INTRODUCING THE NEW LOCAL CHURCH

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!

Rachel Hackenberg





UNITED CHURCH OF CHRIST LOCAL CHURCH PROFILE

Christ Church, UCC Orrville, Ohio

Pastor

Ohio Conference, Eastern Ohio Association

Validation Date -3/20/2018

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 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: Christ Church, UCC

Street address: 301 North Main Street, Orrville, OH 44667

Supplemental web links:
Website: www.christucc.com

Facebook page: https://www.facebook.com/Christ-Church-United-Church-of-Christ-

118233731581065/

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

Conference: Ohio Conference

Association: Eastern Ohio Association

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

Rev. Gary Halstead, Associations Associate Minister, 330-940-2220 x103, aam@eoawraucc.org

Summary Ministry Description:

Christ UCC, Orrville, is a welcoming congregation that is also a leading presence of the Christian church in the greater community. Amazing strength is found in lay involvement in the church, the wider church, and the community and the mission-driven emphasis in all the programming. Worship services are distinguished by engaging preaching, outstanding music, and uplifting liturgy. Children at Christ Church feel important and appreciated as they participate in a large variety of programming offered to them. Lively activities make our church the place to be for all ages. Our members feel cared for in all of life's experiences by the pastor and our members.

Photographs:

Insert 1-3 images of your church, its people, its parsonage or building or gathering space, etc. Please see our website or Facebook page for additional photos and videos.



Main Street view

Easter Sunrise service in the Gathering Area



Christmas program in our sanctuary

Nursery school gym time in Fellowship Hall

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

We value the sense of community we find here, along with local traditions. Though our children talk of leaving Orrville, they often find that they miss what they grew up with and return, resulting in multi-generational families in this community and our congregation. We value our school systems. Orrville City Schools consists of three buildings on a central campus, and the adjacent Boys and Girls Club provides after school programs and care. Christ Church draws youth from 5-7 school districts in any given year. In addition, our community has a lovely city park, our own power plant, and Wayne College, a branch of The University of Akron. There are advantages to living in a small, rural community but within easy driving distance of Canton, Akron, Cleveland and Columbus for shopping, arts, and culture.

Current size of membership: 335 "active" members (the denominational yearbook lists <u>695</u>, but we only remove someone from our rolls, if they transfer or otherwise request).

Languages used in ministry (other than English): None

Position Title: Pastor

Position Duration:

<u>Settled</u> – 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:

Full Time

Does the total support package meet conference compensation guidelines?

Yes

SCOPE OF WORK

Worship - preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin sermon preparation, guidance for liturgists, planning of music in coordination with musical staff, preaching, and offering of prayers and sacraments.

Faith Formation and Church Vitality - in coordination with lay leaders and staff members

Leadership Development - encouraging, equipping, and enabling ministry among the laity and core leaders

Pastoral Care - in coordination with lay programs already in place - Deaconesses, Intentional Caring Unit (ICU), Parish Nurses, Merry Cooks, and Elders

Weddings and Funerals - for participants in Christ Church

Strategic Planning - to strengthen current and create new directions in ministry. Currently, we are in a consult process with Center for Progressive Renewal (CPR), and we are participating in a Church Vitality program provided by our Association. We have a Bridging Team working with CPR to develop new vision and programs.

Local Church Meetings and Teams - attend and equip as needed in collaboration with lay leaders

Wider Church Participation - Encouraged to participate in Association and Conference activities and Association Communities of Practice for pastoral support.

Administrative Responsibilities - Carry out the administrative duties of pastor with the assistance of a very capable administrative assistant.

Financial Development and Stewardship - preaching and teaching on stewardship as a spiritual discipline and working with the lay Stewardship Ministry Team on budget and finance issues.

Supervision of staff - as needed with established oversight bodies.

Community and Ecumenical Involvement - Encouraged to participate in Orrville Ministerial Association and other organizations or activities as time and interest allow.

Pastoral Counseling, Listening and Referral - according to interest and ability

Personal, Professional and Spiritual Development & Renewal - expect pastor to attend to personally and set an example for our participants' personal growth

Developing and Encouraging Discipleship within our congregation

Core Competencies:

Preaching - theologically sound, thought provoking, relevant, authentic, passionate **Relationship Building** - with all ages, but especially with families, children and youth **Visionary** - church growth and vitality

COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance):

\$42,678 (minimum, per 2018 Ohio Conference Guidelines. Total compensation will be determined as recommended by candidate's education and experience.)

Benefits (choose one):

Salary plus Benefits (health & dental insurance, pension, housing allowance, vacation, sabbatical, continuing education time and financial support, business expense and mileage allowances)

What is the expected living situation for your next minister:

Living nearby with a housing allowance

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

Reside in the community

State any incentives:

Sabbatical leave policy

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

Orrville Ministerium, Eastern Ohio Association Community of Practice groups

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 - we expect this will be the pastor's full time call

WHO IS GOD CALLING TO MINISTER WITH US?

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

We seek and will work to deepen our understanding of the Christian faith and life as we become a progressive community grounded in tradition and the challenges of today's world.

We want this understanding to guide the way we celebrate in worship, enriched by a more dynamic encounter with the arts and the Bible.

We desire to witness to the life and ministry of Jesus in acts of mission on the doorsteps of our community and on doorsteps around the world.

We know we need to fan the spark of God's presence in each of our children.

We know we need to be in dialogue with middle aged people, those who are very traditional Christians and those who are searching for a strong faith.

We know we will continue to bring comfort and hope to those in the last stages of their lives.

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

We will ask our next minister to journey in front of us, leading and guiding a broad-ranging ministry.

We will expect our next minister to journey beside us as a companion, partner and helper as we lead ever more faithful lives.

We will respond to our next minister journeying behind us to encourage our own leadership and prodding us and equipping us when we falter.

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

None - we are a homogeneous Caucasian community of faith, though the community of Orrville includes African American, Hispanic and Asian populations. Our history includes resettling a Laotian family, who are members of our congregation.

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

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

- o Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- o Praying actively and nurturing spiritual practices.
- o Being called to ordained ministry by God and the Church.
- o Continuing discernment of one's call in community.
- o Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- o Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

ENGAGING SACRED STORIES AND TRADITIONS

- o Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- o Maturing in effective proclamation and preaching.
- o Understanding the history of the Christian Church, from biblical times forward.
- o Bringing life to sacred stories and traditions in worship, proclamation, and witness. o Leading faith formation effectively across generations.
- o Holding the Holy with integrity especially as represented in the Sacraments.

WORKING TOGETHER FOR JUSTICE AND MERCY

- o Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- o Practicing the radical hospitality of God.
- o Identifying and working to overcome explicit and implicit bias in the life of the Church.
- o Understanding community context and navigating change with a community.
- o Engaging in mission and outreach.
- o Building relationships of mutual trust and interdependence.

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- o Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- o Living in relationships of covenantal accountability with God and the Church.
- o Exhibiting strong moral character and personal integrity.
- o Respecting the dignity of all God's people.
- o Understanding and ministering to stages of human development across the life span.
- o Demonstrating excellent communication skills.

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?

As a congregation, we look to support one another as spiritual partners in sharing the love of God within the church and the greater community. We are called to continue to build and strengthen personal relationships through opportunities to gather as an intergenerational church. We hope to grow current programs like our youth/mentor program and intergenerational mission work. We aspire to find new ways to support one another and all who join us on the life-long journey of faith. Our centrally-located church and desire to expand local mission will help us to continue to be a heart-of-the-community congregation. Our open-door church services seek to be inclusive of all people and faith traditions.

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?

Busy family schedules and working parents are among the causes of decreased church attendance. Because of this, our church has expanded our Wednesday night Kid's Club programs. We have increased advertising and community awareness. Our church is planning to continue growing these through wider communications. To foster relationships between congregants, we modified our monthly coffee-hour to a weekly fellowship time in our gathering area. This has allowed members and non-members to participate in socialization after church services.



"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.

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 identify ourselves as being a progressive congregation, rooted in Scripture, strengthened by Reformed tradition, honoring individual conscience. Together, we "seek to follow Jesus, trusting the promises of Christ."

In 2016, we adopted a new "welcome statement" that states:

"As a beloved child of God, you are welcome at Christ Church to explore with us the Christian life."

Christians are baptized into communion with Christ.

To be in communion with Christ is to be welcomed into the full life of Christ's church, including worship, education, leadership roles, Christian service, stewardship responsibilities, marriage vows and funeral rites.

This welcome is without regard to race, sexual orientation, economic or social status."

We aspire to be a congregation nurturing faith-in-action in each other, our children, and others through education, mentoring, example and witness.

We strive to be a "heart-of-the-community" congregation, united in mission to our city and area.

There is a unity in our community and fellowship that transcends politics. A tolerance for the viewpoints of others is always present.

For many, simply sitting in the quietness of our sanctuary, amidst the Tiffany stained glass windows, among fellow believers, allows us to experience the Holy Spirit.

Describe several strengths or positive qualities of your congregation.

One strength is our ministry to children and youth. Emphasis is on providing a variety of activities that nurture the younger generation's spiritual growth. We offer Sunday School classes starting at preschool through high school. A very active Kids' Club meets on Wednesday afternoons and offers faith programming and supper to not only elementary aged youth of the church but also other community youth who enjoy the fun activities and fellowship. Youth group is a fellowship opportunity for middle school and high school aged youth.

Additionally, our members have many talents, gifts and skills that they share on a daily basis with the Church. This is evident in the individuals involved in teaching, property upkeep, leadership and "Ministry Teams" (e.g. Parish Nurses, Merry Cooks, Intentional Caring Units.) We are extremely blessed to have a large number of talented musicians who enhance our weekly worship service with their voices and music.

Mission and service to those in need is evident in our involvement with activities such as giving to OCWM, fundraising and supporting disaster relief, mission trips, food drives, and toy and school supply collections. Mission trips have evolved over the years from simply being for youth to include participants of all ages in intergenerational trips as well as experiences for just adults. Congregational support for these endeavors has sponsored trips to South Dakota, West Virginia, Kentucky, Tennessee, Pennsylvania, Massachusetts, Mississippi, New Jersey, Louisiana, Ohio and Costa Rica.

Our shut-in members, although not worshiping with us each Sunday, are not forgotten. They receive visits from Deaconesses who deliver recordings of the Sunday service, home Communion is provided by the Elders every other month, phone calls and cards are sent by the ICU and during the Christmas season, they are visited by church caroling groups.

Several members were ahead of their time in concern for the environment, so Christ Church has had a Green Team for a number of years. Through their efforts, we have eliminated the use of styrofoam in our building, begun recycling within our building, offer a paper recycling container for community use on our grounds, installed a solar array on our garage, and offered a variety of educational programs to the congregation and community.

Describe what worship is like when your congregation gathers.

Our weekly worship service is inspiring, challenging, enriching, fulfilling, celebratory, vibrant and sincere. We worship in a sanctuary surrounded by large, beautiful stained glass windows. The service embraces and includes all that attend with a high level of lay participation and leadership. Music plays a significant role in our worship: pipe organ prelude and postlude, adult choir anthem, children's choir twice a month, handbell choir once a month and periodic special music performances by individuals or small groups. We typically use a traditional liturgy

including confession, with Communion served monthly. We also have strong traditions for special services such as Ash Wednesday, Maundy Thursday, sunrise Easter services, a Hanging of the Greens service during Advent, and two candlelight services on Christmas Eve.

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

Christian Education is a lifelong process of learning and spiritual growth. Elementary children can engage in Sunday School and a midweek Kids' Club. At this young age, a child along with an adult (usually a parent) can serve as liturgist in worship. Sunday School opportunities are also available to junior high and senior high students. This is supplemented with confirmation class and youth group meetings and activities. Confirmands select an adult member of the congregation to serve as a mentor to them through the remainder of their high school years. As teens, they also serve as liturgists, may serve on church committees, and occasionally assist with children's time during worship.

The congregation strongly encourages participation in summer church camp and provides financial assistance to all campers. Several youth have gone on to serve as summer camp counselors and several adults have served as camp directors for a number of years. Faith building opportunities are also shared at annual retreats held at the church camp. Retreats for youth and mentors, women, and intergenerational groups are annual events.

Christian Education extends to adult parishioners as well. Sunday School classes have varied in the number of classes offered and the subjects discussed. Topics have focused on the traditional subjects such as the Bible and weekly lectionary readings, as well as current issues regarding AIDS and sexuality, Islam, "Hot Potatoes of Christian Faith" and a variety of Christian video series. Personal reflection and study groups are also made available during Lent and Advent.

A recent topic was "White Privilege" using the UCC Resource. In a homogeneous congregation such as Christ UCC, this was a very enlightening series causing much discussion and reflection among the participants.

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?

Provide a copy of bylaws: Attached at the end of the profile, although they are outdated and there is a plan to revise them.

Our church leadership consists of a Consistory made up of 8 Elders (Spiritual Council) and 12 Deacons, all of whom are elected by the congregation. Consistory selects its own officers (President, Vice President, Secretary.) Spiritual Council meets once a month with the Pastor and provides support and assistance in the spiritual oversight of the congregation. Those Elders,

along with the Deacons, meet an additional time each month as the Consistory to oversee and guide the mission of Christ UCC. Those meetings average 1 hour.

Committees have been developed to address specific responsibilities to assist with the operation of various church functions. Current committees consist of Personnel and Policy, Pastoral Relations, Christian Education, Fellowship, Missions, Property, Stewardship, Worship, Youth Council and Endowment. Additionally we have Ministry Teams such as "Disaster Relief," "Funeral Dinners," "Parish Nurses," "Green Team," and "Intentional Caring Units." Committees meet on average once every two months.

When action needs to be taken quickly, information is communicated by telephone or email to the required members. Sometimes emergency or special meetings are convened following worship. If a vote is needed, that is sometimes done by email if time is of the essence.

Included is a copy of the congregation's Constitution and By-Laws, organizational structure chart and annual report.

