0	0	0	0	0
2014	346	110	83	11	0	17	58	0	-30
2015	335	110	46	9	0	11	1	30	-11
2016	316	105	45	0	0	6	6	19	-19

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2006	\$171,726	\$4,439	\$24,500	\$24,470	\$48,970	\$3,533	\$52,503	14.27	\$228,668	\$168,023
2007	\$173,395	\$37,149	\$25,000	\$11,026	\$36,026	\$1,185	\$37,211	14.42	\$247,755	\$186,882
2008	\$193,916	\$9,168	\$25,000	\$9,283	\$34,283	\$1,650	\$35,933	12.89	\$239,017	\$211,669
2009	\$213,764	\$18,336	\$25,500	\$9,740	\$35,240	\$1,293	\$36,533	11.93	\$268,633	\$205,600
2010	\$240,767	\$18,336	\$26,000	\$10,858	\$36,858	\$1,848	\$38,706	10.80	\$297,809	\$213,959
2011	\$206,766	\$18,754	\$26,500	\$14,139	\$40,639	\$2,074	\$42,713	12.82	\$268,233	\$180,292
2012	\$230,725	\$15,970	\$22,000	\$10,326	\$32,326	\$4,836	\$37,162	9.54	\$283,857	\$203,013
2013	\$230,725	\$0	\$22,000	\$6,920	\$28,920	\$0	\$28,920	9.54	\$259,645	\$0
2014	\$211,073	\$59,598	\$23,100	\$17,914	\$41,014	\$2,801	\$43,815	10.94	\$314,486	\$193,516
2015	\$142,969	\$53,227	\$13,441	\$9,230	\$22,671	\$8,482	\$31,153	9.40	\$227,349	\$259,368
2016	\$209,846	\$31,082	\$8,812	\$8,308	\$17,120	\$1,665	\$18,785	4.20	\$259,713	\$266,639

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2011-2016	-9.46	5.00	-54.08	-33.33	-7.41	1.49	-57.87	-3.18
2006-2016	-36.03	-27.59	-64.84	-87.76	-46.81	22.20	-65.04	13.58

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	297	
Number of active non-members:	7	
Total of church participants (sum of the numbers above):	304	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	64%	
Less than 10, more than 5 years:	19%	
Less than 5 years:	17%	

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>
13%	6%	8%	9%	8%	11%	16%	14%	14%	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	9%	
Joint household with minors:	17%	
Single adults age 35-65:	11%	
Joint household with no minors:	39%	
Single adults over 65:	24%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	26%	
College:	56%	
Graduate School:	8%	
Specialty Training:	9%	
Other (please specify):	1%	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	56%	
Adults who are retired:	34%	
Adults who are not fully employed:	10%	

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

Working adults in the congregation have a wide range of occupations. Careers are varied including such occupations as technology and professional positions, teachers, healthcare workers, craftspeople, store and business owners, truck drivers, etc.

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 primarily white. While we have some multi-racial families, most of our families come from European ancestry.

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: N/A

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	30	Pastor, Lay Leaders, Christian Fellowship
Baptisms (<i>number last year</i>)	7	Pastor, Music Director
Children's Groups or Classes	28	Board of Christian Education
Christmas Eve and Easter Worship	315/289	Pastor, Lay Leaders, Music Director, Worship Aids Committee
Church-wide Meals	100	Christian Fellowship
Choirs and Music Groups	60	Music Director, Spiritual Arts Committee
Church-based Bible Study	32	Pastor, Lay Leadership
Communion (<i>served how often?</i>)	Once/month 85	Pastor, Lay Leadership, Worship Aids Committee
Community Meals	17	Missions Committee
Confirmation (<i>number confirmed last year</i>)	5	Pastor, Lay Leadership
Drama or Dance Program	N/A	N/A
Funerals (<i>number last year</i>)	5	Pastor, Music Director
Intergenerational Groups	50	Christian Fellowship
Outdoor Worship	Once/year 125	Combined with another local UCC congregation. Pastor, Music Director
Prayer or Meditation Groups	7	Pastor, Lay Leadership Grief Group
Public Advocacy Work	50	Evangelism

Retreats	N/A	N/A
Theology or Bible Programs in the Community	60	VBS – Board of Christian Education and Lay Leadership
Weddings (<i>number last year</i>)	4	Pastor, Music Director
Worship (time slot: 10:30)	85	Pastor, Music Director, Secretary
Young Adult Groups or Classes	N/A	N/A
Youth Groups or Classes	N/A	N/A
Other	N/A	N/A

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)
David Clemens	No	N/A	Pastor Emeritus	Y
Merlin Getz	No	N/A	N/A	Y (recently relocated to Colorado)

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:

Strictly congregants who share in worship services.

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
Organist and Choir Director	N/A	Part Time	Spiritual Arts Committee	40 years
Church Secretary	N/A	Part Time	Consistory	20 years
Nursery Care Coordinator	N/A	Part Time	Board of Christian Education	4 years
Church Sexton	N/A	Part Time	Property Committee	8 years
Church Treasurer	N/A	Volunteer	Consistory	3 years
Assistant Church Treasurer	N/A	Volunteer	Consistory	1 year
Financial Secretary	N/A	Volunteer	Consistory	17 years
Assistant Financial Secretary	N/A	Volunteer	Consistory	1 year
Moderator	N/A	Volunteer	Consistory	1 year
Vice Moderator	N/A	Volunteer	Consistory	2 years
Parliamentarian	N/A	Volunteer	Consistory	17 years

REFLECTION

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

The demographics above show we are a diverse, multi-generational and multi-talented congregation. We have people from all walks of life, with various ethnic roots and backgrounds. We have small and large families, elderly and teens. We find strength in our congregation through our diversity. However, we are not growing and need new members who will contribute and make our congregation even stronger. We feel if we can properly advertise our mission and outreach projects to the wider community growth is an achievable goal. Several people who recently joined our church were attracted after attending or researching other churches and have told us how different and welcoming we are and are enthusiastic about our varied social activities, programs and ministry. Even a few people who have been here a long time have

recently stated since joining various committees in our church they had no idea how much was going on. We need to find a way to communicate this within our own congregation as well as the community. We have recently updated our website and started using social media and believe it is making a difference. One person who recently started attending participated in our Chili Cook-off and Creative Hands Committee and stated when she walked in, "it felt like home."

