

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Linfield United Church of Christ

Linfield, Pa. 19468

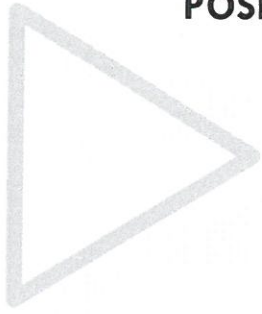
Settled Pastor (Half-time, Ordained)  
Pennsylvania Southeast Conference, Ursinus Association

July 2, 2018

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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)*



## POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

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Church name: Linfield United Church of Christ  
Street address: 25 Reformed Road, Linfield, Pa. 19468  
Supplemental web links: [www.linfielducc.org](http://www.linfielducc.org)  
linflducc@aol.com

Conference: Pennsylvania Southeast Conference

Association: Ursinus Association

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

Rev. Sharon Morris, Associate Conference Minister, 484-949-8774 ext. 302; [morris@psec.org](mailto:morris@psec.org)

#### Summary Ministry Description:

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

We are a warm, welcoming, inclusive, and faithful congregation located in a small, suburban community. Many of our members live beyond a 1 1/2 mile radius of the church. Over the last few years we have learned to stop looking inward and embarked on a journey to minister beyond the community and ourselves. We are hoping that, as we follow this path, we can find a pastor who shares that passion and can guide us in ways to extend our reach and to invite the surrounding community to join us. We look forward to furthering our spiritual growth through worship and prayer and would welcome a pastor who shares our desire for learning and understanding scripture and how it can be relevant to our daily lives.

Photographs:

Happy Humor Sunday 2016



Easter Egg Hunt 2017



VBS 2017 – Group Lesson and Water Fun



Mission – Project Outreach, Bags of Hope, and Relief Buckets





What we value about living in our area (2 – 3 sentences):  
We value the intimacy of a small village community.

Current size of membership: 131  
Languages used in ministry (*other than English*): None

Position Title: Pastor (Half-time, Ordained)

Position Duration (*choose one, delete the other options listed*):

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level  
½ Time

Does the total support package meet conference compensation guidelines?

We previously followed conference guidelines in the past, but we are financially unable to meet all the requirements. We are willing to negotiate the compensation package.

#### SCOPE OF WORK

*(add here the Scope of Work developed by your church using the Call Agreement Workbook)*

Subject to review and adjustment, the following constitutes the major responsibilities of the Pastor.

#### **WORSHIP:**

1. The Pastor is the primary leader in the planning and implementation of worship services consistent with the church liturgical year, preaching at Sunday worship services, except for one Sunday a month and is responsible for finding a substitute for the other Sunday.
2. The Pastor performs weddings, funerals, special services, baptisms, confirmations, and other liturgical rites, including the necessary preparatory counseling. He/she also works collaboratively with the relevant staff and laity in the scheduling process.

#### **PASTORAL CARE and EDUCATION:**

1. The Pastor will hold regular office hours one day each week.
2. The Pastor provides pastoral care to persons in need including hospital calls, bereavement counseling and visiting the home-bound with communion.
3. The Pastor provides short-term pastoral counseling and referrals, if needed.
4. As a resource to lay leadership, the Pastor supports and enables the development of adult, youth and children Christian education opportunities.



### **MISSION , VISION and OUTREACH:**

1. The Pastor works with the Consistory to help the church envision its general direction, articulate its purpose and mission and promote a congregational environment that is welcoming to others.
2. The Pastor, working with the Consistory and committees, is responsible for initiating and implementing activities seeking to grow the church membership.
3. The Pastor is technologically savvy and familiar with various social media and networking applications. The Pastor will be a strong evangelist and use those skills to reach out to the community.
4. The Pastor works collaboratively with the laity and other staff to participate in community, denominational and ecumenical activities. The Pastor is expected to participate in the life and work of the United Church of Christ.

### **ADMINISTRATIVE:**

1. The Pastor provides the leadership and overall guidance to assure the smooth functioning of all administrative duties and needs of the church.
2. The Pastor provides direct supervision of and performance feedback for the Organist and Church Secretary.
3. The Pastor seeks to maximize his/her effectiveness by delegating much of the programmatic work to other staff and to the laity when appropriate.
4. The Pastor is a non-voting member of the Consistory, acts as an advisor and works collaboratively with them to initiate long-term planning and oversee its implementation.
5. The Pastor is the advisor to all committees in the church.
6. The Pastor is the advisor to the Elders and works with them to enrich the spiritual climate of the church.