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Attached at the end of the profile.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	335	
Number of active non-members:	21	
Total of church participants (sum of the numbers above):	356	

Percentage of total participants who have been in the church:

		Is this number an estimate? (check if yes)
More than 10 years:	89.0	
Less than 10, more than 5 years:	7.8	
Less than 5 years:	3.1	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Are these numbers an estimate? (check if yes)
44	10	23	32	28	18	62	49	69	

Percentage of adults in various household types:

		Is this number an estimate? (check if yes)
Single adults under 35:	11.4	
Joint household with minors:	22.1	
Single adults age 35-65:	5.3	
Joint household with no minors:	43.8	
Single adults over 65:	17.4	

Education level of adult participants by percentage*:

		Is this number an estimate? (check if yes)
High school:	90.3	Y*
College:	24.5	Y*
Graduate School:	10.1	Y*
Specialty Training:	?	
Other (please specify):	?	

^{*}taken from community demographic data

Percentage of adults in various employment types*:

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		Is this number an estimate? (check if yes)				
Adults who are employed:	55%	Y*				
Adults who are retired:	40%	Y*				
Adults who are not fully employed:	5%	Y*				

^{*}taken from community demographic data

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

Agricultural, blue collar, service workers, professional (lawyers, healthcare workers, educators), managerial (there are many industries in Orrville)

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

We are not diverse racially, and we are aware of that. This congregation is historically of Swiss and German immigrant background, and descendents of that heritage are still members. In UCC history, we were a Reformed congregation and then Evangelical and Reformed. Thirty five years ago, we resettled a Laotian refugee family who are members of our congregation. We have age, educational, political, and socio-economic diversity.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

We have not had that conversation, nor is one scheduled, although our adult Sunday school classes combined in the winter and spring of 2017 to study white privilege using the resource "White Privilege: Let's Talk" from UCC Resources.

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? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	4/30	lay volunteers
Baptisms (number last year)	4	pastor
Children's Groups or Classes	4/55	lay volunteers
Christmas Eve and Easter Worship	CE - 241&185	Easter - 64 & 217
Church-wide Meals	50-100	Fellowship comm/volunteers
Choirs and Music Groups	4/50	musicians & volunteers
Church-based Bible Study	8-10	pastor
Communion (served how often?)	monthly	Pastor & Elders

Community Meals	60-75	Weekly, hosted by us, community volunteers cook and serve
Confirmation (number confirmed last year)	1	pastor, CE coordinator, volunteers
Drama or Dance Program	Children's Christmas prog	Youth Coordinator, Carol choir director, other adult volunteers
Funerals (number last year)	7	Pastor & Funeral Meal teams
Intergenerational Groups	4 events/year	variety of volunteers
Outdoor Worship	123	pastor, worship committee
Prayer or Meditation Groups	30	member/volunteer prayer chain
Public Advocacy Work		Host AA, Immunization clinic, Friendship Meals
Retreats	3/year, various groups	pastor, CE coordinator, youth coordinator, volunteers
Theology or Bible Programs in the Community	2/10 VBS (25-30)	Pastor and volunteers (Brennfield monthly service & Maple Terrace) CE Comm & volunteers
Weddings (number last year)	1	Pastor
Worship (time slot:10:15 am)	120	Pastor, worship comm, music comm
Worship (time slot:)		
Young Adult Groups or Classes	1/8	Parenting class - self directed by group
Youth Groups or Classes	YF - 10	youth coordinator & team
Other ICU Teams (Intentional Caring Unit)	34	volunteers who contact members in need of care - calls, visits, cards

Additional comments:

We have a potluck lunch following worship on the third Sunday (Sept-May) and a fellowship time on the rest of the Sundays organized by the Fellowship Team and volunteers.

Christ Church Community Nursery School operates under its own structure, but is a mission of Christ Church and serves 40-50 children per year in 2, 3, or 5 day classes.

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)
Rev. James Nelson	Three	Congregation	Retired/Pulpit supply	Y
Rev. Dana Keirstead	Three	Congregation	Retired	Y

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:

Both Revs. Nelson and Keirstead occasionally lead worship when our pastor is away and assist in other ways according to their interests.

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
Youth Coord		Part time	pastor & youth min.	3 years
Admin Asst		Part time	pastor	14 years
CE Coord		Part time	pastor & CE comm	Vacant currently
Organist	,	Part time	pastor	<1 year
Custodian		Part time p	ersonnel comm.	35 years

(Our Pastor is the "Head of Staff")

REFLECTION

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

We have multiple staff people who coordinate widely varied and vibrant ministries utilizing the gifts and talents of our congregation. There are many ways and opportunities for people to become involved in the missions of Christ Church. It would be helpful to streamline our structure for governance and leadership, so we don't burn out the volunteers we have, and that conversation has begun in our Bridging Team and Consistory. We are unusual in the number of families with children who are active in our congregation, missions, and programs, and we would like to continue to grow in that area. Our lay volunteer leadership is strong and a blessing to this congregation.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$316,878
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	\$5,543
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	\$ -0-
Fundraising Events	\$5,853
Gifts Designated for a Specific Purpose	\$48,365
Grants	\$ -0-
Rentals of Church Building	\$200
Rentals of Church Parsonage	\$ -0-
Support from Related Organizations (e.g. Women's Group)	\$ -0-
Transfers from Special Accounts	\$5,066
Other (specify):	\$
Other (specify):	\$
TOTAL	\$

Current annual expenses (dollars budgeted for most recent fiscal year): \$317,379

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. Attached at the end of this profile.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 37%

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

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) Yes

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

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

15.8% - Designated on Envelope by giving units

What is the church's current indebtedness? No debt.

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.

Recently completed renovating the Fellowship Hall using a memorial gift and raised funds. (see below)

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

Year(s)	Purpose	Goal	Result	Impact
2001	Capital Campaign - Phases I, II, III	\$	\$1,447,000	Significant property purchases and improvements
2006	Renew the Church	\$210,000	\$228,000	Construction of Gathering Area

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2017	Renovate Fellowship Hall	\$60,000	\$72,705	Complete renovation of Fellowship Hall and some kitchen improvements
		\$	\$	

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

Our Fellowship Hall is used by the congregation on a regular basis for meals, fellowship activities, and funeral meals. It is used twice daily during the school year by our nursery school for their gym time. The weekly Friendship Meals community meal is hosted in this space. On occasion other community groups request use of it.

Does your church have an endowment? Yes.

What is the market value of the assets? \$437,412 invested with United Church Funds

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

Principle is not used. 10% of earned income is returned to the fund. 90% is dispersed annually as designated in the bylaws - $\frac{1}{3}$ to local mission, $\frac{1}{3}$ to wider church mission, $\frac{1}{3}$ as designated by Consistory.

What is the percentage rate of draw (last year, compared to 5 years ago)? Same (see above)

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: None

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

Forever

Please comment on the above calculations or estimates:

Our congregation is in stable financial condition with fiscally responsible policies and oversight.

Other Assets

Reserves (savings): \$230,800

Investments (other than endowment): the above listed savings are in Cornerstone

Funds

Does your church have a parsonage? No

Describe all buildings owned by the church: Church building and one garage located in the heart of downtown Orrville. We have green space in the front and rear of our building and adequate parking.

Describe non-owned buildings or space used or rented by the church: None

Which spaces are accessible to wheelchairs? (worship space, pulpit, fellowship space, facilities, etc.) All spaces except the pulpit/chancel area

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

This is a financially stable and generous congregation. The budget process includes annual requests by committees which are submitted to and reviewed by the Stewardship Ministry Team, which then creates a proposed budget. This proposed budget is sent to Spiritual Council and Consistory for review and amendments. The final proposed budget is approved by vote at a meeting of the congregation. Endowment earnings are used strictly for mission as described elsewhere in this document, and a few missions actually are line items in the budget (CUE (Chicago, United, Eden seminaries), Wayne United Ministries and CAMO-Central American Medical Outreach).

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.

- 1) Resettling a Laotian refugee family in our community in the 1980's.
- 2) Decision to remain a "downtown" church and the capital campaigns in the early 2000's.
- 3) Combining two worship services into one and integrating children and youth more fully into worship.
- 4) Intergenerational and Disaster Recovery Mission trips.

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

Creating our Welcoming Statement - the statement was developed by a small group then introduced in many groups and classes in the congregation for discussion and revision, before it was finally brought to a vote and approved by the congregation.

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 essentials unity, in nonessentials diversity, in all things charity."

We embrace the fact that among us there is a wide variety of faith backgrounds, theological understandings, political leanings, and ideologies. In many ways, we have learned to accept each other where we are and have developed ways to work together, in spite of personal differences.

When there are minor conflicts, we have had faithful pastoral and lay leaders who address the issues directly, promptly and privately, such that the problem doesn't escalate into a full-blown conflict. This happens in ways that many in the congregation are unaware.

We have tried to establish a tone that focuses on what we can accomplish together while respectfully disagreeing on personal beliefs.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Randall Gehres	1993-2018	Y
Milton Ellis	1992-1993	Y (retired)
Stephanie Bikel	1992-1994	Y
Mark Steiner	1982-1992	Y (retired)
Celeste Yeager R. Tiffany Bates	1991 1985-1990	Unknown Y (retired)

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

This congregation has been blessed with strong, stable, capable pastoral leadership throughout our history. We have been able to adapt to a variety of ministerial leadership styles and have enjoyed a largely conflict-free relationship with our pastors. This has been a great blessing to both the congregation and the pastors.

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

Yes, 1991

Has your church been involved in a Situational Support Consultation?

Yes, January 1992, no further action required

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

No

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?

We have activities in which a sizeable number of our members participate, including Salvation Army seasonal programs (back to school, Angel Tree, Holiday food drives), CAMO baby bundles (Central American Medical Outreach), Friendship Meals weekly, and our many mission trips. There are also activities in which only a few participate, but then advocate to the congregation. For example, border and immigration issues, climate change (our Green Team), helping teens make healthy choices (Turning Point Coalition).

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

Christ Church has a long history of members participating in wider church settings, whether as delegates to Association, Conference and Synod gatherings or as Moderators of the various settings. We have also participated in Regional and National youth events, as Camp Directors, and on a variety of committees and boards in many settings.

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.

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

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

We strive to incorporate these ideals into our shared life as a congregation, though we have not used the denominational resources to earn the designations.

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

Our congregation participates annually in the local Crop Walk along with other churches in the Orrville-Smithville area. We take turns with other local churches in hosting community Thanksgiving and Good Friday services through the Orrville Ministerial Association. During the city's "Home for the Holidays" celebration, we set up a living nativity scene on the front lawn of the church. As an introduction to other worship communities, the Confirmands and interested adults attend services at an Akron synagogue, a Greek Orthodox church in Canton, an urban congregation in Cleveland and the local Catholic church.

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.

"United in Serving Christ." That mission statement is not aspirational – it truly describes Christ United Church of Christ.

Service in Christ is seen every day whether it be a Deaconess visiting a shut-in, a meal being prepared and delivered to an individual recovering from surgery, or a youth spending an afternoon raking leaves at homes of the elderly. Several evenings each week Christ Church serves as a meeting place for Alcoholics Anonymous and hosts a free community meal every Thursday. Our congregation supports the Salvation Army's "Angel Tree" by purchasing specific gifts for needy children and families at Christmas. The youth participate in a thirty hour famine in recognition of world hunger and assist at the local food pantry. A special offering is collected every month to support a variety of mission programs.

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?

Participation in the Orrville Ministerial Association is strongly encouraged. Local ministers are invited to offer prayers prior to community gatherings such as city council meetings and school functions. As a downtown church, we have a mission that provides emergency financial assistance to community members who approach the pastor with

specific needs. The pastor is the administrator of the program and the funds come directly from congregational donations. The congregation has no restrictions or requirements regarding the minister's participation in community or wider church committees or activities.

MISSION InSite

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

There is a large percentage of residents in our area who claim no religious affiliation, so there are likely some seekers among that group that we might engage. A number of large homes within a few blocks of the church have changed from owner occupied to rental units, so there may be new community members to whom we could reach out.

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?

There is likely a higher percentage of people in our congregation who are homeowners, are fully employed, earn higher incomes, and have higher levels of education.

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

Our Wednesday evening Kid's Club program has attracted children and families who have not previously been active participants at Christ Church. We do host a weekly community meal which serves 50-80 people from the local area, and our Pastor's Emergency Fund helps meet needs presented by those who don't qualify for other social service programs in the community. We also support a variety of agencies in the community with donations - Salvation Army, People to People, and Viola Startzman Free Clinic.

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

We have been called an "unselfish" church that values service to the community. Our commitment to our community is valued by others.

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

They were attracted by the friendliness of the congregation, the dedication to children and families and the level of programming available for them, and our engaging worship.

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

David T. Handwerk, Mayor, City of Orrville 330-684-5000 / mayor@orrville.com / community involvement

REFERENCE 2

Alan C. Auble, Owner, Auble Funeral Home, Orrville 330-682-2966 / aublefh@yahoo.com / Funeral services

REFERENCE 3

Teri Thomas, Director & Teacher, Christ Church Community Nursery School 330-317-5684 / cccns@zoominternet.net / non-member, director of preschool in our building

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.

CLOSING THOUGHTS

CLOSING PRAYER
STATEMENT OF CONSENT
CONFERENCE/ASSOCIATION VALIDATION

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:

As we are living in this time of transition, we offer the following quote from Rainer Maria Rilke:

"Be patient toward all that is unsolved in your heart and try to love the questions themselves, like locked rooms and like books that are now written in a very foreign tongue. Do not now seek the answers, which cannot be given you because you would not be able to live them. And the point is, to live everything. Live the questions now. Perhaps you will then gradually, without noticing it, live along some distant day into the answer."

We know God has a plan for Christ Church and for each candidate in search of their call. We are waiting patiently, while working diligently, to see how that intersection blesses Christ Church and our next pastor.