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year-2016)

Source	Amount
Annual Offerings and Pledged Giving	\$204,600
Endowment Proceeds (<i>as permitted within spending policy, interest</i>)	\$50,000
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events <ul style="list-style-type: none"> • Heifer • Christmas Bazaar • Yankee Candles 	\$2700 \$2100 \$600
Gifts Designated for a Specific Purpose - Elevator	\$29,500
Grants	\$0
Rentals of Church Building	\$250
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$0
Other (specify):	\$0
TOTAL	\$289,750

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 176,990

Heidelberg United Church of Christ
Budget for 2018

	Budget <u>2017</u>	Budget <u>2018</u>
Pastor Salary and Expenses		
Pastor Salary	\$53,064	\$57,756
Social Security	\$5,230	\$4,207
Annuity Expense	\$9,571	\$7,700
Health / Dental / Life Insurance	\$13,971	\$8,592
Travel Expenses	\$1,000	\$1,000
Continuing Education	\$600	\$600
Honorarium/recognitions	\$300	\$300
Supply Pastor	\$600	\$600
Equity Allowance	<u>\$2,000</u>	<u>\$2,000</u>
Total	<u>\$86,336</u>	<u>\$82,755</u>
Church Management/Operations		
Secretary/Treasurer Salary	\$11,472	\$11,700
Office Supply Expense	\$2,000	\$2,000
Administrative Expense	\$2,700	\$2,700
Technology/Office Equipment	\$600	\$800
Cemetery	\$200	\$200
Postage	\$850	\$850
Leased Equipment	\$2,280	\$2,400
Telephone Service	\$4,000	\$3,000
Worker's Comp.	\$1,500	\$1,500
Spiritual Supplies	\$350	\$350
Flower Fund	\$300	\$300
Search Committee	<u>\$0</u>	<u>\$2,500</u>
Total	\$26,252	\$28,300
Building and Expenses		
Custodian Salary	\$11,256	\$11,484
Janitorial Supplies	\$400	\$450
Church Electric	\$8,200	\$8,000
Parsonage Electric	\$1,500	\$600
Church Fuel	\$9,000	\$8,500
Parsonage Fuel	\$2,000	\$1,500
Church / Parsonage Water & Sewer	\$3,500	\$3,000
Alarm Monitoring	\$1,050	\$1,800
Building Insurance	\$18,500	\$18,000
Waste Disposal	\$0	\$760
Grass Cutting & Snow Plowing	<u>\$6,000</u>	<u>\$6,000</u>
Total	\$61,406	\$60,094
Choir and Music Expense		
Organist/Choir Director Salary	\$27,036	\$27,576
Music Supplies	\$700	\$500
Instrument Maintenance	\$1,000	\$1,000
Supply Organist	\$300	\$300
Honorarium	\$500	\$500
Miscellaneous Music Expenses	<u>\$200</u>	<u>\$1,383</u>
Total	\$29,736	\$31,259
Improvement Fund		
General Maintenance & Repairs	\$6,498	\$7,000
Major Repairs & Improvement	<u>\$15,000</u>	<u>\$34,500</u>
Total	<u>\$21,498</u>	<u>\$41,500</u>

Heidelberg United Church of Christ
Budget for 2018

	Budget <u>2017</u>	Budget <u>2018</u>
Missions/Evangelism		
* Mission Programs	\$6,000	\$6,000
* Other (Food Pantry, etc.)	\$2,000	\$0
* Discretionary Fund	\$300	\$300
* Community Support	\$0	\$200
Evangelism Programs	\$500	\$500
Social Functions-Fellowship	<u>\$1,500</u>	<u>\$2,000</u>
Total	<u>\$10,300</u>	<u>\$9,000</u>
Christian Education		
Curriculum Expenses	\$1,000	\$1,000
Noncurriculum Expenses	\$900	\$750
Confirmation Class	\$200	\$200
Vacation Bible School	\$1,500	\$1,500
Nursery Supplies	\$100	\$100
Nursery Attendant	\$2,256	\$2,304
Youth Group	<u>\$500</u>	<u>\$500</u>
Total	<u>\$6,456</u>	<u>\$6,354</u>
Financing Cost	<u>\$13,605</u>	<u>\$13,605</u>
Total Church Budget	<u>\$255,589</u>	<u>\$272,867</u>
Anticipated Interest Income	\$54,700	\$60,866
Other Income (Anticipated)	<u>\$1,110</u>	<u>\$0</u>
Total Anticipated Income	<u>\$55,810</u>	<u>\$60,866</u>
Total Less Anticipated Income	<u>\$199,779</u>	<u>\$212,001</u>
Weekly Contribution Required	<u>\$3,842.00</u>	<u>\$4,077.00</u>
Benevolence Review		
Budgeted		
Mission Programs	\$6,000	\$6,000
Other (Food Pantry, etc.)	\$2,000	\$0
Discretionary Fund	\$300	\$300
Community Support	\$0	\$200
Anticipated		
OCWM	\$6,000	\$6,000
Heifer	\$3,200	\$2,900
Blanket Sunday	\$500	\$500
Neighbors in Need	\$200	\$200
OGHS	\$2,700	\$2,700
Food Pantry	\$0	\$2,000
Harvest Home	\$0	\$350
Wyncote	\$300	\$400
Bethany	\$500	\$500
Veterans of the Cross	\$0	\$200
Special Missions	<u>\$600</u>	<u>\$500</u>
Total	<u>\$22,300</u>	<u>\$22,750</u>

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 33.8%

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? Via offering and congregational directive. \$8,812

What is the church’s current indebtedness?

Total amount of loan debt: \$65,000

Reason for debt: Rebuild church after fire

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. N/A

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

Year(s)	Purpose	Goal	Result	Impact
N/A	N/A	\$ N/A	\$ N/A	N/A
N/A	N/A	\$ N/A	\$ N/A	N/A

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
N/A	N/A	\$ N/A	\$ N/A	N/A

N/A	N/A	\$ N/A	\$ N/A	N/A
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Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

N/A

Does your church have an endowment? Yes

What is the market value of the assets? \$1,150,000

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

Assets are restricted. Interest/dividends automatically deposited into Current Fund.

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

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: Bank adjustment, one time, skews 2016 treasurer's report. Additional \$360,000 in 2016. Typically \$50,000-\$60,000 based upon market performance.

At the current rate of draw, how long might the endowment last? Indefinite

Please comment on the above calculations or estimates:

We feel that our assets and reserves are on sound financial footing. Although we experienced recent budget shortfalls, we do not feel they are a concern.

Other Assets

Reserves (savings): \$450,000 (as of 11/1/2017)

Investments (other than endowment): \$58,000 (as of 11/1/2017)

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: N/A – part of church property

How is the parsonage used? Available for Pastor

Street / City / State / Zip: 251 Perkiomen Ave., Schwenksville, PA 19473

Finished square footage: 3,000

Number of Bedrooms, Number of Bathrooms: 4, 2

Assessed real estate value: N/A

Available for minister residence: Y

Expected minister residence: TBD

Condition of structure, systems and appliances: All are in good working order

Committee in the church responsible for review and needed repairs: Property committee

Describe all buildings owned by the church:

Parsonage, two-car garage and Church building

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

Which spaces are accessible to wheelchairs? All church facilities via elevator except pulpit.

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

We do not feel the financial information shown adequately reflects our love of mission projects and our ministry in the community and the world. As you can see in other sections we have an active Mission Committee who identifies and leads the congregation in monthly mission projects whether it is supporting our local food pantry, the children adopted internationally by our Sunday School, making and serving meals at the local Pottstown Cluster of churches, creating knitted, crocheted and sewn projects through our Creative Hands Committee, just to name a few. But all of these projects are supported financially outside our church budget and are not reflected in the financial data provided here.

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.

An event that took place eleven years ago was perhaps the most important event in our Heidelberg UCC history. Our church had a fire (suspected arson), but our congregation rallied and with the support of the conference and insurance company we rebuilt the physical structure of our church.

After having a single Pastor in leadership for 30 years, the past fifteen years have had several changes in Pastoral leadership. Each of the Pastors has contributed new and positive elements to our congregation, and we found our congregation to be adaptable, resilient and able to keep moving forward.

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

Recently, our church has worked together and we have been able to support the installation of an elevator to provide accessibility to all. We are very proud of this accomplishment as this decision was recognized as a must-have for our congregation. We led a three-year fund raising campaign raising 75% of the costs prior to starting construction. Design changes and costs adjustments were analyzed and we are pleased with the final results.