### **Core Competencies:**

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church.*

1. Effective preacher who helps people develop their spiritual lives and relate their faith to their daily lives
2. Compassionate and caring pastor who enjoys working with children and youth
3. A Pastor who encourages and enables both local and global missions of the church.

### **COMPENSATION AND SUPPORT**

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Salary Basis *(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance):* \$ 36,000 Total Package

Benefits: Salary includes Optional Benefits

What is the expected living situation for your next minister: *Living nearby with a housing allowance, living elsewhere to commute as needed.*

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

any incentives

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

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

We have previously been in a part-time situation. Our congregation has not only adjusted, but has willingly taken on roles in worship and visitation.

#### WHO IS GOD CALLING TO MINISTER WITH US?

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

- ✓ Ministering to all stages across life span.
- ✓ Nurturing care and compassion to our congregation and community.
- ✓ Being an effective resource for faith formation across generations.
- ✓ Engaging and enabling the congregation in their local and global Mission and Outreach.

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

- ✓ Exhibiting commitment to life-long spiritual development and faithful personal stewardship.
- ✓ Continuing discernment for one's call in the community; Understanding the surrounding community and navigating change within the community.

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

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
- ✓ Caring for All Creation
- ✓ Working together for Justice and Mercy
- ✓ Strengthening Inter- and Intra- Personal Assets



## **WHO IS GOD CALLING US TO BECOME?**

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

### Who is God calling you to become as a congregation?

God is calling the members of Linfield UCC to be faithful followers of Jesus Christ through worship, mission, education and fellowship. As followers of Jesus Christ, our lives are to bring glory to God. We are to grow in strength through discipleship and in size through new membership. We are to be nurturers of faith through worship, education and outreach across all life spans. We are to serve our community with care and compassion, engaging in both local and global missions and outreach.

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

Over the years, God has helped Linfield UCC through many challenges and opportunities in reaching out to our community and congregation. The major challenges we face are growth and financial stability. As our demographic analysis indicates, our church's surrounding community continues to age as time goes by and is dominated by those in retirement years. Our congregation is primarily made up of members residing outside of our 1.5 mile radius. We are challenged with retaining our younger members after they have been confirmed. Hand-in-hand with a decrease in growth, we have a limited amount of financial stability. The building in which we come to worship is old. It continues to have old building maintenance issues as well.

In recent years, our congregation across all ages has focused more on mission and outreach in our surrounding community and beyond. We get our children and youth involved with the local Food Pantry and collecting donations during weekly offertory. Other local missions also include Bags of Hope which supports those recovering from addictions, as well as supporting our Veterans Hospital and SPCA. On a global scale, we have contributed to various Church World Service missions, Malawi Project (medicine bottles), Heifer International, and our annual El Salvador mission. Since 2016, we share a free Monthly Community Dinner. In 2017, we invited Cornerstone Family Church to participate in this mission and outreach initiative. The dinners have been a success story because the community looks forward to this monthly event not because they necessarily need a meal but for the social and family interaction it provides.





## WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

### CONGREGATIONAL REFLECTIONS

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Describe your congregation's life of faith.

Our mission statement is “Come Worship, Go Serve”. The members of Linfield UCC are a community of followers of Jesus Christ. We seek growth in our faith through worship, mission, education, fellowship, and loving service to others.

In Christian life, worship is the most important activity where God meets with us. Through Scripture, God speaks to us, feeds our soul, strengthens our faith and builds us up as the Body of Christ. As a congregation, we join together ready to receive God's word and ready to serve God. We respond to God through prayer, confession and song.

We believe in the presence and power of the Holy Spirit. God bestowed upon us the Holy Spirit to prosper its creative and redemptive work. We are spiritually guided in our mission work, in our daily lives and in our search for a Pastor.

Describe several strengths or positive qualities of your congregation.