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 a 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.)
Members of the Search Committee, Administrative Assistant, Church Treasurer, current Pastor, the Bridging Team & their small group sessions, reports from past visioning processes, worshipers

2. Additional comments for interpreting the profile:

If there is anything that is not clear or creates questions, we will happily clarify.

Signed: Akirley K. Weyrauch

Shirley K. Weyrauch / Chair / March 9, 2018

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Christ church is a strong stable congregation within our association.

They have been active in the association in both participation and leadership.

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: Gary A. Halstead - Associations Associate Minister

Say a Habteal

Email: aam@eoawraucc.org Phone: 330-940-2220 ex103

Date: 3/20/2018

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

UNITED CHURCH OF CHRIST



ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#: 524280

Assoc:	564	Schedule: 0	Christ United Chu	irch of Christ			Orrville	OF	H 44667	
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	c	ONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2006	704	193	99		6	2	5	12	6	-5
2007	702	187	93		6	0	4	12	0	-2
2008	709	194	98		9	1	10	13	0	7
2009	712	184	98		9	1	5	12	0	3
2010	704	181	71		5	0	3	16	0	-8
2011	701	173	86		2	0	2	7	0	-3
2012	701	166	75		3	1	2	6	0	0
2013	694	159	78		3	0	1	11	0	-7
2014	694	161	71		2	1	4	7	0	0
2015	684	150	75		1	0	2	13	0	-10
2016	672	143	74		0	0	3	15	0	-12
YEAR 2006	CURRENT EXPENSES \$242,479	CAPITAL PAYMENTS \$0	BASIC SUPPORT \$45,750	SPECIAL SUPPORT \$16,420	0	OTAL OTHEI OCWM GIFT 02,170 \$9,11	S WIDER MISSION	BASIC SUPP% CURR LOCAL 18.87	TOTAL EXPEND	PLEDGES AND OFFERINGS \$427,210
2007	\$252,004	\$0	\$42,436	\$20,181		\$2,617 \$9,30		16.84		\$386,995
2008	\$254,119	\$0	\$41,872	\$22,273		34,145 \$17,29		16.48		\$349,480
2009	\$423,640	\$0	\$39,022	\$20,627		59,649 \$20,77		9.21		\$485,805
2010	\$353,636	\$0	\$39,140	\$15,893		55,033 \$15,42		11.07		\$412,515
2011	\$301,654	\$0	\$35,788	\$17,769		3,557 \$15,55		11.86		\$371,736
2012	\$295,652	\$0	\$47,506	\$25,366	\$7	2,872 \$15,20		16.07		\$348,975
2013	\$344,344	\$0	\$48,607	\$22,092	\$7	0,699 \$22,03	0 \$92,729	14.12	\$437,073	\$412,854
2014	\$380,753	\$0	\$47,212	\$8,932	\$5	66,144 \$26,68	6 \$82,830	12.40	\$463,583	\$380,202
2015	\$404,197	\$0	\$38,102	\$12,342	\$5	50,444 \$22,47	0 \$72,914	9.43	\$477,111	\$373,984
2016	\$395,194	\$0	\$35,320	\$6,903	\$4	2,223 \$16,19	8 \$58,421	8.94	\$453,615	\$373,627
% CHANGE 2011-2016	MEMBERS -4.14		CHR ED/ FAITH FORM -13.95	TOTAL	-25.00	TOTAL REMOVALS 114.29	CURR LOCAL EXPENSES 31.01	TOTAL OCWM E -21.16	TOTAL XPENDITURE 22.35	
2006-2016	-4.5	-25.91	-25.25		-76.92	-16.67	62.98	-32.08	44.57	

CHRIST UNITED CHURCH OF CHRIST - ORRVILLE OH Balance Sheet as of December 31, 2017

Thursday, F	February 01, 2018			Page 1
Account #	Account Name	YTD Balance	Previous Year Balance	Amount Diff YTD
ASSETS				
100.000	FNB Preferred Checking	25,163.93	24,330.65	833.28
	TOTAL CHECKING	\$25,163.93	\$24,330.65	\$833.28
188.000	Cornerstone Demand Note	105,800.00	145,000.00	(39,200.00)
189.000	Cornerstone Term Note	125,000.00	125,000.00	0.00
190.000	United Church Foundation	437,411.67	382,698.30	54,713.37
	TOTAL ASSETS	\$693,375.60	\$677,028.95	\$16,346.65
LIABILITIE	ES			
200.001	Accounts Payable/Vendors	5,799.33	5,916.27	(116.94)
202.000	Prepaid Giving	9,585.00	9,410.00	175.00
220.000	Federal Tax Withholding	2,059.28	2,323.86	(264.58)
220.100	State Tax Witholding	216.00	224.00	(8.00)
220.200	City Tax Withholding	303.20	337.70	(34.50)
	TOTAL LIABILITIES	\$17,962.81	\$18,211.83	(\$249.02)
FUND BAL	ANCE		•	` ,
300.000	Current Fund	(5,065.62)	0.00	(5,065.62)
310.000	Special Offerings Fund	1,155.35	525.35	630.00
315.000	Christian Education Fund	5,111.05	5,400.23	(289.18)
320.000	Mission Trip Fund	15,492.46	12,650.53	2,841.93
325.000	Memorial Fund	31,234.17	27,190.44	4,043.73
330.000	Capital Campaign Fund	(23,059.66)	(23,026.63)	(33.03)
331.000	Renew the Church	22,421.26	21,886.26	535.00
335.000	Nursery School Fund	23,708.77	16,481.35	7,227.42
340.000	Endowment Fund	454,324.44	400,714.10	53,610.34
345.000	Disaster Relief Fund	2,563.58	2,052.62	510.96
350.000	Funeral Fund	2,647.16	2,400.30	246.86
355.000	Parking Lot Fund	46,225.34	49,692.29	(3,466.95)
360.000	Ebert Fund	6,463.97	7,514.37	(1,050.40)
365.000	Swinehart Fund	6,792.53	7,210.11	(417.58)
366.000	Rieder Fund Balance	62,269.38	100,208.50	(37,939.12)
375.000	Piano Fund	1,276.24	1,261.18	15.06
380.000	Organ Fund	3,632.13	3,589.27	42.86
385.000	Friendship Meals Fund	1,394.24	1,431.18	(36.94)
390.000	Intergenerational Mission Trip Fund	1,637.85	1,210.49	427.36
395.000	Facility Reserve	15,188.15	20,425.18	(5,237.03)
	TOTAL FUND BALANCE	\$675,412.79	\$658,817.12	\$16,595.67
	Total LIABILITIES and FUND BALANCE	<u>\$693,375.60</u>	<u>\$677,028.95</u>	<u>\$16,346.65</u>

CHRIST UNITED CHURCH OF CHRIST - ORRVILLE OH Treasurer's Report as of December 2017 for Current Fund

Thursday, F	ebruary 01, 2018							Page 2
Account #	Account Name	Period Activity	YTD Balance	Previous YTD	Budget YTD	Over/Under YTD+(-)	Annual Budget	Annual Budget Remaining
INCOME								
400.000	Current Offering	35,260.80	269,288.35	263,627.20	320,400.00	(51,111.65)	320,400.00	51,111.65
400.202	Plate Offering	396.00	3,603.00	3,657.00	3,681.00	(78.00)	3,681.00	78.00
400.204	Candle Fund	0.00	0.00	0.00				
400.205	Lilly/Poinsettia Fund	0.00	0.00	0.00				
400.206	Phone Refunds	0.00	0.00	0.00				
400.207	Copy Machine Inc.	0.00	0.00	0.00				
400.209	Z-Account	0.00	0.00	0.00				
400.212	Sanctuary-Weddings	0.00	0.00	0.00				
400.215	Capitol Improvements	0.00	0.00	0.00				
400.216	Flowers Inc.	0.00	0.00	0.00				
400.220	Misc. Adjustments	0.00	0.00	0.00				
400.302	Church School Benevolent	0.00	0.00	0.00				
460.300	Current Interest Income	0.37	13.88	5.92	0.00	13.88	0.00	(13.88)
470.000	Building Use Donations	0.00	200.00	100.00	0.00	200.00	0.00	(200.00)
480.000	Miscellaneous Inc	0.00	425.21	0.00	0.00	425.21	0.00	(425.21)
	TOTAL INCOME	\$35,657.17	\$273,530.44	\$267,390.12	\$324,081.00	(\$50,550.56)	\$324,081.00	\$50,550.56
EXPENSES			·	•	•		•	,
500.001	Salary Senior Pastor	4,954.36	59,452.32	57,861.00	59,452.00	0.32	59,452.00	(0.32)
500.002	Housing Equity	644.06	7,728.72	7,522.00	7,729.00	(0.28)	7,729.00	0.28
500.003	Social Security	527.50	6,330.00	6,181.00	6,330.00	0.00	6,330.00	0.00
500.004	Pension	901.69	10,892.72	10,582.34	10,820.00	72.72	10,820.00	(72.72)
500.005	Vision Insurance	0.00	183.00	183.00	183.00	0.00	183.00	0.00
500.006	Life & Disability Insurance	96.61	1,167.07	1,133.85	1,158.00	9.07	1,158.00	(9.07)
500.007	Health Insurance	597.50	10,476.60	9,700.65	10,100.00	376.60	10,100.00	(376.60)
500.008	Dental Insurance	82.00	984.00	945.00	984.00	0.00	984.00	0.00
500.009	Mileage Allowance	265.36	2,590.98	2,707.02	4,000.00	(1,409.02)	4,000.00	1,409.02
500.010	Business Expenses	73.00	1,330.47	1,437.06	1,750.00	(419.53)	1,750.00	419.53
500.011	Continuing Education	0.00	2,404.75	1,264.73	2,250.00	154.75	2,250.00	(154.75)
500.012	Misc. Expenses	0.00	0.00	0.00	2,230.00	13 1.73	2,230.00	(131.73)
	TOTAL SENIOR PASTOR	\$8,142.08	\$103,540.63	\$99,517.65	\$104,756.00	(\$1,215.37)	\$104,756.00	\$1,215.37
500.101	Salary Youth Dir.	1,594.90	15,948.88	12,731.64	14,354.00	1,594.88	14,354.00	(1,594.88)
500.101	Social Security Exp.	1,394.90	1,220.00	974.04	1,098.00	1,394.88	1,098.00	(1,394.88)
500.102	Mileage Allowance Exp.	0.00	0.00	91.80	250.00	(250.00)	250.00	250.00
500.103	Business Expense	0.00	21.68	9.86	100.00	(78.32)	100.00	78.32
500.105	Continuing Education Exp.	0.00	0.00	14.88	750.00	(750.00)	750.00	750.00
	TOTAL YOUTH DIRECTOR	\$1,716.90	\$17,190.56	\$13,822.22	\$16,552.00	\$638.56	\$16,552.00	(\$638.56)
500.201	Salary Christian Ed. Dir.							
J00.Z01	Salary Christian Ed. Dif.	0.00	11,961.12	23,282.00	23,922.00	(11,960.88)	23,922.00	11,960.88

CHRIST UNITED CHURCH OF CHRIST - OKKVILLE OH Treasurer's Report as of December 2017 for Current Fund

Thursday, F	February 01, 2018							Page 3
Account #	Account Name	Period Activity	YTD Balance	Previous YTD	Budget YTD	Over/Under YTD+(-)	Annual Budget	Annual Budge Remaining
500.202	Social Security Expense	0.00	915.00	1,781.05	1,830.00	(915.00)	1,830.00	915.00
500.203	Mileage Allowance Expense	0.00	89.35	748.28	600.00	(510.65)	600.00	510.65
500.204	Business Expense Exp.	0.00	0.00	85.00	100.00	(100.00)	100.00	100.00
500.205	Continuing Education Expense	0.00	386.18	310.00	750.00	(363.82)	750.00	363.82
	TOTAL CHRISTIAN ED. DIR.	\$0.00	\$13,351.65	\$26,206.33	\$27,202.00	(\$13,850.35)	\$27,202.00	\$13,850.35
500.401	Postage/Envelopes	230.06	1,712.27	1,444.41	2,000.00	(287.73)	2,000.00	287.73
500.402	Office Supplies	256.36	1,802.12	1,354.85	1,750.00	52.12	1,750.00	(52.12)
500.405	Copy Machine Exp.	297.69	2,773.52	2,936.87	3,500.00	(726.48)	3,500.00	726.48
500.406	Computer Expense	0.00	499.00	499.00	500.00	(1.00)	500.00	1.00
500.407	Publications	0.00	314.00	317.35	450.00	(136.00)	450.00	136.00
500.409	Office Furnishings	0.00	0.00	96.75	100.00	(100.00)	100.00	100.00
	TOTAL OFFICE	\$784.11	\$7,100.91	\$6,649.23	\$8,300.00	(\$1,199.09)	\$8,300.00	\$1,199.09
500.430	Computer Hardware/Repair	0.00	84.00	0.00	200.00	(116.00)	200.00	116.00
500.431	Internet Access	64.95	779.40	749.40	750.00	29.40	750.00	(29.40)
500.432	Audio/Video Ministry	0.00	248.72	70.94	250.00	(1.28)	250.00	1.28
500.433	New Technology Purchase	54.98	154.18	974.99	1,000.00	(845.82)	1,000.00	845.82
	TOTAL TECHNOLOGY	\$119.93	\$1,266.30	\$1,795.33	\$2,200.00	(\$933.70)	\$2,200.00	\$933.70
500.501	Bulletins	49.08	925.03	965.38	1,000.00	(74.97)	1,000.00	74.97
500.502	Altar Supplies	47.85	490.25	438.70	900.00	(409.75)	900.00	409.75
500.503	Family Devotions	0.00	0.00	42.21	250.00	(250.00)	250.00	250.00
500.504	Flowers Exp.	366.00	137.53	203.40	150.00	(12.47)	150.00	12.47
500.505	Communion Supplies	0.00	115.96	17.23	150.00	(34.04)	150.00	34.04
500.506	Pulpit Supply (Guest Speakers)	0.00	1,050.00	600.00	1,200.00	(150.00)	1,200.00	150.00
500.507	Miscell Expense	0.00	315.00	2.99	450.00	(135.00)	450.00	135.00
500.508	Tape Ministry	0.00	0.00	0.00				
	TOTAL WORSHIP	\$462.93	\$3,033.77	\$2,269.91	\$4,100.00	(\$1,066.23)	\$4,100.00	\$1,066.23
500.601	Choir Director	0.00	0.00	0.00	2,250.00	(2,250.00)	2,250.00	2,250.00
500.602	Organist	784.00	6,873.17	6,919.50	7,478.00	(604.83)	7,478.00	604.83
500.603	Carol Choir Director	476.28	997.92	993.15	927.00	70.92	927.00	(70.92)
500.604	Carol Choir Accomp.	453.60	975.24	993.15	927.00	48.24	927.00	(48.24)
500.605	Music, Supplies & Copyright	0.00	1,007.55	1,098.34	1,000.00	7.55	1,000.00	(7.55)
500.606	Piano & Organ Maint.	0.00	80.00	0.00	500.00	(420.00)	500.00	420.00
500.607	Choir Robe Maint.	0.00	0.00	0.00	0.00	0.00	0.00	0.00
500.608	Special Music	0.00	0.00	0.00	50.00	(50.00)	50.00	50.00
500.610	Social Security Expenses	71.14	582.52	603.13	957.00	(374.48)	957.00	374.48
500.611	Continuing Ed. Music	0.00	0.00	0.00	50.00	(50.00)	50.00	50.00
500.612	Bell Choir Director	0.00	0.00	0.00	927.00	(927.00)	927.00	927.00
	TOTAL MUSIC	\$1,785.02	\$10,516.40	\$10,607.27	\$15,066.00	(\$4,549.60)	\$15,066.00	\$4,549.60