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.

While we are devoid of systemic conflicts, we do have the usual and customary conflicts that occur. An example is the introduction of the “Passing of the Peace” (which currently occurs after Communion). Some like it. Some don’t. Those who don’t like it wish it would occur at another time during the service as they want that time to reflect on the act of Communion. These minor disagreements are resolved by respectful discussion and consensus.

While we don’t have policies or protocols, one of our Consistory committees is a Spiritual Council of approximately six members who act as a liason between the congregation and the Pastor to address any conflicts should they arise. The Spiritual Council is tasked with discipline of staff and membership should the need arise.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
David Clemens	1971-2002	Retired
Robert J. Allen	2002-2004 2006-2008	Deceased
Patrick D. Sowers	2004-2006	N
Debra J. Timmins	2008-2011	Y
Merlin N. Getz	2009-2012	Retired

Malcolm F. Carr	2013-2016	Y
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Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

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

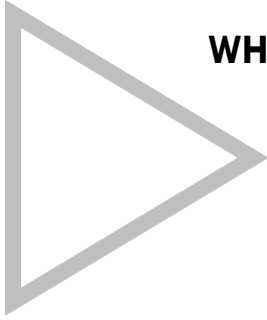
Yes – Ask us

Has your church been involved in a Situational Support Consultation?

No

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

Yes – Ask us



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

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

- Our church has a well attended annual luncheon to support the Heifer Project
- We support two children through Global Ministries
- We provide support in the way of financial, ongoing food drives, with many in our congregation volunteering in service to our local food pantry
- We collect shoes and boots for In Ian’s Boots
- We provide dinners eight times a year in conjunction with the Pottstown Cluster of Churches. For this project we provide volunteers, food preparation, service, and clean up after each dinner
- We facilitate the donation of crutches, wheelchairs and walkers to Joni and Friends
- We support OCWM, Neighbors in Need and other UCC sponsored drives or programs
- We host a local service organization with a special collection each year on Mission Sunday
- Our Creative Hands group provides wheelchair bags, lap quilts, walker bags, eyeglass cases and prayer shawls to various local organizations
- Additional activities we support and in which we participate are Perkiomen Watershed clean-up and Bethany Children’s Home
- Several of our members serve on various Boards of Directors in non-profit agencies and organizations

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

We feel we have a positive relationship with our Conference. Under settled leadership, we hope and expect this relationship will expand.

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?

While we are not officially participating in any of these specific programs, we believe our ministry reflects the values and purposes of these programs.

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

- We have joint services with Jerusalem Evangelical Lutheran Church at Thanksgiving and Ash Wednesday.
- We encourage our Confirmation class to visit other places of worship to explore their faith journey.
- We host dinners in association with Pottstown Cluster consisting of churches of all denominations.
- We have a joint service in the summer with Peace in Zion, a local UCC Congregation.

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.

Our mission statement is **“We are a welcoming church family who seeks to reflect and grow in God’s love through worship, prayer, fellowship, study and service.”**

This is a relatively new mission statement for our congregation, which was created under our last pastoral leadership. We feel this statement continues to accurately reflect who we are and who we strive to be 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?

The pastor completes and submits a monthly report to the Consistory that details his/her activities in the previous month, e.g., home visits, hospital visits, etc.

MISSION InSite

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

The MissionInsite report suggests several trends in population, housing and social issues. However, the trends we think have a direct impact on our ministry, both currently and in the future are:

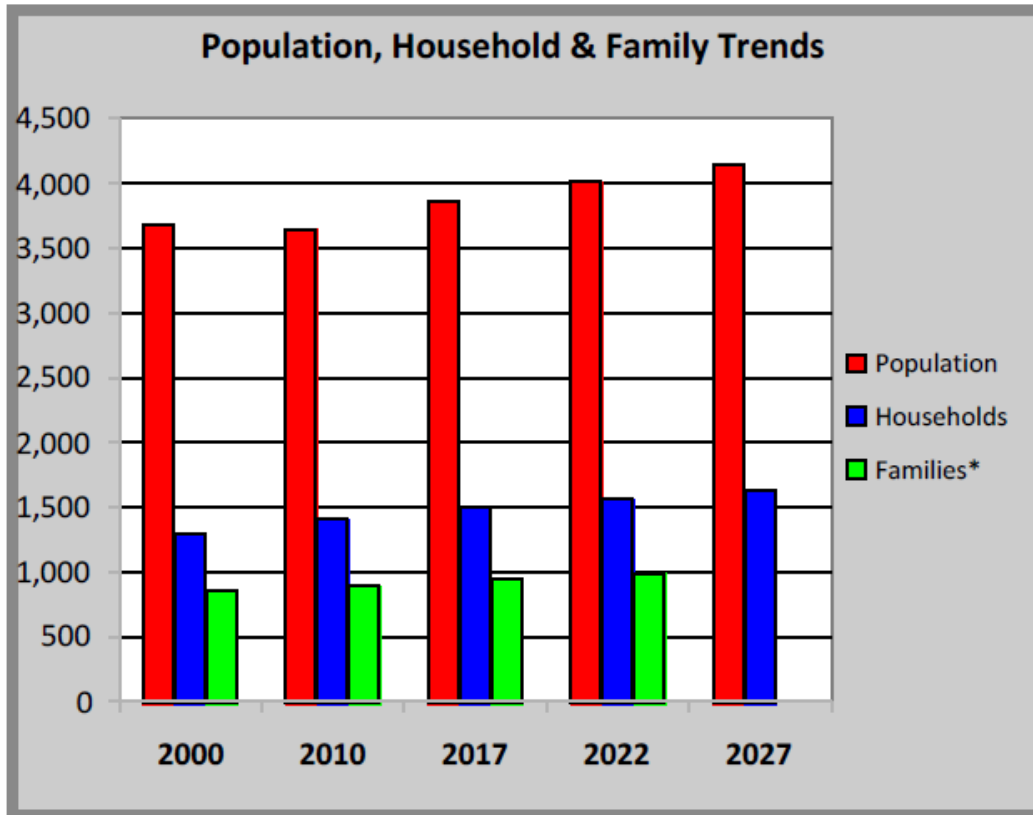
- Low religiosity – 62% in our search area (2 miles) are not involved in a religious institution, which is a little higher than the national average. This presents an opportunity for our congregation to be more active and visible in the community.
- Racial and ethnic diversity – we are a predominantly white community (90%.) Our challenge is to keep a vigorous outreach program to allow our congregation to experience greater ethnic diversity.

The following data has been reported with a study area of 1.0 mile radius from Heidelberg United Church of Christ. All data and charts have been pulled from the MissionInsite Reports.

Population and Household Trends

The population within the study area is growing somewhat faster than the statewide growth rate. The households within the community are growing faster than the population. The relationship between population and households provides a hint about how the community is changing. When a population grows faster than households, it suggests an increase in the

persons per household. This can only happen when more persons are added either by birth or other process such as young adults in multiple roommate households or young adults returning to live with parents. In this study area, family households are growing as fast as the population suggesting that the increasing population per household is from additional children. Reference Figure 1 for Population, Households, and Family Trends



NOTE: Family Household data is not projected out 10 years.

Figure 1: Population, Household and Family Trends

Racial-Ethnic Trends

The racial-ethnics of the study area is predominately white. Reference Figure 2 which indicates that the racial-ethnic trend is projected to remain the same over the next five years.