Linfield UCC is an authentic, welcoming, caring, compassionate and inclusive congregation. The strengths of our congregation are:

- (1) Mission & Outreach led by a strong Mission committee. Our dedication to Mission & Outreach is expanding across all age groups as we explore local and global needs. The children and youth of our faith formation program actively participate in our Mission & Outreach initiatives and also facilitate an Advent, Lent and VBS Mission annually;
- (2) Education is another focus of our congregation. Our children & youth faith formation program as well as our adult bible study groups are essential in continued learning and growing our faith at all ages; and
- (3) Fellowship – Our genuine affirmation and support of one another with prayers, cards, calls and financial help through our deacon's fund.

Describe what worship is like when your congregation gathers.

Worship takes place in our small and intimate sanctuary. The sun shines through our beautiful stained glass window illuminating our Good Shepherd. Our worship service is always a joyful gathering. The congregation works together to decorate the church for each season. Worship is

reverent but not formal or stiff in delivery. All members are encouraged to get involved and participate in the worship service. The children and youth of our faith formation program offer special music and lead worship on special Sundays throughout the year.

Special occasions such as Baptism and Confirmation are celebrated within the congregation as they represent new life and growth in the church.

Good preaching is often described as relating the Bible/Scripture to today's life and making the message relevant in present day situations.

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

Linfield UCC offers educational programs to the children, youth and adults of the community.

Our faith formation program serves children and youth ages 5 through 6<sup>th</sup> grades and Confirmation preparation class for our 7<sup>th</sup> & 8<sup>th</sup> graders. During the faith formation year, the children and youth lead 2 worship services, participate in Mission & Outreach offertory during worship weekly, and contribute to Special Music during worship on many occasions. Our congregation truly enjoys seeing the children and youth blossom in the growth of their faith and share their desire to participate in the worship service. We also offer VBS for one week in the summer. Recent themes have been The Great Treasure Hunt, Christian Olympics and UnFrozen.

We offer 2 adult Bible studies that meet weekly on Wednesday and Friday mornings.

Describe how your congregation is organized for ministry and mission.

The Consistory oversees the budget and expenses for day to day operations with the congregation approving all major capital outlays. The Congregation is kept up to date through periodic meetings, announcements during worship and through our monthly newsletter.

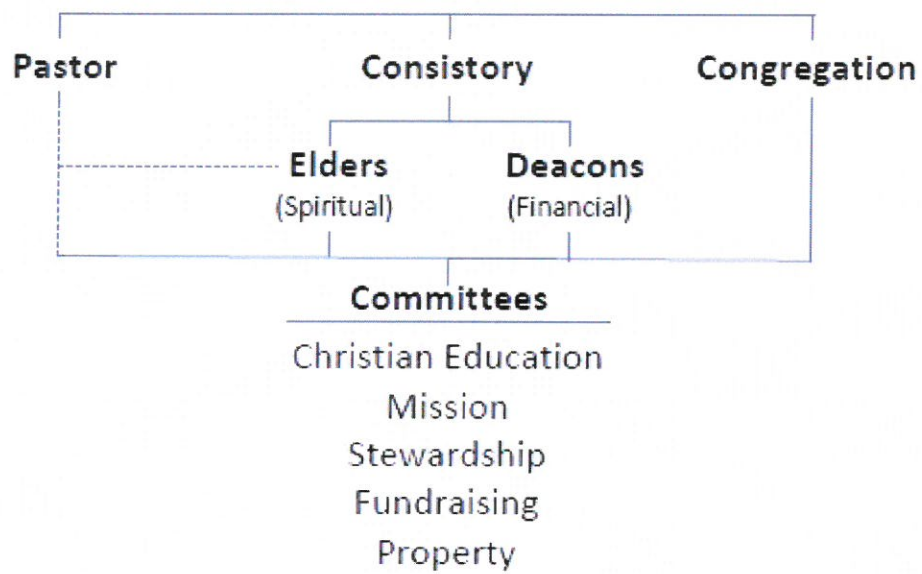
Committees are organized on a volunteer basis. Consistory members are nominated with a vote of approval that takes place during a congregational meeting. Committees generally meet monthly for approximately 90 minutes on average.

We struggle to make the church relevant for the 21<sup>st</sup> century and to attract new, young members to grow our congregation.

In times of crisis, our congregation rallies to find a solution and get everyone involved to lend a helping hand.

We can provide our next called Pastor a copy of our organizational structure, bylaws and/or annual report to further explain the patterns of our church's activity and governance.

## Organizational Chart for Linfield United Church of Christ



Advisor Role .....