CHRIST UNITED CHURCH OF CHRIST - ORRVILLE OH Treasurer's Report as of December 2017 for Current Fund

Thursday, I	February 01, 2018							Page 🛶
Account #	Account Name	Period Activity	YTD Balance	Previous YTD	Budget YTD	Over/Under YTD+(-)	Annual Budget	Annual Budget Remaining
500.701	Intentional Care Unit	0.00	67.10	22.00	100.00	(32.90)	100.00	32.90
500.702	Seniors Ministry	0.00	0.00	0.00				
500.703	Parish Nurses	0.00	108.00	0.00	200.00	(92.00)	200.00	92.00
500.704	Miscellaneous Exp.	0.00	50.00	0.00	50.00	0.00	50.00	0.00
500.705	Golden Oportunities, Seniors	0.00	0.00	0.00				
	TOTAL CARE GIVING	\$0.00	\$225.10	\$22.00	\$350.00	(\$124.90)	\$350.00	\$124.90
500.710	Advertising	0.00	991.65	962.60	1,100.00	(108.35)	1,100.00	108.35
500.713	Outreach	270.00	281.49	280.00	300.00	(18.51)	300.00	18.51
500.714	Identity	0.00	0.00	0.00	0.00	0.00	0.00	0.00
500.715	Hospitality	0.00	0.00	0.00				
	TOTAL EVANGELISM	\$270.00	\$1,273.14	\$1,242.60	\$1,400.00	(\$126.86)	\$1,400.00	\$126.86
500.720	Literature	0.00	0.00	116.75	250.00	(250.00)	250.00	250.00
500.721	Supplies	0.00	344.80	119.47	550.00	(205.20)	5 5 0.00	205.20
	TOTAL STEWARDSHIP	\$0.00	\$344.80	\$236.22	\$800.00	(\$455.20)	\$800.00	\$455.20
500.731	Programs & Supplies	0.00	73.52	13.52	100.00	(26.48)	100.00	26.48
500.732	Green Team	(15.40)	(254.38)	(182.30)	250.00	(504.38)	250.00	504.38
500.733	Social Action	0.00	0.00	0.00	500.00	(500.00)	500.00	500.00
500.734	Disaster Relief	0.00	0.00	0.00	100.00	(100.00)	100.00	100.00
500.738	CCCNS Scholarships Exp	0.00	3,384.00	0.00	6,480.00	(3,096.00)	6,480.00	3,096.00
	TOTAL MISSIONS	(\$15.40)	\$3,203.14	(\$168.78)	\$7,430.00	(\$4,226.86)	\$7,430.00	\$4,226.86
500.724	Fellowship Programs	25.71	544.28	769.22	900.00	(355.72)	900.00	355.72
500.725	Kitchen Supplies	0.00	. 130.88	517.72	500.00	(369.12)	500.00	369.12
	TOTAL FELLOWSHIP	\$25.71	\$675.16	\$1,286.94	\$1,400.00	(\$724.84)	\$1,400.00	\$724.84
500.735	Delegate Expenses	0.00	130.00	0.00	300.00	(170.00)	300.00	170.00
500.736	Lay Leadership	0.00	32.92	0.00	200.00	(167.08)	200.00	167.08
500.737	New Ministries	0.00	0.00	0.00		, ,		
	TOTAL LEADERSHIP & DEVEL	\$0.00	\$162.92	\$0.00	\$500.00	(\$337.08)	\$500.00	\$337.08
500.741	Administrative Assistant	2,248.72	26,984.64	26,263.00	26,985.00	(0.36)	26,985.00	0.36
500.742	Substitute Secretary	372.82	837.02	889.38	1,557.00	(719.98)	1,557.00	719.98
500.743	Custodian	2,099.50	26,014.42	25,052.08	25,974.00	40.42	25,974.00	(40.42)
500.744	Treasurer	284.80	3,417.60	3,326.00	3,418.00	(0.40)	3,418.00	0.40
500.745	Financial Secretary	2.00	2.00	2.00	728.00	(726.00)	728.00	726.00
500.746	Social Security Taxes	382.94	4,379.85	4,248.14	4,564.00	(184.15)	4,564.00	184.15
500.747	Worker's Compensation	(8.00)	628.05	822.83	1,000.00	(371.95)	1,000.00	371.95
500.748	Substitute Custodian	77.52	206.72	103.70	999.00	(792.28)	999.00	792.28
	TOTAL ADMIN. PERSONNEL	\$5,460.30	\$62,470.30	\$60,707.13	\$65,225.00	(\$2,754.70)	\$65,225.00	\$2,754.70
500.801	Insurance	582.00	6,998.00	6,908.50	7,500.00	(502.00)	7,500.00	502.00

CHRIST UNITED CHURCH OF CHRIST - OKKVILLE OH Treasurer's Report as of December 2017 for Current Fund

Thursday, I	February 01, 2018							Page 5
Account #	Account Name	Period Activity	YTD Balance	Previous YTD	Budget YTD	Over/Under YTD+(-)	Annual Budget	Annual Budget Remaining
	TOTAL INSURANCE	\$582.00	\$6,998.00	\$6,908.50	\$7,500.00	(\$502.00)	\$7,500.00	\$502.00
500.806	Parsonage Real Estate Taxes	219.68	2,636.14	2,544.84	2,600.00	36.14	2,600.00	(36.14)
500.809	Real Estate Tax Assesments	0.00	0.00	21.07	200.00	(200.00)	200.00	200.00
	TOTAL REAL EST TAXES	\$219.68	\$2,636.14	\$2,565.91	\$2,800.00	(\$163.86)	\$2,800.00	\$163.86
500.816	Parsonage Repairs	0.00	900.25	2,172.02	1,500.00	(599.75)	1,500.00	599.75
500.817	Church Repairs	703.79	7,146.89	6,947.27	8,500.00	(1,353.11)	8,500.00	1,353.11
500.818	Equipment Repairs	0.00	110.85	542.00	1,200.00	(1,089.15)	1,200.00	1,089.15
	TOTAL REPAIRS	\$703.79	\$8,157.99	\$9,661.29	\$11,200.00	(\$3,042.01)	\$11,200.00	\$3,042.01
500.822	Parsonage Gas	89.79	725.63	713.79	1,100.00	(374.37)	1,100.00	374.37
500.823	Church Gas	762.80	4,932.75	4,970.74	9,000.00	(4,067.25)	9,000.00	4,067.25
	TOTAL UTILITIES - GAS	\$852.59	\$5,658.38	\$5,684.53	\$10,100.00	(\$4,441.62)	\$10,100.00	\$4,441.62
500.826	Parsonage Elec-Water-Sewer	130.95	1,649.01	1,863.57	1,800.00	(150.99)	1,800.00	150.99
500.827	Church Elec-Water-Sewer	627.74	7,525.44	8,892.18	8,000.00	(474.56)	00.000,8	474.56
	TOTAL ELEC-WATER-SEWER	\$758.69	\$9,174.45	\$10,755.75	\$9,800.00	(\$625.55)	\$9,800.00	\$625.55
500.828	Pastor's Cell Phone	0.00	0.00	0.00				
500.831	Parsonage Phone	42.36	500.22	487.98	500.00	0.22	500.00	(0.22)
500.832	Church Phone	174.64	2,071.93	2,052.77	2,100.00	(28.07)	2,100.00	28.07
	TOTAL TELEPHONE	\$217.00	\$2,572.15	\$2,540.75	\$2,600.00	(\$27.85)	\$2,600.00	\$27.85
500.835	Janitor Supplies	0.00	2,241.64	1,611.59	2,550.00	(308.36)	2,550.00	308.36
500.836	Snow Removal	783.99	3,733.99	3,048.90	1,800.00	1,933.99	1,800.00	(1,933.99)
500.837	Paint Program	0.00	0.00	0.00	100.00	(100.00)	100.00	100.00
500.838	Equipment Replacement	0.00	677.52	899.24	800.00	(122.48)	800.00	122.48
500.839	Waste Removal	0.00	421.60	391.60	400.00	21.60	400.00	(21.60)
500.840	Lawn Care	0.00	0.00	0.00	800.00	(800.00)	800.00	800.00
	TOTAL GENERAL MAINT	\$783.99	\$7,074.75	\$5,951.33	\$6,450.00	\$624.75	\$6,450.00	(\$624.75)
500.849	Youth Ministries	186.65	4,139.52	3,653.39	5,000.00	(860.48)	5,000.00	860.48
500.850	Phase III Interest	0.00	0.00	0.00	0.00	0.00	0.00	0.00
500.851	Christian Education Expense	0.00	7,829.90	5,600.00	8,400.00	(570.10)	8,400.00	570.10
500.852	Contingency	0.00	0.00	500.00	5,000.00	(5,000.00)	5,000.00	5,000.00
	TOTAL OTHER MISC.	\$186.65	\$11,969.42	\$9,753.39	\$18,400.00	(\$6,430.58)	\$18,400.00	\$6,430.58
500.853	Z Account	0.00	0.00	0.00				
500.858	Senior High Fellowship	0.00	0.00	0.00	•			
	TOTAL NONBUGET EXP	\$0.00	\$0.00	\$0.00				
	TOTAL EXPENSES	\$23,055.97	\$278,596.06	\$278,015.50	\$324,131.00	(\$45,534.94)	\$324,131.00	\$45,534.94
Di	fference	<u>\$12,601.20</u>	(\$5,065.62)	(\$10,625.38)	<u>(\$50.00)</u>		<u>(\$50.00)</u>	

Treasurer's Report as of December 2017 for Benevolent Fund

Sunday, Jan	nuary 07, 2018							Page 6
Account #	Account Name	Period Activity	YTD Balance	Previous YTD	Budget YTD	Over/Under YTD+(-)	Annual Budget	Annual Budget Remaining
INCOME								
405.000	Benevolent Offering	3,549.00	43,987.01	43,382.68	64,188.00	(20,200.99)	64,188.00	20,200.99
	TOTAL INCOME	\$3,549.00	\$43,987.01	\$43,382.68	\$64,188.00	(\$20,200.99)	\$64,188.00	\$20,200.99
EXPENSES	•							
500.901	Our Church Wider Mission	3,078.64	38,215.47	37,666.06	56,580.00	(18,364.53)	56,580.00	18,364.53
500.902	Theological Education	307.86	3,821.54	3,766.62	5,658.00	(1,836.46)	5,658.00	1,836.46
500.903	Wayne United Ministry	62.50	750.00	750.00	750.00	0.00	750.00	0.00
500.904	CAMO	100.00	1,200.00	1,200.00	1,200.00	0.00	1,200.00	0.00
	TOTAL EXPENSES	\$3,549.00	\$43,987.01	\$43,382.68	\$64,188.00	(\$20,200.99)	\$64,188.00	\$20,200.99
Dif	fference	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>		<u>\$0.00</u>	

If the accounts in the subtotals have changed or if ledger and subsidiary account attributes have changed, Previous YTD totals may not represent a valid comparison.