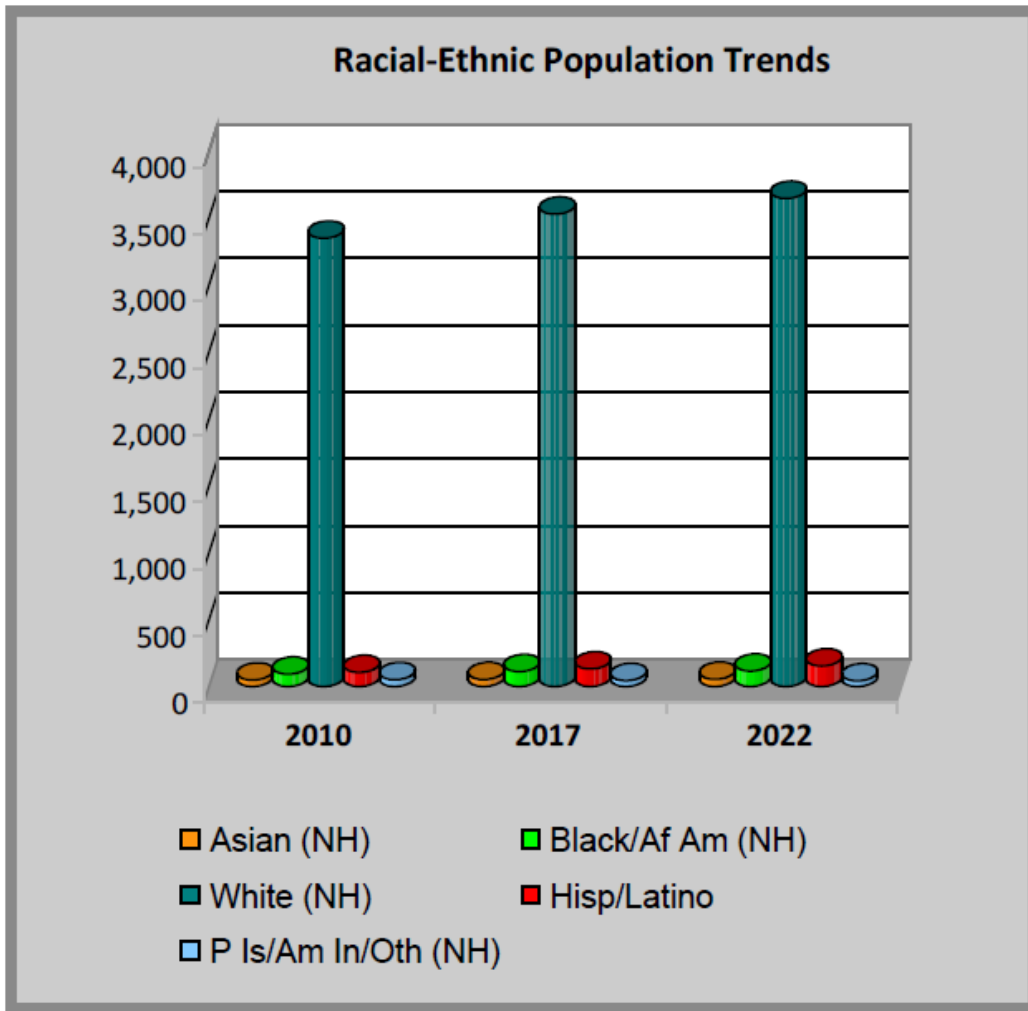


Figure 2: Racial-Ethnic Population Trends

Age Trends

The study area indicates that the average age trend has been rising for several years and is projected to continue to rise over the next five years. In comparison to the state, the state's average age is estimated to be about the same as the study area, reference Figures 3 and 4.

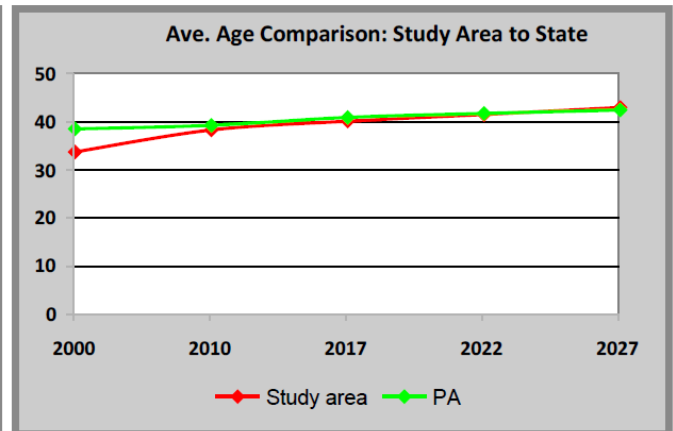
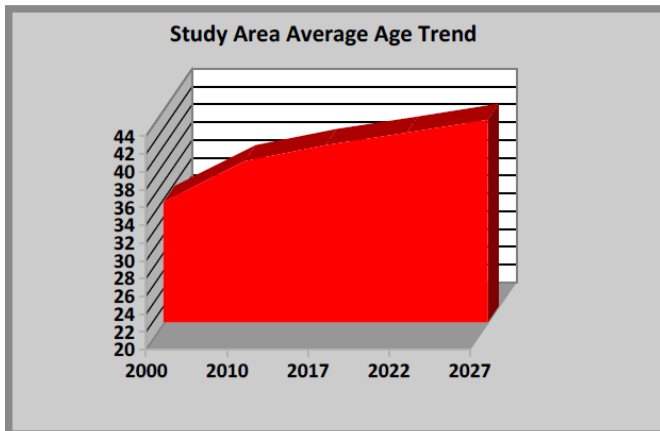


Figure 3: Average Age Trends

Figure 4: Average Age Comparison to State

In addition to the average age, children 17 years of age and younger are declining as a percentage of the total population. Adults 55 years of age and older are increasing as a percentage of the total population. In summary, it may be that the community is aging as children are raised and leave but parents remain, reference Figure 5.

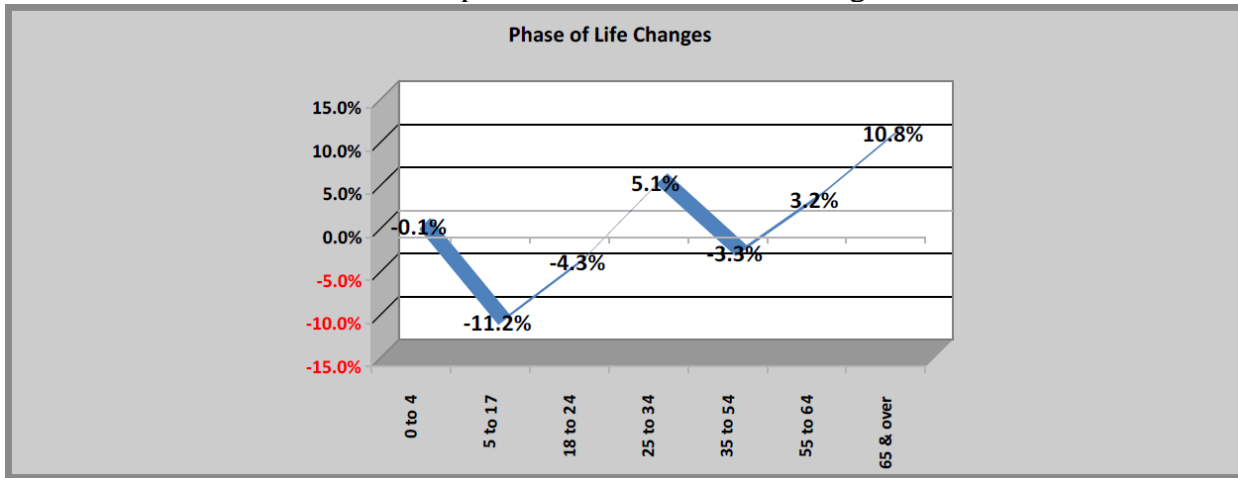


Figure 5: Phase of Life Changes

Within this study area, Early Elementary children and Late Elementary to Middle School aged children are declining as a percentage. High School aged children are increasing as a percentage. Overall, children are aging through but not being replaced as the younger levels, reference Figure 6.