## 11-YEAR REPORT

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

### UNITED CHURCH OF ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS



Church#: 600800

Assoc: 640

Schedule: 0 Linfield United Church of Christ

Linfield

PA 19468

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS- REMOVED
2006	285	86	0	0	0	4	4	0	0
2007	172	68	26	4	0	2	21	46	-61
2008	209	62	50	0	3	0	12	6	-15
2009	171	59	50	0	0	4	2	40	-38
2010	171	59	50	0	0	0	0	0	0
2011	171	59	50	0	0	0	0	0	0
2012	114	60	32	7	0	1	2	0	6
2013	51	60	38	4	0	1	4	64	-63
2014	150	53	31	3	0	5	1	0	7
2015	155	53	48	0	0	7	2	0	5
2016	128	52	27	3	0	4	2	32	-27

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2006	\$145,613	\$0	\$14,908	\$7,606	\$22,514	\$3,283	\$25,797	10.24	\$171,410	\$108,551
2007	\$162,479	\$0	\$11,475	\$8,094	\$19,569	\$1,317	\$20,886	7.06	\$183,365	\$125,726
2008	\$128,758	\$0	\$12,489	\$8,790	\$21,279	\$592	\$21,871	9.70	\$150,629	\$107,314
2009	\$122,385	\$0	\$12,509	\$3,049	\$15,558	\$9	\$15,567	10.22	\$137,952	\$82,391
2010	\$122,385	\$0	\$10,555	\$1,812	\$12,367	\$0	\$12,367	8.62	\$134,752	\$0
2011	\$122,385	\$0	\$7,004	\$298	\$7,302	\$0	\$7,302	5.72	\$129,687	\$0
2012	\$121,367	\$4,560	\$833	\$0	\$833	\$50	\$883	0.69	\$126,810	\$80,841
2013	\$125,814	\$2,000	\$0	\$0	\$0	\$0	\$0	0.00	\$127,814	\$73,736
2014	\$102,663	\$5,120	\$120	\$0	\$120	\$0	\$120	0.12	\$107,903	\$79,446
2015	\$82,286	\$0	\$400	\$0	\$400	\$5,675	\$6,075	0.49	\$88,361	\$68,029
2016	\$82,153	\$0	\$0	\$0	\$0	\$1,436	\$1,436	0.00	\$83,589	\$67,554

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2011-2016	-25.15	-11.86	-46.00	0.00	0.00	-32.87	-100.00	-35.55
2006-2016	-55.09	-39.53	0.00	75.00	750.00	-43.58	-100.00	-51.23

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

## CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	85	Yes
Number of active non-members:	6	
Total of church participants (sum of the numbers above):	91	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	62%	Yes
Less than 10, more than 5 years:	11%	Yes
Less than 5 years:	27%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
12	5	6	9	9	7	30	13	21	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	8	12%
Joint household with minors:	12	18%
Single adults age 35-65:	6	9%
Joint household with no minors:	27	44%
Single adults over 65:	11	17%

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	66%	Yes
College:	30%	Yes
Graduate School:	4%	Yes
Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	57%	Yes
Adults who are retired:	40%	Yes
Adults who are not fully employed:	3%	Yes

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

We have a wide range of occupations consisting of those Self-employed, Professional, Nurses, Clerical, Business, Tradesperson, Laborers, Child care workers. and more.

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

Although we may not be culturally diverse, we are an accepting and non-judgmental congregation who believes in being able to express our diversity in theological and political views.

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

Yes, we have had conversations about ONA. At this time, we feel we are a non-judgmental and welcoming church who welcomes everyone and would rather focus on our commonalities than what may divide us.



## PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	Home Bible study -8 Lenten Book Study -12	Lay Leader Pastor
Baptisms <i>(number last year)</i>	2	Pastor
Children's Groups or Classes	14 – Faith Form. 25 - VBS	Lay Leaders
Christmas Eve and Easter Worship	100	Pastor
Church-wide Meals		
Choirs and Music Groups		
Church-based Bible Study	14 – Friday am 10 – Sunday am	Lay Leader Pastor and Lay Leader
Communion <i>(served how often?)</i>		Once a month – 1 <sup>st</sup> Sunday
Community Meals	Average 40	Last Friday of month excluding July and Aug. Lay Leaders
Confirmation <i>(number confirmed last year)</i>	3	Pastor
Drama or Dance Program		
Funerals <i>(number last year)</i>	2	Pastor
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups	6	Lay Leaders
Public Advocacy Work		

Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )		
Worship (time slot: 9:00 am____)		Pastor, Supply Pastor, or Lay Leaders
Worship (time slot:____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other: Mission Group	8	Lay Leaders

Additional comments:

We also have a Fundraising Committee, and Secret Pal.