CHRIST UNITED CHUKCH OF CHRIST - OKKVILLE OF Treasurer's Report as of December 2017 for Special Offerings Fund

Sunday, Jan	uary 07, 2018							Page 7
Account #	Account Name	Period Activity	YTD Balance	Previous YTD	Budget YTD	Over/Under YTD+(-)	Annual Budget	Annual Budget Remaining
INCOME		· · · · · · · · · · · · · · · · · · ·						
400.303	Neighbors In Need	0.00	635.00	705.00				
400.304	Veterans Of The Cross	2,017.00	2,017.00	2,141.94				
400.305	Strengthen The Church	0.00	684.00	835.00				
400.306	Blanket Fund Inc.	0.00	1,579.00	1,570.00				
400.307	Crop (produce table)	0.00	0.00	0.00				
400.308	Pastor's Emergency Fund Inc.	735.00	7,340.95	10,553.89				
400.309	One Great Hour Of Share	0.00	1,590.00	1,606.00				
400.310	Lenten Offering Inc.	0.00	0.00	0.00				
400.311	Advent Offering Inc.	75.00	75.00	370.00				
400.312	Habitat For Humanity Inc.	0.00	785.00	1,162.50				
400.314	Camo Inc.	0.00	0.00	0.00				
400.315	Salvation Army Inc.	100.00	250.00	0.00				
400.316	Seeds May Grow Inc.	0.00	615.00	1,521.00			•	
400.317	Love Offering	0.00	515.00	475.00				
400.319	SARA Inc.	0.00	4,355.00	3,021.50				
400.320	Nepal Earthquake Donation	0.00	0.00	0.00				
400.322	Church World Service Inc.	100.00	1,750.00	3,050.00				
400.323	Hope Homes Inc.	15.00	40.00	197.50	,			
400.324	United Church Homes Inc.	0.00	25.00	27.50				
400.325	Crossroad Inc.	0.00	25.00	77.50				
400.326	Hospice & Palliative Care Inc.	0.00	0.00	0.00				
400.327	Planned Parenthood Inc.	0.00	0.00	0.00				
400.328	People to People Inc.	0.00	0.00	140.00				
400.329	Viola Startzman Free Clinic Inc.	0.00	65.00	70.00				
400.330	Chapel Hill Inc.	0.00	0.00	0.00				
400.331	Church Camps	0.00	0.00	65.00				
400.333	180/Every Woman's House	0.00	190.00	40.00				
400.334	International Emergency Relief	0.00	0.00	100.00				
400.335	Cornucopia Offering	0.00	475.00	484.00				
400.336	Nick Amster, Inc.	0.00	150.00	0.00				
410.000	Special Offerings	0.00	1,934.00	683.85				
435.000	Nursery School Donation	0.00	55.00	1,945.93				
155.000	TOTAL INCOME		\$25,149.95					
THE STATE OF THE S		φυ,υπ2.υυ	Ψωυ,Ιπ ク•/Ο	Ψυν,υτυ.11				
EXPENSES		0.00	102 75	188.75				
500.908	Viola Startzman Free Clinic Exp.	0.00	193.75					
500.909	People to People Exp.	0.00	0.00	510.00				
500.910	Hope Homes Exp.	158.75	158.75	318.50				

Treasurer's Report as of December 2017 for Special Offerings Fund

Sunday, Jan	uary 07, 2018							Page 🞖
Account #	Account Name	Period Activity	YTD Balance	Previous YTD	Budget YTD	Over/Under YTD+(-)	Annual Budget	Annual Budget Remaining
500.911	Hunger Action	0.00	0.00	0.00				
500.912	Pastor's Emergency Fund Exp.	772.50	7,378.45	10,672.64		•		
500.913	Blanket Fund Exp.	0.00	1,579.00	1,570.00				
500.914	One Great Hour Sharing	0.00	1,590.00	1,606.00				
500.915	N-I-N	0.00	635.00	705.00				
500.916	Veterans of Cross	2,017.00	2,017.00	2,141.94				
500.917	Peace	0.00	0.00	0.00				
500.918	Strengthen Church	0.00	684.00	835.00				
500.919	Crossroad Exp.	143.75	143.75	198.50				
500.920	Lenten Offering Exp.	0.00	0.00	0.00				
500.921	Advent Offering Exp.	0.00	0.00	0.00				
500.922	Crop Walk Expense	0.00	0.00	50.00				
500.923	Habitat For Humanity Exp.	903.75	903.75	1,283.50				
500.924	Church School Benev.	0.00	0.00	0.00				
500.925	Seeds May Grow Exp.	890.00	890.00	1,500.00				
500.926	SARA Exp.	0.00	3,500.00	3,000.00				
500.927	Salvation Army Exp.	137.50	416.25	0.00				
500.928	Hospice & Palliative Care Exp.	0.00	0.00	0.00				
500.929	United Church Homes Exp.	143.75	143.75	148.50				
500.930	Church World Service Exp.	200.00	1,750.00	3,000.00				
500.931	Misc. Special Offerings	684.00	1,884.00	250.00				
500.932	Eden Seminary	0.00	0.00	0.00				
500.933	Ohio Conference, Camps	0.00	0.00	183.75				
500.934	Camo Exp.	0.00	0.00	0.00				
500.935	OneEighty/Every Womans House	0.00	318.75	158.75				
500.936	Planned Parenthood Exp.	0.00	0.00	0.00				
500.937	CCCNS Scholarships	55.00	55.00	1,945.93				
500.938	International Emer Relief Exp	0.00	0.00	100.00				
500.960	Nick Amster, Inc. Expense	0.00	278.75	0.00				
500.991	Chapel Hill Exp.	0.00	0.00	0.00				
	TOTAL EXPENSES	\$6,106.00	\$24,519.95	\$30,366.76				
Dif	fference	(\$3,064.00)	<u>\$630.00</u>	<u>\$476.35</u>	<u>\$0.00</u>		<u>\$0.00</u>	

If the accounts in the subtotals have changed or if ledger and subsidiary account attributes have changed, Previous YTD totals may not represent a valid comparison.

CHRIST UNITED CHURCH OF CHRIST Annual Report July 1, 2016-June 30, 2017

Pastor's Report

"If God is for us, who shall be against us?" These words by the Apostle Paul were written to churches in a challenging time. But then it has always been a challenging time of one sort or another for the Church. Christian faith was under duress, scorned by the powers that be, mocked by the cultural elite, and mostly ignored by the common person. But then it has always had its detractors and opponents. The new faith in the risen Christ wobbled on the legs of many who believed in Jesus but struggled with Christian living. But then Christians have always been sinners on a journey of faith, imperfectly walking into the kingdom of God, every one of us.

The Church was small, mostly unnoticed, and vulnerable, often struggling to survive. But then the true strength of Christ's Church has always come from within, not from institutional might or social standing, but from hearts united and souls aflame. Paul wrote those words well aware that he would not live to see the church mature and grow to fully reflect God's glory. But then we never do get to see the church of our dreams. And yet, he was certain in saying, "If God is for us, who shall be against us?"

Paul knew the weakness of the church but the strength of Christ, the follies of the faithful but the wisdom of God at work. And if God is for us...

God has been at work again this past year in Christ UCC with blessings abundant, grace upon grace. Ministries of every kind have abounded – children, youth, music, caregiving, teaching, mission near and far, Friendship Meals, Joshua Project, OCWM, steady worship – such that one project to come is the listing of them all so that we can see and tell what this church is all about. We celebrated with Shirley Weyrauch her almost 23 years of ministry as Christian Education Coordinator and remembered again what her leadership has meant for us. I trust that you join me in deep appreciated of the dedication, talents, and faith of the rest of our remarkable staff.

Looking back and looking ahead, a Bridging Team has been formed from among us to help all of us find ways to make our healthy church stronger for the future. We will be looking particularly at what it means to be the church for the next generation here and deeper ways of being welcoming. Perhaps we will become a people more winsomely able to articulate our faith, to ourselves and thus to others. A professional coach in these matters has been secured for the next year to work with us through the Bridging Team.

We live in troubled and rancorous times. More than ever we need to claim our *United* heritage. People like to say, "Keep religion out of politics." The reverse is happening: politics is messing with religion. I mean, it is infesting the spirit within churches as anxiety and contentiousness and division carry over from the outside culture/politics into Christian life together. Happily, our spirit in Christ is strong. Yet, vigilance is required, that we do not become an embarrassing witness to the risen Christ. "That they may all be one," Christ prayed about us.

I thank you as ever for your amazing commitment to Christ Church as a community in which to grow and serve and live out your faith. If God is for us, who can stand against us?

Pastor Gehres

CE Coordinator's Report

Statistics: 1100.75 hours worked, 73 meetings, 52 classes, activities or events, 1767 miles

Outdoor Ministries: 27.0 hours (as Division Chair, which I finished in September 2016. I continue to serve on the Business Plan working group.)

The Christian Education ministry at Christ church has included work in education, mission, stewardship, and "other miscellaneous duties" as I have added them to my schedule. With the Christian Education committee, I've overseen Sunday school, promoted summer camps, led Fall Camp and the Women's retreats, taken, posted and shared many photos in a variety of ways, wrote meditations for last summer's prayer stations, and created newsletter articles, Facebook posts and updates to the education page of our website. That website at www.christucc.weebly.com includes resources for all ages that are available at any time. I've taught both confirmation and adult classes, and taken confirmands to services at Mt. Zion UCC. I've edited worship videos for the A Channel, worked with the Mission committee on projects and assisted with the stewardship campaigns.

My involvement with the wider church includes service on a working group for Outdoor Ministries (though I have concluded my term as Division Chair), the Faith Formation Resource Ministry Team for the Eastern Ohio Association, as the Great Lakes representative to the Board of Directors for the Association of United Church Educators, and a member of the planning team for the Great Lakes Association of United Church Educators.

This year, Terri Brest and Robin Stocker completed their second terms on the Christian Education Committee. Joi Hemphill and Valerie Holderman completed their first terms and have been reappointed to second terms. Bethany Williams and Kaylene Biddle are beginning their first terms, and Sarah Legan is continuing as the youth member. Dee Domer, Ruth Harrington, Nicole Lacy, and Nick Yeagley are in the middle of their terms. Thanks to all of these for their service and ministry with Christ Church!

I have met with the Christian Education Committee, and there are plans in place to continue the essential educational programs of Christ Church following my retirement. There are many volunteers who will be sharing responsibilities as we move forward. I hope you will support them as you have me.

This has been a very interesting and fulfilling tenure as the CE Coordinator! Who ever would have guessed that I'd be here more than twenty two years? I have to tell you that I've learned more and been blessed as much by our ministry together as any of you may have been through anything that I've done, and for that I thank you. It's been a privilege to serve the congregation in which I was born, grew up, and spent my life. I couldn't have asked for better colleagues, mentors and friends.

Thank you from the bottom of my heart, and God bless you!

Shirley

Youth Coordinator

The 2016-2017 year was a fun and exciting time for the youth here at Christ Church. It was a combination of service, education, and fellowship.

Kids Club continues to be a vibrant and active group with an average of 17 kids attending each week. Kaylene Biddle was a wonderful addition to our team this year, teaching the 3rd-5th grade class. Barb Stoll was back again this year teaching the K-2nd class. There were 3 Family Nights where the kids and their families participated in a Christ Church scavenger hunt, learned about Vongseng and Noi's story from Seo, Vongseng, and Judy Kropf, and competed against each other in a fun game of Easter Family Feud.

Service projects included the annual Rake N Run where the kids and their families raked the leaves from the yards of several church members. The kids also painted love rocks which they put into the community for someone to find and in turn brighten their day and show God's love. They also passed out rocks to the congregation for them to get in on the fun.

The younger youth and their parents also continued to serve in worship, acting as parent/child liturgist pairs on the first Sunday of each month. These kids did an awesome job and showed great enthusiasm and poise.

I can't forget to mention they worked really hard on the Christmas program this year. There were a lot of lines to memorize and many wonderful songs that they practiced very hard at!

Barb Wyant and Julie Yates fearlessly lead our Carol Choir this year. Due to their great leadership and direction our Carol Choir sounded awesome!

Our Youth Fellowship group continues to be a great group of kids. Katherine Blasingame and Brian Lacy graciously volunteered to help this year. 10 youth regularly attended each week and showed great enthusiasm and have become great friends. They participated in several service projects throughout the year including the Great Summer Serve, the Rake N Run, served Lunch on Us at Miller Ave. twice, baked cookies to help support our disaster relief, packed disaster relief kits, worked in the Fry Wagon at the Wayne County fair, and helped a local community member clean up her yard since she was unable to do it herself. The youth also continued to serve as liturgists during worship one Sunday each month.

It wasn't all hard work though. We had a lot of fun too!! We started off the year at Putt N Stuff for our back to school bash, we bowled, played whirlyball, lazer tag, had a Super Bowl party and much more!

Our youth/mentor program is small right now so it has been hard to plan many events. However, there should be several additional pairs this next year. I'm looking forward to watching how God works in the lives of all these young people and their mentors. It's really neat to watch these relationships develop.

This year we brought back the Youth Auction as our main fundraiser. We changed the format slightly from past auctions and made it a combination of a silent and live auction. It was a great success and raised over \$5,000 for our youth mission fund. We will use this to not only attend our yearly youth mission trips but also many service/mission work locally. A special thanks to everyone who donated items, help set-up/tear down, those who donated money to the youth, and who participated in the auction. We have decided to do the Youth Auction every other year so the next one will be in 2019.

Four youth and three adult chaperones just returned from our youth mission trip to Webster Springs, WV. While we were down there they celebrated 1 year since the devastating flooding that impacted them so greatly in June 2016. We participated in mostly clean-up activities helping them rid their home of trash, wet wood, and insulation that have remained since the flooding. We also helped organize an event helping the people celebrate how far they've come in the past year. So much work has been done this past year, but so much work still remains. A special thank you to Katherine Blasingame and Tom Baer for being the adult chaperones on the trip!

We have started a new program this year that I'm really excited about! We started offering a special toddler program a couple of times this year. These programs were planned and implemented by Margaret Maupin and Katherine Blasingame. Each program had a special theme and included games, stories, crafts, and a snack. We had great turnout for both programs with 12 attending the first program and 11 attending the second. Participants included both members from Christ Church and members of our nursery school classes. We will continue this program into the coming year and hope to add a couple more programs throughout the year.

Thank you to all our youth council members this past year whom have been a big support to our youth program and the coordinator: Dwaine Hemphill, Katherine Blasingame, Margaret Maupin, Kaylene Biddle, Ty Duxbury, Amy Duxbury, Shirly Scott, Mary Legan, and Erik McGrew.

Also, a special thank you to the congregation. None of this would be possible without your continued participation and support. There are so many exciting adventures to happen next year and I can't wait to see where God leads us.

Lisa Yeagley, Youth Coordinator

Consistory President

The 2016-17 Consistory year was shaped by the love and generosity of Kathryn Rieder. She passed away at the age of 108 on February 16, 2016. In July of 2016, we learned that Kathryn had bequeathed an unrestricted gift of \$100,000.00 to the Church. Much of the Consistory year was spent visioning, praying, and seeking ways to use the gift to improve and grow the Church for generations to come.