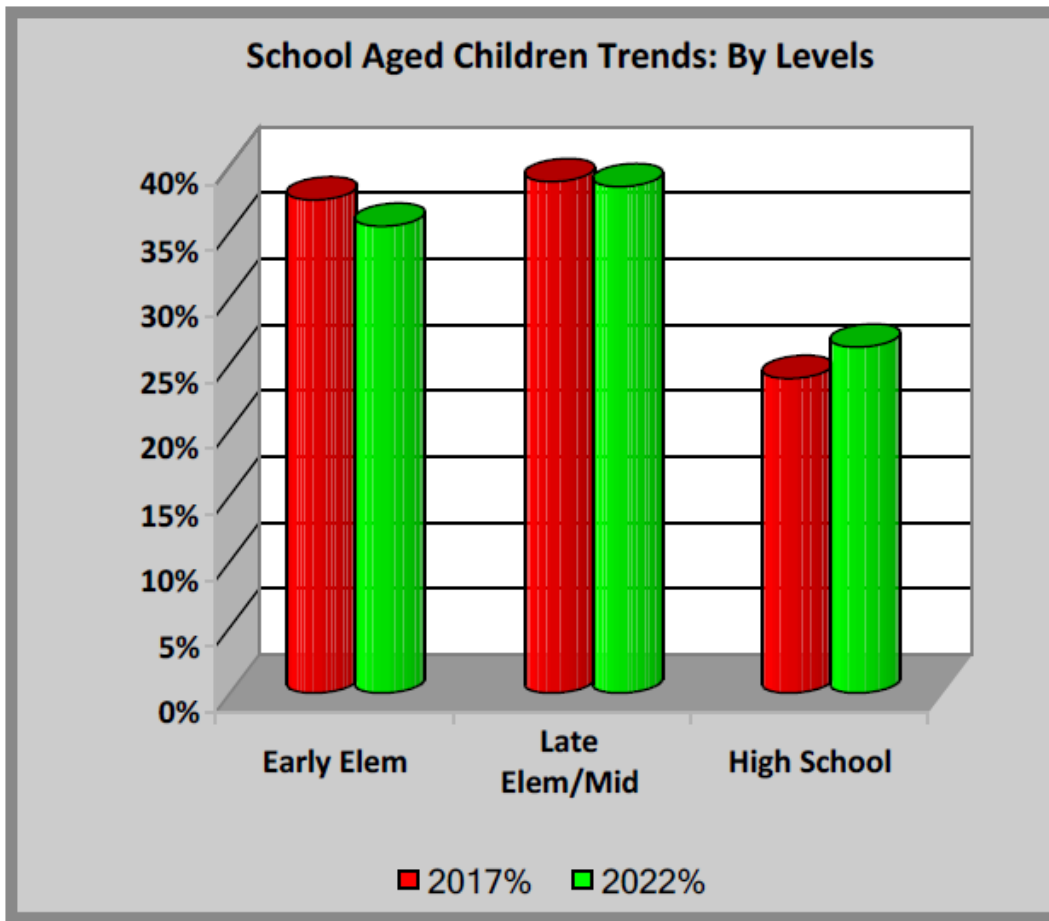


Figure 6: School Aged Children Trends

Household and Family Income Trends

Average Household Income and Per Capita Income indicate the level of financial resources within a community. In this study area, the estimated current year average household income is \$80,860. The average household income and Per Capita is projected to grow, reference Figures 7 and 8.

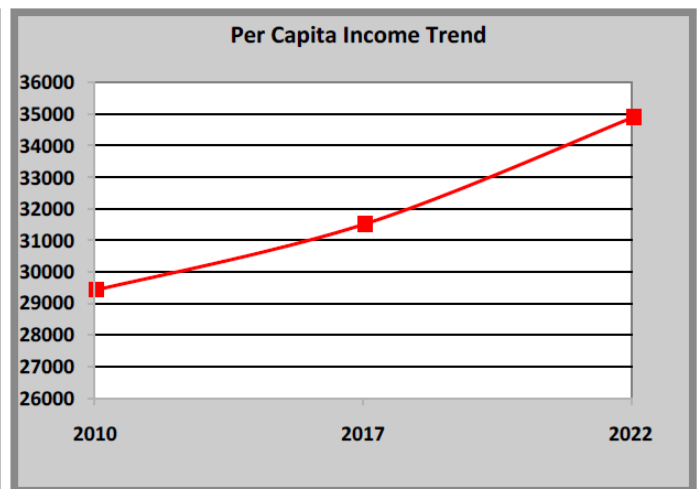
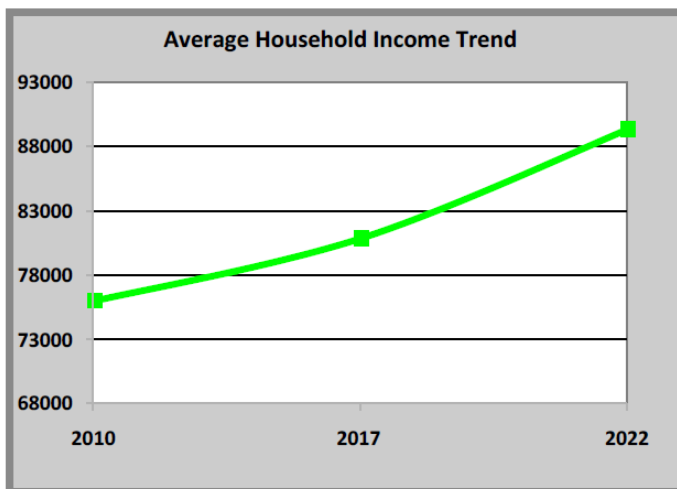


Figure 7: Average Household Income Trend

Figure 8: Per Capita Income Trend

Households and Children

Of households with children under 18, married couple households are decreasing as a percentage while single parent households are increasing. A comparison to the state reveals that the study area is dissimilar to the state's profile. The percentage of single parent households with children is less than the state, reference Figure 9.