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. Ann Few	3	Linfield	Part-time Interim	Y
Rev. Don Epps	3	Linfield	Supply	Y
Rev. Tom Neilsen	No	None		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:

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
Secretary		Part-time	Pastor	
Organist		Part-time	Pastor	

## REFLECTION

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

We are a congregation that is committed to strengthening our faith to better serve God through our missions.

## CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 68,000
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$
Fundraising Events	\$ 5,500
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$ 300
Rentals of Church Parsonage	\$
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$
Transfers from Special Accounts	\$
Other (specify): Memorial	\$ 350
Other (specify): Special Services	\$ 945
TOTAL	\$ 75,095

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

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

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



Has the church ever failed to pay its financial obligations to a minister of the church? No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? *(indicate those included during the most recent fiscal year)*

- ☒ Our Church's Wider Mission (OCWM – Basic Support)
- ☐ One Great Hour of Sharing
- ☐ Strengthen the Church
- ☐ Neighbors in Need
- ☒ Christmas Fund

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

What is the church's current indebtedness? 0

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

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

Year(s)	Purpose	Goal	Result	Impact
2011-2014	5 yr. loan for Roof	\$20,000	\$pd. off early	Congregation unity to achieve our goal

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2017	Roof	\$30,000	\$	<ul style="list-style-type: none"><li>· Unleashed a lot of creativity</li><li>· Collaboration among the congregation</li><li>· Empower the congregation in stewardship</li></ul>

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

Does your church have an endowment? Yes

What is the market value of the assets? \$42,218.82

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

Over the past 3 years, no funds have been withdrawn

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

5 years ago, we had a full-time Pastor and had to withdraw funds to supplement her salary.

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

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

Please comment on the above calculations or estimates:

Other Assets N/A

Reserves (savings): \$20,000

Investments (other than endowment): \$ None

Does your church have a parsonage? No

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

Linfield UCC owns one building at 25 Reformed Road. The original church structure was a small chapel. Over the years, the church building has grown to accommodate an expanding congregation. These changes included a church school extension, sanctuary expansion, and Christian Education room addition. In 1969, the "church house" was torn down and was replaced with a 2-story addition to provide additional educational space.

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

Which spaces are accessible to wheelchairs? We are fully wheelchair accessible.

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

The deacons review our budget annually using prior expenses to estimate future costs. Each year we see if there is anything we can cut without it reflecting negatively on our mission or ministry. Due to financial constraints, we have dismissed our Choir Director, our cleaning service and have gone from a full-time to part-time pastor. We are fortunate that we have volunteers to help where there is a need.

*For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?*

We have many outreach projects which the congregation supports including a community dinner each month. We are very fortunate that we have such a generous congregation that is so supportive of these outreaches.

## HISTORICAL INFORMATION

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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.

Through God's help and the guidance of the Holy Spirit, Linfield UCC has been able to not only survive some significant happenings in our church, but grow in our faith. In the past 10 years, we have had to make some difficult financial decisions. First recognizing we could no longer afford our Pastor in a full-time capacity. The Congregation and our beloved Pastor at the time agreed to do part-time ministry. Due to her failing health, our Pastor left unexpectedly and this affected our congregation extremely hard. And yet, our Congregation was strong enough not only to step out in faith to find a new Pastor, but choose a Pastor who brought many changes and challenged us in actually putting our faith in action. Previously, we talked about mission; as a result to this challenge, today we are a mission-driven congregation sharing a monthly community dinner; being involved in more mission work locally and globally; and adding another adult Bible study.

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

We constantly worried how we were going to survive financially. Although our finances haven't changed much, our focus is on God and what God wants for Linfield and how each one of us can be a part of this greater purpose and mission.

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?)*

Over 10 years ago, we experienced conflict with authoritarian leadership in which we were not able to resolve in a respectful manner. The situation became hostile on the part of the pastor and the congregation due to a lack of communication between all parties involved and the inability to rely on the Conference during this time of turmoil in our church.