An open retreat was scheduled in November to identify needs and priorities of the congregation. The well-attended retreat identified four primary areas of need: Fellowship Hall; concerns about the structural integrity of the bell tower and a primary sanctuary beam; facility upkeep; and engaging professional assistance to chart a path forward for congregational growth and vitality. Through December, additional input was requested from groups and individuals who had been unable to attend the retreat.

Beginning in January, Consistory focused on the retreat recommendations. Detailed planning began on Fellowship Hall renovations. Because of a successful late spring fundraising campaign for Fellowship Hall, we were able to retain a substantial portion of the Rieder Fund for future projects and dreams. Fellowship Hall renovations should be complete by the end of summer. And contact deepened with the U.C.C.-affiliated Center for Progressive Renewal. Several of our members are part of a "Bridging Team," working with the CPR to chart a course of growth for the Church's future. The love, service, and vitality of Christ

U.C.C. is the best kept secret in Orrville. With the help of the Bridging Team and the CPR, we hope to find new ways to share that secret with our friends and neighbors.

Structural engineers evaluated the sanctuary support beam and found no problems. The bell tower, which is slightly skewed, was found to be fundamentally sound. However, the bricks and mortar at the top of the tower were dangerously loose. Until repairs are finalized to ensure safety, we cannot permit anyone to climb the tower for placement of the cross or star. Other facility repairs included the north entrance; the lower room drainage and walls; continuing work on the kitchen; and the south entrance. A major landscaping project was completed by volunteers in late April. And there were several parsonage repairs over the year.

Two areas of concern manifested during the year. For the first time in memory, we began this church year with a deficit in the current fund used to finance church operations and expenses. And of our "active" membership of 375, we learned 51% are over the age of 55.

Finally, Consistory recognized and celebrated several milestones. MaryAlice Roush was given the Ben M. Herbster award by Chapel Hill for her long dedication to their ministry. Barb Wyant's 40 years of service as the Carol Choir Director was celebrated. Shirley Weyrauch's departure as our long-term Christian Education Coordinator was accepted by Consistory "with regret" (and a few tears). And we joined with Randy and Grace in celebrating the 40th anniversary of Pastor Gehres's ordination.

Respectfully Submitted:
Dwaine Hemphill, 2016-17 Consistory President

Stewardship Ministry Team

The Stewardship Committee has traditionally been in charge of the fall campaign which gathers funds for the next year. Each committee within the church submits a budget so a total budget can be planned. The committee then plans a series of Sunday morning talks from different church members who share their thoughts about stewardship. A designated Sunday in November is usually Consecration Sunday when we all bring our Estimate of Giving cards to dedicate them to God's work through Christ Church.

Thanks to the committee members who worked to bring this together. Their efforts help encourage us all to give generously.

The Stewardship Campaign reminds us that, in addition to our material resources, we have time and talents that we can give to the church. Each one has something special that adds to our worship and growth together. Try to list all the things that people do for the church and for others as the church in our community and world. You won't have enough ink!

Thank you to all who share of their resources, time and talent. May God bless and guide us as we use these gifts.

Margaret Maupin, Chair

Policy and Personnel Committee

The Policy and Personnel Committee met several times over the past year to address the following issues and policy recommendations:

- Provide inflation data to all church committee chairs for budgeting purposes.
- Develop the Policy and Personnel Committee annual budget to include staff salary and benefit recommendations.

Kent Smith, Chair

CCCNS

Christ Church Preschool has been a part of Christ United Church of Christ for the past twenty-eight years. I have been a part of the preschool for the past eighteen years. I am the Director and Head Teacher along with my Co-Teacher, Annette Harrison.

I feel very blessed and happy to be part of the staff here at Christ United Church of Christ. I love to work with the preschool children. Each day is filled with laughter, hands on learning and surprises.

For the year of 2016-2017 we enrolled 40 children. We are licensed by the Ohio Department of Job & Family Services, and are members of The Wayne Association for the Education of Young Children. The preschool is open to the community and we like to think of the school as a mission of the church, keeping the tuition low so we can accommodate many families. Parent involvement is very evident as the children are brought into school and picked up each day making it possible for all parents to have personal contact with the teachers daily.

We are very blessed with scholarships, making it possible to help single parents & families that are in need. Scholarships were given to five families this year.

Thanks,

Teri Thomas, Director Christ Church Preschool

Pastoral Relations Committee

Committee Members: Jim Jelinek, Al Yeagly, Karen Shupp, Bob Howell, Jason Ayers, Amy Duxbury, Pastor Gehres

During the year quarterly committee meetings were held. The major topics of discussion revolve around two key topics. First, the relationship of the pastor and congregation. Second, the issue of working together to determine a path forward for Pastor Gehres' eventual transition which will best serve the congregation and Pastor Gehres.

With respect to issue one, the consensus of the committee is that the relationship of the congregation and the Pastor is going very well. One of the main concerns of the congregation is the eventual retirement of Pastor Gehres.

With respect to issue two, (The Process/Transition Model which best services Pastor Gehres and the congregation), our first goal has been to learn about the best options which are available and proven to be successful for other congregations. The committee has worked closely with Dwaine Hemphill and Joe Hranko on this issue. They assisted in getting information for us from Rita Root of the main UCC Congregation Organization and Dr. Bonnie Bates (Associations Associate Minister for Congregational Vitality and Development) also of the UCC Main Organization. We were provided with information regarding the "criteria for transition models" which was very helpful in helping us to understand the available models and conditions as to when each model would be used. The committee reviewed the information and requested a meeting with Dr. Bates to review the models in greater depth.

This meeting was held on March 30, 2017 with Dr. Bates, Pastor Gahres, Joe Hranko, Al Yeagly, Dwaine, Hemphill, and myself. Dr. Bates provided us the requested additional information and gave us an additional document called *A Model for Pastoral Transition*. This document gave us additional insight into the development of an effective transition process and resources available from the Main UCC Organization to assist. We then discussed with Dr. Bates the fact that our congregation is working with the Center for Progressive Renewal (CPR) to study our congregation and make recommendation as to how to remain healthy and vibrant for the future. The general consensus of the March 30th meeting was that it would make sense to have the benefit of the CPR recommendations before finalizing a path forward.

On May 19, 2017 the Pastoral Relationship Committee was briefed on the information provided in the March 30th meeting above. We then requested a joint meeting between Dwaine and Joe (Consistory) to discuss a path forward and the roles of responsibilities of each committee in light of the CPR recommendations and the Pastoral Transition Models. We are in the process of setting up this meeting in the near future.

Jim Jelinek, Chair

Fellowship Committee

Chair: Katherine Blasingame

Committee members: Jennifer Howell, Lori Ayers, Erin Baer, Anna Davidson, Heidi Herr, Mary Legan, Sheri McGrew, Lisa Yeagley, Elizabeth Wallace

The fellowship committee hosted the following annual events:

The Ice Cream Social in June of 2016—We had another great turnout for the ice cream social this year. Supplies were purchase based on previous years.

The Trick-or-Treat Party October 30, 2016 – This was a great turnout. There were approximately 60 people in attendance, including adults and kids. The Fellowship Committee decided to make goodie

bags for all the children this year, rather than trick-or-treating through the halls. Games were held in the Fellowship Hall. Finger foods and snacks were provided by the members of the Fellowship Committee.

The Christmas Cookie Exchange December 18, 2016--We had a large variety of cookies donated and the event went very well. We had many left over cookies that be plated and froze for future events at the Church to use as needed. Certainly, it is an event we would like to continue, in place of the third Sunday potluck, in December.

The Daughter's Dinner February 4, 2017--We had over close to 80 women and girls in attendance. Instead of a craft, we planned some party games, and had a piñata for the children. The committee planned a taco bar, this year. I think everyone enjoyed the options. We continued our service project of making baby bundles for CAMO. We were able to create approximately 40 bundles this year.

The 3rd Sunday Potlucks and the Potluck Cookout--The potlucks continue to be well attended. This year, we eliminated the March potluck due to the Youth Auction, and there was no April potluck, due to Easter. The cookout was a huge success, as it coincided with the celebration for Shirley Weyrauch.

For 2016-2017 the committee plans to continue with the afore mentioned events.

Our committee is currently working through the calendar to determine the chair and process for the planning during the upcoming 2017-2018 season.

A special thank you goes to Anna Davidson for her years of faithful service to the committee.

Respectfully submitted, Katherine Blasingame

Worship Committee

The Worship committee with the guidance of Pastor Gehres has sought to and I believe been able to provide meaningful and thoughtful times of worship for our congregation in the past year.

This committee works on the following services Outdoor worship, Advent, hanging of the greens and Christmas eve, Ash Wednesday, Maundy Thursday and Easter.

Some things that have been accomplished this past year are: new parament cloths for the chancel were purchased, several new worship banners provided by Connie Duffy and new garland for the Christmas season was provided by the Nussbaum's.

We also celebrated Barb Wyant's 40 years of service with the carol choir.

I want to thank John Weyrauch for his dedication to directing the chancel choir and organizing the "sound crew". Barb Wyant for directing the carol choir and scheduling our summer special music. Nancy Hranko for Bell choir direction and accompanying the choir as well as Cheryl Diehl and Julie Yates for their accompaniment and Jeff Herr our organist. Bonnie Fleming and Linda combs for alter flowers

Committee members this past year were: Lisa Biddle, Linda Combs, Connie Duffy, Mike Finney, Dana Keirstead, Linda McHenry, Vicki Nussbaum, Julie Yates and Joe Hranko – chairman

Endowment Committee

Requests for monies from different individuals and organizations were discussed and allocated at the October 18, 2016 meeting.

WIDER MISSION--\$1,331.70 to be disbursed

\$500.00	Disaster Relief Mission Trip
\$500.00	Eden Seminary Scholarship
\$250.00	Back Bay Mission/Biloxi Food Pantry
\$ 81.70	CAMO

LOCAL MISSION--\$1,331.70 to be disbursed

\$ 200.00	People to People
\$ 200.00	Planned Parenthood
\$ 150.00	FCA
\$ 500.00	Intergenerational Mission Trip
\$ 281.70	CAMO

Todd Wallace, Chair

Green Team

Those attending meetings this year were Suzanne Jelinek, Gordon Maupin Jim Duxbury, Grace Gehres, Randy Gehres, Dave Bachman, John Kropf, and Judy Kropf.

To celebrate the installation and activation of the solar panels on the church garage roof January 2016 signage has been installed on the side of the garage. Thanks to Elizabeth Hennell for her design and for her seeing that the sign was completed. We will be compiling a fact sheet about the solar panels and printing out copies to be available near the sign. Check out the new sign on the church Facebook page: Christ Church, United Church of Christ.

We held our annual Soup and a Movie night in February, showing the thought provoking movie "Before the Flood," which depicted situations where the effects of climate change are already affecting people and the planet. The committee discussed the need for suitable curriculum on climate change and preserving the planet.

We suggest that all make the following pledge: I pledge to make my life a blessing to the earth.

Judy Kropf, Chair

Mission Committee

Special Offeri	ngs		2016/2017
July August			
September	That Seeds May G	row	\$1,521.00
October	Neighbors in Need	I	700.00
November	Cornucopia	Crossroads	198.50
		Habitat for Humanity	1,268.50
		United Church Homes	148.50
		Hope Homes	318.50
December	Advent People to People		510.00
	Veterans of the Cr	oss	2,141.94
January	Blanket Fund		1,679.00
February	Love Offering	Orrville Salvation Army	278.75
		Viola Startzman Clinic	193.75
		Nick Amster Inc.	278.75
		180/Every Woman's House	318.75
March	One Great Hour of	f Sharing	1,540.00
May	SARA		4,355.00
	CWS-International	Emergency Relief-Haiti	3,550.00
June	Strengthen the Ch	urch	40.00
		Total	\$19,040.94

Deaconesses

Lee Nussbaum asked to be relieved of responsibility/chairperson duties of the Deaconesses after 18 years! Thank you, Lee, for your dedicated service and ministry.

The Deaconesses continue to deliver bulletins, CD's, and DVD's on a rotating schedule to those in our congregation who are unable to attend worship.

We would like to invite anyone interested in learning more about becoming a Deaconess to contact Elizabeth in the office or Jackie Gresser.