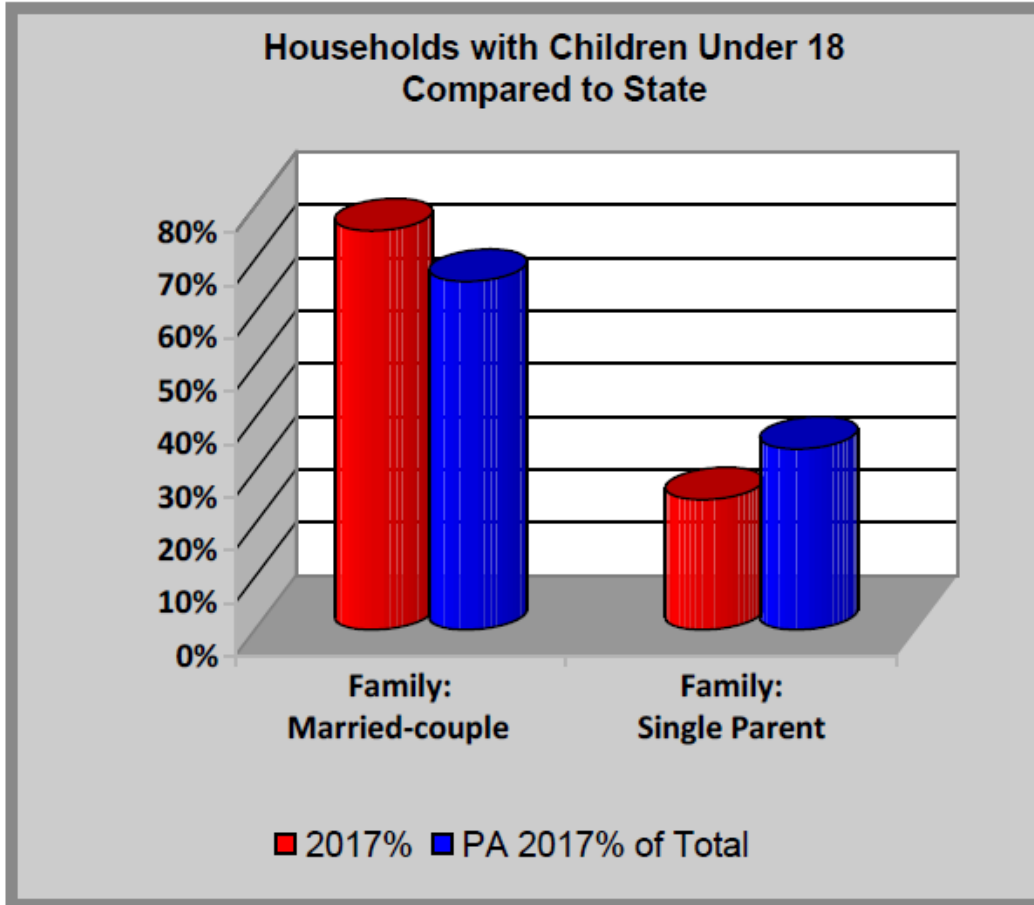


Figure 9: Households with Children Under 18 Compared to State

Marital Status Trends

In this community, the current year estimate of marital status reveals a community of adults more likely to be married than the state average for adults. The percentage single never married is lower than the state average for adults 15 years and older. Divorce is more prevalent than the state wide average, reference Figure 10.

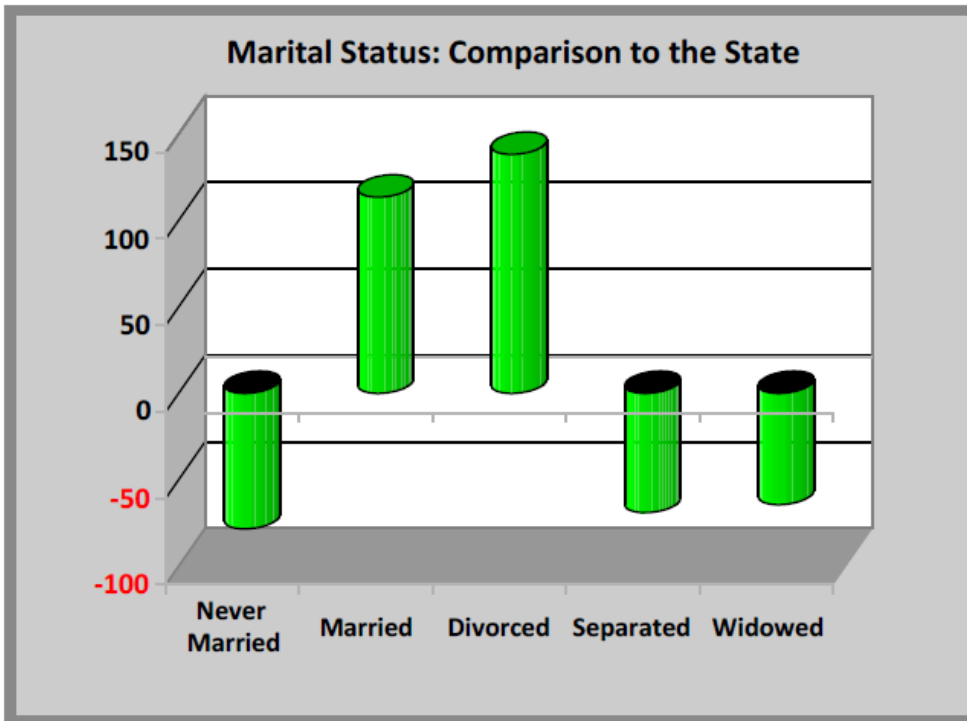


Figure 10: Marital Status Compared to State

Adult Educational Attainment

In this study area, the education attainment level of adults has declined over the past few years. It is continued to decline over the next five years. Although the educational attainment level of adults has declined, the overall educational attainment of the adults in this community is greater than the state, reference Figure 11.

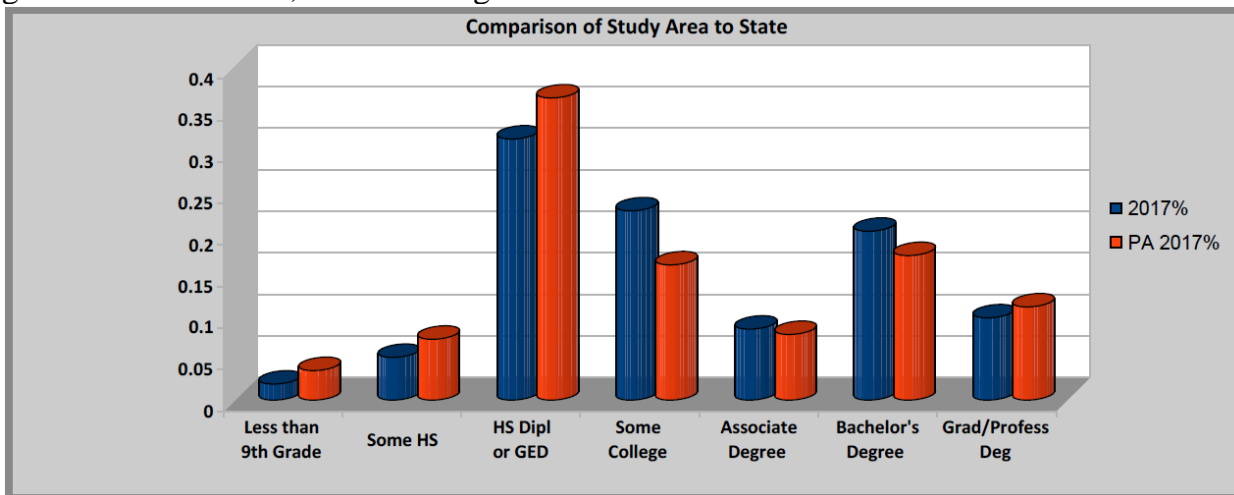


Figure 11: Households with Children Under 18 Compared to State

Population By Employment

The study area is compared to the state of Pennsylvania. The study area is close to the state average for White Collar workers as well as close to the state average for Blue Collar workers, reference Figure 12. In our community, there are more White Collar workers than Blue Collar Workers with a percentage of 66.2% to 33.8%.