Jackie Gresser, Chair

CHRIST UNITED CHURCH OF CHRIST ANNUAL TREASURER'S REPORT PERIOD ENDING DECEMBER 31, 2016

FUND	Beg Balance Jan 01, 2016	Income	Expenses	Transfers	End Balance Dec 31, 2016
Current	\$-	\$267,390	\$278,016	\$10,625	\$-
Benevolent	-	43,383	43,383		-
Special Offerings	49	30,843	30,367		525
Christian Education	5,108	6,318	6,026		5,400
Mission Trip	13,454	2,990	3,794		12,651
Memorial	53,083	10,121	25,388	(10,625)	27,190
Capital Campaign	(22,964)	-	62		(23,027)
Renew the Church	21,183	703	-		21,886
Nursery School Fund	10,442	51,088	45,048		16,481
Endowment	379,675	24,209	3,170		400,714
Disaster Relief	2,452	1,692	2,092		2,053
Funeral	2,785	1,626	2,011		2,400
Parking Lot	39,305	16,916	6,529		49,692
Ebert	9,020	82	1,587		7,514
Swinehart	8,618	79	1,487		7,210
Rieder	-	100,209	-		100,209
Piano Fund	2,047	14	800		1,261
Organ Fund	3,554	35	-		3,589
Friendship Meals	7,775	2,848	9,192		1,431
Intergenerational Mission Trip	2,626	968	2,383		1,210
Facility Reserve	24,219	3,818	7,612		20,425
TOTAL	\$562,430	\$565,332	\$468,944	\$-	\$658,817

This is a consolidated fund activity report. The monthly Treasurer's reports are on file in the Church office. They are available for review by any member of Christ Church. Brian Amstutz, Treasurer

STATISTICS

July 1, 2016—June 30, 2017

Births:	Pastor's Emergency Fund:

08/14/16 Cael LeFever 09/15/16 Gavin Bupp 09/19/16 Abigail Weyrauch 11/01/16 Jett Weyrauch 12/02/16 Elise Troyer 02/05/17 Andy Stocker 03/11/17 Jourdyn Lewis

Deaths:

09/02/16 Dorothy M. Weidman 09/07/16 Lester J. LeFever 10/21/16 Rhett C. Aker 12/18/16 Verna Haas 12/21/16 Jane Curie 01/17/17 Carolyn Ellis 02/22/17 Roland F. Gavin 05/22/17 Carol J. Schrock 06/14/17 Joann M. Rehm

Baptisms:

08/14/16 Jameson Gardner 08/14/16 Maverick Curtis 12/11/16 Evelyn Lorson 03/19/17 Gavin Bupp 05/28/17 Jourdyn Lewis

Marriages:

09/04/16 Tanner Hostetler & Alyssa Turner 09/25/16 Kenneth Biddle & Jill Amos 11/05/16 Marvin Williams & Bethany Diehl 12/23/16 Scott Hamilton & Beverlee Holderman 05/28/17 Don Lewis & Caitlin Armstrong

New Members:

10/16/16 Jill Shafer, Letter of Transfer 04/30/17 Parker Duxbury, Confirmation

July '16--\$990.00

Income received -- \$8,231.94

Aug. '16--\$1,325.65 Sept. '16--\$259.41 Oct. '16--\$1,146.06 Nov. '16--895.45 Dec. '16--\$584.00 Jan. '17--\$534.00 Feb. '1--484.00 Mar. '17--\$602.00 Apr. '17--\$770.72 May '17--\$389.00 June '17--\$667.07

Top Areas of Assistance:

Food (Sav-a-Lot cards) \$1,840

Utilities (electric, gas, water) \$6,064.17

CHRIST UNITED CHURCH OF CHRIST 301 NORTH MAIN STREET ORRVILLE, OHIO 44667

CONSTITUTION AND BY-LAWS

CONSTITUTION

Name:

The name of this church shall be Christ United Church of Christ, Orrville, Ohio.

Purpose - Affiliation - Confession/Doctrine - Meetings

Purpose:

It shall be the purpose of this organization to establish in its community a Christian congregation for worship and to promote the Christian life by all available means, both at home and abroad.

Affiliation:

This congregation shall be an organic member of, and shall be governed by the Constitution, laws and rules of the United Church of Christ.

Doctrine:

The statement of faith of the congregation shall be the Statement of Faith of the United Church of Christ, of which it is a member.

Meetings:

The congregation shall have an annual meeting and such other meetings as are provided for in the By-Laws.

Membership:

- (a) Communicant members in good and regular standing shall have the right to voice and vote in the congregation, and also to represent the congregation on the Consistory or committees of the church as provided in the By-Laws.
- (b) Members guilty of misconduct which brings reproach upon the church shall be disciplined in accordance with the rules of discipline as provided for in the By-Laws.

Elders - Deacons - Deaconesses

- (a) An Elder is a member of the church, chosen by the congregation, instructed in the task of the office and ordained to it. An Elder shall: assist and support the pastor(s) in the spiritual affairs of the church; be an example to others; watch faithfully over the spiritual interests of the congregation; aid in visiting the sick and minister according to ability to the edification and comfort of all the members. The manner of election, terms of office, and rights and duties shall be defined in the By-Laws.
 - (b) A Deacon is a member of the church, chosen by the congregation, instructed in the task of the office and ordained to it. A Deacon shall aid in securing the funds necessary for the support of the church in its various activities and to foster the principles of stewardship. The manner of election, terms of office, and rights and duties shall be defined in the By-Laws.
 - (c) A Deaconess is a member of the church, chosen by the congregation, instructed in the task of the office and ordained to it. The Deaconess shall serve as a parish visitor and social worker and in any other way to promote the spiritual life of the congregation under the direction of the pastor(s). The manner of election, terms of office, and rights and duties shall be defined in the By-Laws.

Consistory and Spiritual Council

The congregation shall have a Consistory and Spiritual Council.

- (a) The Consistory shall be composed of the pastor(s) and the acting elders and deacons. It shall have jurisdiction and oversight of the congregation and all church organizations. Fifty percent of the members shall constitute a quorum. Consistory shall organize as provided for in the By-Laws.
- (b) The Consistory shall constitute the board of trustees. The board shall have the care and control of the property of the congregation, whether real or personal, as a sacred trust in accordance with the provisions of the Articles of Incorporation and of the Constitution and By-Laws of the United Church of Christ.
- (c) The Spiritual Council shall consist of the pastor(s) and the acting elders of the congregation. It shall have original jurisdiction in matters of discipline, except in the case of the pastor(s). It shall provide the elements for Communion and aid in their distribution. It shall admit members into full communion, issue letters of transfer to members in good and regular standing upon request, and counsel those who may err in the faith or bring offense to the church.

Administration

1. Congregational Meeting:

The supreme legislative and administrative power of the congregation is vested in the congregation itself, assembled in meeting duly and legally called as provided in the By-Laws.

2. Congregational Prerogative:

It is the prerogative of the congregational meeting to decide such questions as the buying and selling of

property, building projects, extensive repairs of church property, the call and rejection of a pastor, and questions of the policy of the congregation, as well as changes in the Constitution. For the transaction of all other business, the administration of the church is entrusted to the Consistory, chosen and composed as provided for in the By-Laws.

The Pastor(s)

- 1. The congregation shall elect as pastors only ministers who have been recommended or approved by the Commission on Church and Ministry of the Eastern Ohio Association (hereinafter, the "Association" means the Eastern Ohio Association).
- 2. The Consistory shall nominate one candidate approved by the Commission on Church and Ministry of the Association for the pastorate to be voted upon by the congregation. The congregation shall consider only one candidate at a time and vote by ballot. If the candidate is elected, the Consistory shall then tender a call according to the form prescribed by the Ohio Conference. The call must be confirmed by the Commission on Church and Ministry of the Association.

Property

The congregation may in its corporate name sue and be sued; hold, purchase and receive title by gift, grant or other conveyance of and to any property, real or personal, with power to mortgage, sell or convey the same, providing the state laws permit.

In the case of a division in the membership of the congregation, all parties shall submit in the question of the right to the property to the Association and the decision of the Association shall be binding on all members of the congregation. In case of a dissolution of the congregation, the title of the property shall vest in the United Church of Christ.

Church Organizations

Church organizations are subordinate to the Consistory, and shall report annually to the congregation.

Discipline

Discipline lies in the hands of the Spiritual Council, except in the case of the pastor(s). Discipline in the case of the pastor(s) shall be in the hands of the Association.

Amendments

Additions and alterations to this Constitution may be proposed in any regularly called meeting of the congregation. They shall be referred to the Consistory, which shall consider them and report at the next duly called meeting of the congregation. Said additions and alterations can be adopted only by a two-thirds majority of all voting members present.

I,		, cert	ify that (1) I am	the dul	у
constituted se	ecretary of Ch	rist Unite	d Church	of Unfis	t and a	S
	am the officia					
(2) the foregoin full force	oing Constitu and effect.	tion of sa	id church	is now	lawiuli	y
In testimo	ony whereof, I	have her	eunto affi , on th	xed my s is	ignatur day c	e f
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BY-LAWS

Obligation to the United Church of Christ

- 1. A delegate and alternate from this congregation, preferably elders, shall be elected each year by the Consistory to attend the annual meeting of the Eastern Ohio Association (hereinafter, the "Association" means the Eastern Ohio Association).
- 2. The congregation shall regularly contribute towards the support of all branches of the United Church of Christ and the Eastern Ohio Association according to the rules and actions of the Association.
- 3. This congregation, either through its pastor(s) or competent officer, shall make such reports to the Association and Conference authorities as may be required, and in every way submit to just and lawful discipline.
- 4. The official year of the congregation shall be from July 1 through June 30.

Privileges and Duties of Members

- 1. All members are entitled to a full share in the fellowship and the spiritual blessings of the church, and to the service of its pastors, officials, and other workers, as well as to the Christian sympathy and support of all members.
- 2. All members of this congregation are entitled to be heard, vote and hold office unless otherwise stated in the Constitution or By-Laws.

Duties

It is the duty of all members to take an active part in all functions of the church for the glory of God and the uplift of humankind. This includes: regular attendance at worship and study services; partaking of the Holy Communion; prayer for the

welfare of the church; daily devotions in the home; careful attention to the religious training of youth; financial and moral support toward the maintenance and benevolent undertakings of the church; obedience to her established law and authorities; participation in evangelism; a spirit of Christian fellowship toward all members; and membership in the organizations of the congregation wherever possible.

Congregational Meetings

- 1. The annual meeting shall be held in the month of July each year.
- 2. Special meetings may be called by Consistory. Upon written request of five percent of the membership, the Consistory shall issue a call for such a meeting within two weeks after the request has been received. Proper notice shall be given of the time, place and purpose of a special congregational meeting. Only such business as has been mentioned in the call may be transacted at such meetings.

Elections

Elders, Deacons and Deaconesses shall be elected by a majority vote cast at a congregational meeting for a term of office of two years. No member shall hold office on the Consistory or on the board of deaconesses for more than four consecutive years, in order to enlist more active workers. To be eligible for the office of Elder or Deaconess, the candidate shall have been a member of the congregation for at least two years; a candidate for Deacon shall have been a member of the congregation for at least one year.

Nominations

Nominations shall be made for the offices of Elder and Deacon by Consistory. Nominations for Deaconess shall be made by the Board of Deaconesses. Public notice of such nomination shall be given to the congregation at least one week before the election. Additional nominations may be made by the congregation for each office.

Consistory

- (a) The administration of the congregation is vested in the Consistory. The Consistory is composed of the pastor(s), eight Elders and 12 Deacons.
- (b) The Consistory shall transact the business of the church; make provision for the preparation and raising of the budget for the congregation as well as for the suggested share of the Association budget and other benevolent purposes; audit financial accounts; and make complete provision for the adequate support of the staff of workers. It shall keep complete and accurate records of its proceedings, be the custodian of all congregational records, and report to the congregation at its regular and special meetings. It shall submit any or all records to the Association or Conference when occasion requires or the Association or Conference requests.
- (c) The Consistory shall direct the pastor(s) to keep a complete record of baptisms, confirmations, communicants, reception of new members, transfers, erasures of names, suspensions, marriages, births and deaths. All records shall be the property of the congregation. Upon dissolution of the congregation its records shall become the property of the Association.
- (d) The Consistory shall approve all bills before payment and may instruct the president and secretary to sign vouchers authorizing payment.

Consistory Meetings

The Consistory shall meet within a month after the annual meeting of the congregation for the purpose of organization, and thereafter at least once every month for the transaction of such business as may properly come before it. Special meetings are subject to the call of the president or pastor(s), or upon the request of four or more members of Consistory.

Consistory Organization

The organization of Consistory shall be accomplished at an organizational meeting in June. The following items of business shall be on the agenda of this meeting:

- (a) Selection of the president and the vice president, who shall be Elders. A secretary shall also be elected.
- (b) Adoption of a calendar of regular meeting dates for Consistory for the ensuing entire calendar year.
- (c) Presentation of the outgoing president's report, prepared for the annual congregational meeting in July reviewing the preceding year's work; a financial statement; and suggestions of the objectives which the new Consistory shall try to accomplish.

At the regular July Consistory meeting the following items of business shall be on the agenda:

- (a) The president shall assign Consistory committees after determining the interests of each member.
- (b) The clerk shall prepare a list of all committee members, and their addresses and telephone numbers, to be distributed at the next meeting.
- (c) The Consistory shall appoint a treasurer and a financial secretary for a one year term running from July to July. Consistory may appoint them from its own membership or appoint a qualified person from the congregation.

Duties of Officers

It is the duty of the president to see that all meetings of the Consistory are regularly called by the secretary, to open and conduct such meetings, and to see to the execution of all resolutions. The president shall remind the pastor(s) to announce all regular and special meetings of the congregation on two successive Sundays, or in the alternative, instruct the clerk to send a call to such meetings to every member by mail. The president shall, with the secretary, sign all minutes of the meetings of the Consistory and the congregation, and is also empowered, with the secretary, to sign all contracts, loans, vouchers, and deeds in the name of the congregation.

The vice president shall preside at all meetings where the president is not present and also when business pertaining to the president and the president's administration is before the congregation. The vice president shall undertake to facilitate the president's tasks.

The clerk shall: Keep a record of all transactions at the meetings of the congregation and of the Consistory; be the custodian of the records, documents and papers of the church; except as provided for herein, issue the call to all regular meetings at the request of the president; attend to all correspondence; keep a correct list of all members and their addresses; and with the president, sign all contracts, loans and deeds.

The treasurer shall have charge of all monies congregational support received from the financial secretary, give a receipt for the same, and make all payments. report shall be made to the Consistory and to the congregation. The treasurer shall give bond in the amount decided by Consistory and receive an annual salary of at least one dollar. A sinking fund shall be established and maintained which shall be made up of all monies in the current expense fund of the church treasury after June 30 of each year which exceed ten percent of the ensuing year's budget. The sinking fund shall be available for use only in the event of emergency, upon the decision of the Consistory. The treasurer shall be authorized to accept contributions given for a specific purpose, which shall be accounted for in a separate entry on the treasurer's records, and shall be used only for the purpose specified.

The financial secretary shall receive all dues and monies; give all monies to the treasurer and take receipt for the same; issue receipts for money received; and send statements to members who are in arrears. The financial secretary shall give bond in the amount decided by the Consistory and receive an annual salary of at least one dollar.

Be it resolved, that First National Bank of Orrville be, and is hereby designated a depository of this corporation and that funds so deposited may be withdrawn upon a check, draft, note, or order of the corporation.

Be it further resolved, that all checks, drafts, notes or orders drawn against said account be signed by any one of the following officers: president, vice president or treasurer.

The president and the pastor(s) are ex-officio members of all committees of the congregation and Consistory.