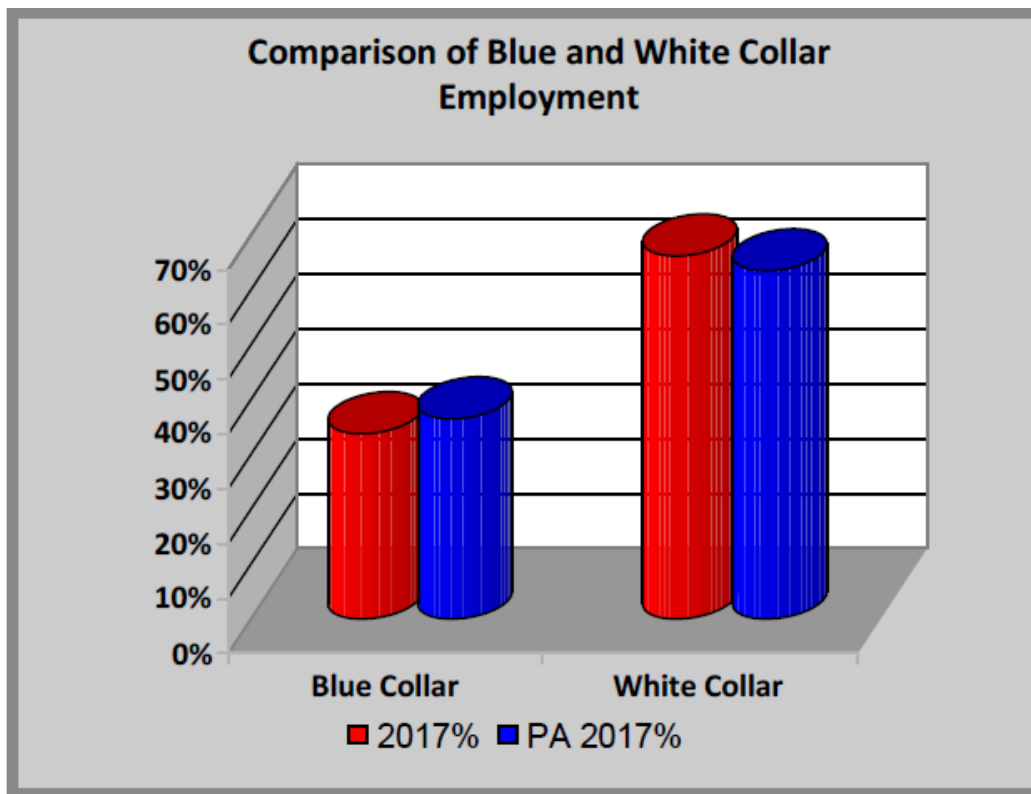


Figure 12: Comparison of Blue and White Collar Employment

Charitable Giving Practices

Overall, it is estimated that households in this study area are well above the state average in their contributions to charities. In general, this insight into our community aligns with what Heidelberg United Church of Christ is known for: Mission Projects.

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?

To consider Schwenksville Borough as the Church's community would be a grievous mistake and give a false impression of what the community truly is. Our community is a region and Heidelberg United Church of Christ reaches out within the regional community and beyond. We have members from the Harleysville, Pottstown, and Norristown communities. These members not only attend Heidelberg United Church of Christ, but are also active in some of these locations with mission projects and community service. Based on this information, the internal demographics are similar to the neighborhoods adjacent and other neighborhoods with which our church connects.

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

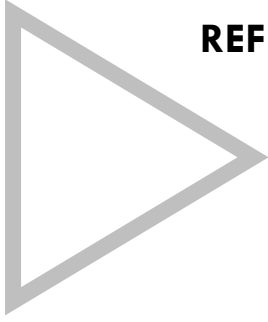
There are many new challenges in society today that are currently shaping ministry. One of the biggest demographic impact that is shaping our ministry is age. As discussed in the MissionInsite Trends, children 17 years of age and younger are declining as a percentage of the total population. Adults 55 years of age and older are increasing as a percentage of the total population. As a result, Heidelberg United Church of Christ's ministry must meet the wants and needs of an older population while still being attractive to the younger generation. This balance is extremely important when addressing the changes in demography and attracting new members to Heidelberg United Church of Christ.

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

According to the MissionInsite Impressions Report, the study indicates that Heidelberg United Church of Christ is very strongly motivated in the practice of altruism and giving. This is in alignment with demographic profiles from the Central Perkiomen Valley Regional Planning Commission. Our community is a region and Heidelberg United Church of Christ reaches out within the regional community and beyond. Our church is known for several mission projects which include but are not limited to: preparing meals for the Pottstown Cluster of Churches and Daily Bread Community Food Pantry; creating blankets, wheelchair and walker bags, etc. for various organizations; collecting footwear for In Ian's Boots; Christmas Bazaar; support of the Daily Bread Community Food Pantry by means of food donations, volunteers, and financially; and annual Heifer Luncheon.

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

As shown in the Impressions Report, Heidelberg United Church of Christ demonstrates a moderate energy for the desire to broaden horizons. One of the values for the desire to broaden horizons is "Don't judge people/way they live life." It has been expressed that Heidelberg United Church of Christ has a very welcoming congregation that creates a sense of warmth as you walk through the wooden doors. It is within the church that judgement is not passed and everyone works together for the greater good. Getting involved has been a result of the sense of strong community within the church and members reaching out to the new people to get them involved.



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

Mrs. Loretta Stever, Director

Daily Bread Community Food Pantry

[610-489-5540](tel:610-489-5540) (food pantry)

[610-287-5436](tel:610-287-5436) (home) / [610-585-0443](tel:610-585-0443) (cell)

Director of our local food pantry which we support financially, with food and with volunteers

REFERENCE 2

Rev. Merlin N. Getz

[720-638-3043](tel:720-638-3043) (home) / [610-283-6963](tel:610-283-6963) (cell)

merlingetz@gmail.com

Former part-time Pastor and member of the congregation, recently relocated to Colorado

REFERENCE 3

Mr. Howard Hess

[610-287-1171](tel:610-287-1171) (home) / [484-919-3196](tel:484-919-3196) (cell)

Nitlionz01@comcast.net

Pack 105 Committee Chair (this Pack is sponsored by Heidelberg UCC)



Daily Bread Community
Food Pantry

938 Ridge Pike
Collegeville, PA 19426

Mailing Address:
P.O. Box 131
Chwensville, PA 19473

Phone: 610-489-5540
Fax: 610-489-5543

[www.dailybreadcommunity
foodpantry.org](http://www.dailybreadcommunityfoodpantry.org)

Dear Brothers and Sisters in Christ,

It's an honor to us to be asked to share our experiences over the years in working side by side with folks from Heidelberg Church at the Daily Bread Community Food Pantry. The ties between the Food Pantry and the Heidelberg go back many years and are deep and lasting. What started as a few people coming to help when we were open to serve families has grown into steadfast support in time, talent, and treasury in multiple facets and special projects. If it were not for Heidelberg we would have no place to have our Christmas party for our pantry families. We wouldn't have a successful drive and distribution of school supplies. We wouldn't have the monthly sandwich meals the church prepares and distributes. Perhaps our favorite thing is the great fellowship and fun we have working together. To us it feels as it may have been centuries ago in the early church when believers gathered and tried to help their neighbors as best they could.