Board of Deaconesses

- (a) This board is to be composed of eight members, half to be elected each year.
- (b) Meetings shall be held monthly with a pastor as chair. The meetings shall include a period of devotions, report of activities, assignment of names and plans for future work.
- (c) A vice chair and a secretary shall be elected annually at the July meeting for a term of one year.

The Spiritual Council

- (a) The senior pastor shall be the president of the Spiritual Council. If the congregation is without a pastor, one of the elders shall be chosen to preside. A majority of the members shall constitute a quorum.
- (b) Meetings shall be held to consider and act upon applications for membership and requests for letters of transfer, and to discuss and to devise plans for the quickening of the spiritual life of the congregation. A letter of

transfer shall specify the congregation to which the person is dismissed and shall be valid for only one year. Meetings shall be held at the call of the president or at the request of two elders.

- (c) The Spiritual Council shall exercise discipline in the congregation.
- (d) If a member's conduct is deemed un-Christian (including, but not limited to neglecting to partake of the Holy Communion, or refusing to contribute to the support of the church, or continuous absence from the public worship for one year) such conduct shall be deemed worthy of counsel. The member shall be admonished by the pastor(s) or elders by personal visitation.

If after personal counsel it is decided by the pastor(s) and elders that the member's position is without just cause, the member shall be notified and placed on probationary membership for one year.

During that second year, the pastor(s) or elders shall make no less than two personal visits to encourage change of heart.

If after that second year there has been no reconciliation, notification shall be sent to the member that membership with Christ Church is terminated.

Trustees

The Consistory is the Board of Trustees.

The property of the congregation, whether real or personal, and all monies and legacies shall be under the care of the trustees or those designated by the congregational charter. They shall hold the property as a sacred trust for the congregation and keep the church edifice and other buildings belonging to the congregation in proper repair and adapted for the uses it approves. The purchasing or selling of property, the borrowing of money which encumbers the property of the church, and the remodeling and erection of buildings shall conform to the state laws and be undertaken only upon a

majority vote of the members assembled at duly convened congregational or corporate meetings and entitled to vote thereon, or as provided elsewhere.

The Pastor(s)

Term of Office

The pastor(s) shall be elected for an indefinite period. In order to terminate this relation, three months' notice shall be given by either pastor or congregation, unless by mutual consent.

Duties of the Pastor(s)

It shall be the duty of the pastor(s) to set a good example to the congregation and to conduct all services on Sundays, holidays, and such other days as the congregation may desire; to direct the work of religious education; administer the Holy Sacraments; visit the sick; comfort the distressed; and perform all such duties as belong to the pastor's office in the United Church of Christ. A record shall be kept of all services performed and an annual report made to the congregation.

Rights of the Pastor(s)

Pastors are ex-officio members of the Consistory, the Christian Education Committee, and all other organizations within the church. No other minister shall perform religious ceremony in Christ United Church of Christ without the consent of the senior pastor. To invite a speaker whether during a temporary absence of the pastor(s) or for special occasions, the consent of both the senior pastor and Consistory is necessary. The salary of the pastor(s) shall be paid promptly in semi-monthly installments and shall be sufficient to relieve temporal cares as far as possible and to preserve the dignity of the calling, subject to the provisions of the contract between the pastor and congregation. When a pastor's employment at Christ United Church of Christ commences, moving expenses shall be borne in full by the congregation.

Finances of the church

The finances of the congregation shall be administered by the budget system. The budget shall be composed of two parts: church support and benevolences. It shall be prepared in all details by the Stewardship Committee and accepted by the Consistory before being presented to the congregation.

To secure the necessary funds, a stewardship campaign, carefully prepared and directed by the Consistory, shall be conducted annually during the month of November.

Endowment Fund

Name - There shall be maintained on the records of the church a separate fund to be known as Christ United Church of Christ Endowment Fund (hereinafter called the "Fund") of Christ United Church of Christ, Orrville, Ohio.

Purpose - The purpose of this Fund is to enhance the mission outreach of Christ United Church of Christ apart from the general operation of the congregation. No portion of the income generated by the Fund shall be used for the annual operating budget of the congregation, and except where authorized otherwise in the terms of the gift, all principal amounts will be retained and only the income expended.

Custodian - The custodian of the Fund shall be the Endowment Fund Committee (hereinafter called the Committee).

Plan of Operation - The following Plan of Operation shall set forth the administration and management of the Fund:

1. The Committee

a. The Committee shall consist of five members all of whom shall be voting members of Christ United Church of Christ. The Pastors and President of Consistory are ex-officio members of the Committee.

- Except as herein limited, the term of each member shall be three years. The five initial members of the Committee are elected as follows: two for a term of three years; two for a term of two years; and one for a term of one year. Thereafter, at each annual election of Consistory members, the congregation shall elect the necessary number for a term of three years.
- c. No member shall serve more than two consecutive three-year terms. After a lapse of one year, former Committee members may be re-elected.
- d. The Consistory shall nominate for the Committee and report at the annual election to be conducted in the same manner as for Consistory.
- e. In the event of a vacancy on the Committee, the Consistory shall appoint a member to fill the unexpired term.
- f. The Committee shall elect from its membership a chairperson, a committee treasurer, and a recording secretary. The chairperson, or a designated member shall preside at all Committee meetings. The committee treasurer shall maintain complete and accurate books of accounts for the Fund. The recording secretary shall maintain complete and accurate minutes of all meetings of the Committee and supply a copy thereof to each member of the Committee, the President of Consistory and the church Secretary. Each member shall keep these complete minutes to be delivered to the next person who succeeds to the office.
- g. The Committee shall meet at least quarterly, or more frequently if deemed by it in the best interest of the Fund.
- h. A quorum shall consist of three members. Three members in agreement shall carry any motion or resolution.

- i. Any two of the following three signatures are required on all financial documents of the Fund, including checks and withdrawals: Chairperson of the Committee, Treasurer of the church, and/or President of Consistory.
- j. The Committee shall have its books audited annually by a qualified person who is not a member of the Committee for presentation with its annual report to the congregational meeting.
- k. The Committee may request other members of the congregation to serve as advisory members.
- m. Members of the Committee shall not be liable for any losses which may be incurred upon the investments of the assets of the Fund, except to the extent that such losses shall have been caused by bad faith or gross negligence. No member who acts in good faith and with ordinary prudence shall be held personally liable. Each member will be liable for personal misconduct or omissions, but shall not be liable for the acts or omissions of any other member. No member shall engage in any self-dealing or transactions with the Fund in which the member has a direct or indirect financial interest and shall at all times refrain from any conduct in which personal interests would conflict with the interests of the Fund.
- n. All assets are to be held in the name of the Christ United Church of Christ Endowment Fund.
- o. The Committee shall be empowered to hold, sell, exchange, rent, lease, transfer, convey, invest, reinvest, and in all other respects to manage and control the assets of the Fund, including stocks, bonds, debentures, mortgages, notes or other securities or real property as in their judgment and discretion they deem wise and prudent.

Accumulation and Distribution of Income and Principal - The Committee shall determine what is principal and what is income according to accepted accounting procedures.

- a. Principal shall be invested and held in perpetuity.
- b. Ninety percent (90%) of net income is available and may be legally used for the purposes and uses hereinbefore and hereinafter set forth. Unspent available income may be retained and/or accumulated for use in future years.
- c. The balance of net income (10%) shall be invested and retained in perpetuity and become part of the Christ United Church of Christ Endowment Fund.
- d. Legal gifts and bequests which contain restrictions regarding use of income and principal, if accepted, shall be managed in strict compliance with those restrictions and directives.
- e. Available income from the Fund shall be distributed annually and/or at such other times as deemed necessary and/or feasible to accomplish the following purposes:
 - 1) One third (1/3) for outreach into the local community; including but not limited to the following examples: Boys & Girls Clubs, Salvation Army, Habitat for Humanity, etc.
 - One third (1/3) for the wider mission of the denomination; including but not limited to the following examples: United Church Homes, UCC colleges and seminaries, new church developments, Crossroads (Ft. Wayne, IN), etc.
 - 3) One third (1/3) for use within the local church; including but not limited to the following examples: capital improvements, unexpected emergencies such as roof or furnace repair. Available funds shall not be used for current expenses of Christ United Church of Christ.
- f. The Committee shall evaluate all requests for program support. Those programs which are deemed to be in the best interest of this congregation, and the level

of financial support available shall be recommended by the Committee to the Consistory. Funding is subject to determination and approval by Consistory.

Amendments - Any amendment to the By-Laws which will change, alter or amend the purpose of the Fund shall be adopted by a two-thirds (2/3) vote of the members present at a congregational meeting called specifically for the purpose of amending this portion of the By-Laws.

Disposition or Transfer of Fund - In the event that Christ United Church of Christ ceases to exist either through merger or dissolution, disposition or transfer of the Fund shall be at the discretion of the governing body in conformity with the approved congregational Constitution and in consultation with the staff of the denomination to which this congregation belongs at such time. Consultation with the denomination may be desirable for continuation of the Endowment Fund obligations. No disposition will be made to individuals or organizations which do not qualify as charities under state or federal law.

(This is the April 1992 revision and incorporates all amendments up to that time.)

PASTORAL RELATIONS COMMITTEE

- 1. Pastoral Relations Committee shall consist of 6 members.
- 2. Two members shall be appointed annually by the Executive Committee in consultation with the pastor(s) for a single 3 year term. When the 3 year term expires that committee member is not eligible for re-appointment for 1 year. The Pastoral Relations Committee will then consistently have 2 members with 2 years experience, 2 members with 1 year experience and 2 new members.
- 3. Consistory President will designate a committee chairperson from within the committee membership.
- 4. Four committee members must be present at any meeting to transact business.
- 5. Pastoral Relations Committee should meet with the pastors a minimum of two times per year.

(This page added after adoption at the Annual Meeting July 18, 1993)



207 North Main Street | Orrville, Ohio 44667-1639 | Phone (330) 684-5000 | FAX (330) 684-5023 | www.orrville.com

To Whom It May Concern:

Orrville is a small city of about 8,500 people. We are blessed with a great mixture of world class industry, a fine school system and many church congregations. We are a diverse community that blends very well to bring out the best of all these important parts of our population.

Christ United Church of Christ also has a very nice blend of people from all social and economic backgrounds. Many families have ties to this community for over 100 years and there are also new folks to the area that are equally involved in this church congregation and our community.

This church is probably more involved with environmental issues and concerns than any in our area. They have had a "green" mentality long before it was a popular thing to do. From installing solar panels on their out building to hosting soup and movie nights with movies concerning the environment, to landscape material choices, this congregation is a leader and a fine example for others.

I have been to this church, unfortunately, for more funeral services than anything else. But when I was there, you could feel the more traditional feel of the church. It's not a new building, but it is in very nice shape and well taken care of. Plenty of parking surrounds this downtown church.

The church has a church choir, bell choir, chancel choir, carol choir, kids club, youth fellowship, golden singles, and plenty of other activities for church members and guests to attend. As with many churches, members can become very involved in church activities or choose just a few.

My view of this congregation, as an outsider, has always been that it is an active, in-the-word-of-God church, friendly and welcoming to all.

Feel free to contact me if you should have any questions. I can be reached by email at mayor@orrville.com or by phone at my office 330-684-5001 and at home 330-683-2951.

Sincerely,

David T. Handwerk, Mayor

City of Orrville, Ohio

jmg



512 East Oak Street, Orrville, Ohio 44667 330-682-2966

www.aublefuneralhome.com

Alan C. Auble, owner of Auble Funeral Home, Orrville, Ohio. Phone: 330-682-2966; Email, aublefh@yahoo.com; No relationship with congregation.

STRENGTH: As an outsider and not a member of Christ United Church of Christ congregation, I perceive the church and its members as active participants in the community as well as their own church family, promoting the church's ministry in both areas.

I see a dedicated support on the part of the pastor and church staff to the entire congregation. I have seen a special interest in children by offering guidance and support to the children by the pastor, staff, and congregation. It appears to me that this church is very comfortable with its mission and its current status.

IMPROVEMENT: Since I am not a member of this church, I am not in a position to know what areas of improvement might be needed in the church's ministry.

EXPERIENCE: As a funeral director, I have had numerous funerals for church members. I have been impressed by the cooperation and dedication to the bereaved family in planning a memorable celebration of their loved one's life. The thoughtful planning for these families includes not only the pastor, but also the church staff, musicians, and even the church meal committee providing the meal following the funeral. All of these church functions provide for a smooth, efficient, and meaningful experience for the families during a most difficult time.

Teri Thomas 1376 Spring Hill Dr. Orrville, Ohio 44667 (330)317-5684

To Whom It May Concern,

As an outsider looking in, an evident strength of CCUCC is their willingness to help those in need through various platforms, most notably Friendship Meals every Thursday evening whereby a meal and friendship are provided to less fortunate community members. Also, the ministry does an excellent job in providing the youth of the church with various opportunities to become an active participant through Kids Club, Children's Choir, etc... These activities foster togetherness, faith, character, and commitment.

As CCUCC's Preschool Director, a minor issue that I have observed is regarding the occasional maintenance/repairs that are necessary throughout our school year. Currently, we rely on a few church members for these tasks and, while they do a great job, they are sometimes restricted by their own time constraints such as full-time jobs, family and other commitments. I would suggest that the church enlist the aid of any retired individuals that would be willing to help in this area, a practice that has been used in the past. As retirees, they seemed to have more time and flexibility to devote to repairs that were necessary. Also, I feel security measures could be taken due to the fact that the church is easily accessible for people to walk in of their own volition. A system that keeps the doors locked and forces people to "ring" in to get permission to enter the church would be my suggestion (similar to Orrville High School).

A significant experience that stands out the most to me personally, is the fact that the preschool has always received great support from Pastor Randy, the Elders and Consistory. Whether it's Pastor Randy performing puppet plays in our classroom, consistory's approval of financial support or members of the congregation offering encouraging words, we are grateful and appreciative!

Respectfully,

Leri Thomas

Teri Thomas