We'd love to see a youth group grow and flourish at Heidelberg. There are so many adults who would be wonderful friends, mentors and role models. There'd be plenty of opportunities to work together at the pantry, the church and in the community. Heidelberg is a place that would give young people a true sense of belonging.

Perhaps most significant of all is the genuine concern our friends at Heidelberg have and continuously demonstrate for the families our food pantry serves. The people know that hunger and need don't go away and they support the Food Pantry financially each month. Love abounds in the hard work, tireless effort and in the sharing of the joys and sorrows. Additionally the deep personal friendships we share have carried us through the ups and downs as we joyfully watch our Father in Heaven provide in ways we can't imagine. Heidelberg has had an integral place in the 20-year journey of the Food Pantry and we look forward to working together in the days ahead, as we know there is so much more that needs to be done. Maybe we will never be able to eradicate the poverty that is so effective in beating people down, but with our Father, his Son and the Spirit we intend to continue to do our best to disrupt it as much as we can.

Sincerely,

Loretta Stever, Executive Director

Reverend Merlin N. Getz
2980 Syracuse Street
Apartment 234
Denver, Colorado 80238 3912

January 9, 2018

Anne Ryan
413 Belle Lane
Harleysville, PA 19438

Dear Anne,

It is my pleasure to serve as a reference for Heidelberg United Church of Christ during its search for a new settled Pastor. You requested the following information regarding my willingness to be available to perspective candidates during the search process. I shall look forward to talking with potential candidates.

My position or relationship to Heidelberg United Church of Christ, Schwenksville, PA:

I am a retired UCC clergyman, who served from 2009 to 2013 as Associate Pastor of Heidelberg Church during the ministries of Pastor Debra Timmins and the Interim Ministry of Pastor Susan Hanson. During that period of time, I became a Member of Heidelberg Church. In March of 2017, my wife and I moved to Denver, CO to be near our Daughter, Son-in-law and our first grandchild. As of this date we have not officially transferred our membership although we are actively participating at the ParkHill Congregational UCC in Denver. This year marked the 50th year of my standing as a pastor with the Pennsylvania Southeast Conference of the UCC, 25 years of which I served on the Staff of the Conference from 1968 to 2003, retiring as a Conference Area Minister. Over the years, I served in various positions in the fields of religious education, outdoor ministries, stewardship, placement and founder of the Conference Resource Center at the former Church House in Collegeville.

Current Address: Apartment 234, 2980 Syracuse Street, Denver, CO 80238-3912

Telephone: Cell Phone: (610) 283-6963 Landline: (720) 638-3043 Please leave a message, if I can not answer.

Email: merlingetz@gmail.com

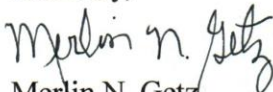
Areas of Strength of Heidelberg UCC: Heidelberg Church is a congregation of

loving and caring people. Before I accepted the position of Associate Pastor, I had been retired about 7 years. I had not been active in ministry, except occasionally supplying for my pastor who was away for vacation. Because of a negative experience at the time of my retirement, I was not regularly active at my church. I had made a decision to do no long-term interim ministry in retirement. So when I was invited by Pastior Timmins to consider a quarter-time position, I was reluctant to consider it, but I was willing to discuss it further with the Pastor and then with the Consistory and I decided ultimately to accept the call. It was the best decision that I could have made personally. I like to say that Heidelberg Church "saved" me and restored my faith in the Church. It fast became my "Home Church." One of the most difficult decisions for me when leaving Pennsylvania was leaving Heidelberg Church.

It's social life is creative and fun. There are many active volunteers in area minstries (i.e. the food pantry) and in providing services to members in need of visitation, meals, etc. A long time Heiffer Luncheon hosted by children has raised significant support each year for Heiffer International. The addition of an elevator this year was a successful financial campaign over the past several years making the building more accessible to all. Lay leadership has always been strong.

Heidelberg Church deserves strong, loving pastoral leadership to keep it strong in an era of declining church memberships.

Sincerely,


Merlin N. Getz

27 January 2018

TO: Pastoral Candidate
SUBJ: Heidelberg UCC Recommendation Letter

Hi,

I'm writing this letter of recommendation, in support of Heidelberg UCC. I have the fortunate opportunity to lead a Cub Scout Pack in Schwenksville, helping to guide young boys in their many adventures. HUCC has been very generous in allowing our Pack to meet regularly at their facility. We have an active Pack of roughly 45 boys, who come from many nearby schools, and are in grades K–5. The experiences that the boys are gaining as part of Cub Scouts will stay with them throughout their lifetime; we are thankful for the opportunity to congregate at HUCC.

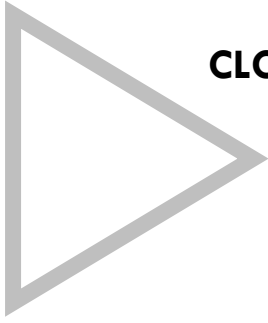
The relationship we have with HUCC is wonderful. We work closely with the leadership and coordinate schedules so that our Pack has a place to run our activities and hold our meetings. You'll often find our dens in one of the rooms downstairs, where the boys mix participating in fun activities with learning scouting principles. And, the church has been generous in allowing us to store our camping gear in the garage loft, so that we have a place which is easily accessible to all the leaders when we are preparing to take the boys out on another fun adventure.

The church has always been welcoming and inviting for us, and we look for ways to reciprocate in kind. When HUCC is pulling together the backpacks for needy children, our Pack will jump in and move the many totes from storage to a location where the church volunteers can assemble the backpacks. We'll also rally the Pack, to help with spring cleanups on the church property. We're appreciative of the church's support, and we are there to assist whenever needed. Many hands make for light work!

We recognize that our actions represent those of our Chartered Organization, Heidelberg UCC. To this end, we ensure that our goals are aligned with those of HUCC. We do our best to instill strong values such as servitude in our boys. Each Christmas, we'll arrange for caroling and a cook-off at Greenfield Community Center, across the street from HUCC. The residents look forward to our boys joining them during the holiday season each year! Further, we are very involved in the Scouting for Food campaign, which occurs shortly before Thanksgiving. The boys will drop off food collection bags throughout the community, and then return a week later to collect the donations. We'll then hand off the collected items to the Daily Bread Community Food Pantry, for distribution to needy families locally.

We appreciate the warm and welcoming relationship we have with HUCC. I think that you'll also find these characteristics are embodied by the church and its members. If you would like to talk further about our Pack's relationship and our experiences with Heidelberg UCC, please let me know!

Regards,
Howard Hess
Pack 105 Committee Chair
Nitlionz01@comcast.net
484-919-3196 (cell)



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Dear Father God,

We pray for whomever you inspire our committee to select as our minister. We pray that whoever it is be faithful to you, dedicated to God, will put their heart and spirit forth for the love of our church, congregation, and community.

Amen.

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?

Consistory, Interim Pastor and Search Committee

2. Additional comments for interpreting the profile:
N/A

Signed: *Anne Ryan*
Name / Title / Date: *Anne RYAN / Search Committee Member / Feb 28, 2018*

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Sharon S. Morris, Associate Conference Minister

Email: Morris@psec.org

Phone: 484-949-8774 ext 302

Date: March 13, 2018

**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