As a result of this experience, the congregation learned the utmost importance of open communication in all situations. By improving our communication on an on-going basis, we realized that we would be better prepared to deal with difficult situations in the future. In the past, we had a Pastoral Relations Committee in place to facilitate the process, which currently needs to be reestablished.

We are open to answer any further questions you may have regarding this matter.

#### Ministerial History

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Deb Timmins	5 months	Y
Rev. Ann Few	9 months	Y
Rev. Thomas Neilsen	2 yrs. - 2015-2017	Y
Rev. Ruth Chartier	5 yrs. - 2009-2014	Y
Rev. Judith Meier - Intentional Interim	2 yrs. - 2007-2009	Y
Rev. William LaSalle	8 yrs. - 1997-2007	Y
Rev. Donald Floyd - Interim	1 yr. - 1996 - 1997	Y
Rev. Robert Rieff	6 yrs. - 1990-1996	Y

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

Each ministerial leader called to Linfield UCC has given us an opportunity to grow in many areas – Faith Formation across all generations, Spiritual Guidance through Prayer, Mission and Outreach.

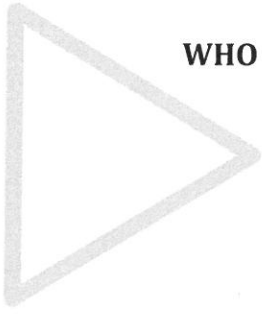
Has any past leader left under pressure or by involuntary termination?

We welcome further discussing the previously mentioned authoritarian leadership conflict which resulted in the pastor leaving under pressure.

Has your church been involved in a Situational Support Consultation? NO

Has a past pastor been the subject of a Fitness Review while at your church? NO





## WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

### COMMUNITY VISION

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

We are involved in many mission and outreach projects including a monthly Community Dinner. We deliver Bags of Hope which is a bag filled with everyday essential items to those recovering from addiction in a halfway house. We support our local food pantry with weekly donations and with distribution. We have worked recently with other churches with donations and assembly of Clean- Up Buckets. We have collected funds to assist families locally with providing school uniforms for their children. We collected funds to support a family during a medical crisis. We provided 58 shoe box kits for Samaritan's Purse. We provide children in El Salvador with nutritious meals. We have a team that goes to El Salvador to provide needed help and encouragement.

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

We have had minimal participation in the past. We recently have enlisted 2 delegates to represent us at Conference and Association meetings and General Synod.

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](http://ucc.org).) Check any statements below that apply to your UCC faith community.

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

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?

Accessible to All – more information is needed

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

A local church, Cornerstone Family Church helps with our Monthly Community Dinners. We participated in Pathways to Peace at 1<sup>st</sup> Royersford. We have had combined worship services with 1<sup>st</sup> Royersford during the summer. We have shared worship for Ash Wednesday Service with 1<sup>st</sup> Royersford and invited them to our Lenten Book Study. We attended worship during Maundy Thursday at St. Paul's and most recently at 1<sup>st</sup> Royersford.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Our mission statement: "Come and Worship, Go and Serve" The members of Linfield United Church of Christ are a community of followers of Jesus Christ seeking growth in our faith through worship, mission, education, and fellowship; and offer loving service to others. Our Consistory and the Board of Christian Education meet monthly. The majority of our time is spent doing mission and providing education.

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

Our past Pastors have been engaged in the Ursinus Association.

## MISSION InSite

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

Our data revealed we have an affluent aging population who is interested in volunteer opportunities. We also have a population who is interested in family activities and worship. If we could identify and reach out to these people in our community, we possibly could have an opportunity to open areas of growth in worship and mission.

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?

Similarities in our neighborhood and our congregation would be an aging population. In surrounding neighborhoods, there are more families and youth.

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

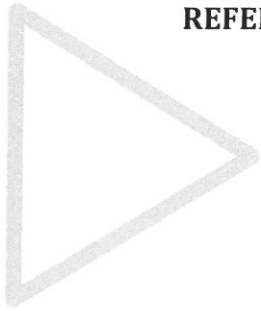
In our neighborhood, there is very little poverty. We reach out to others who are in need not necessarily in our own community. An issue that continues is we really don't know how to reach out to the people in our own neighborhood.

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

We are known for our free Community Dinners.

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

People state we are a very welcoming and friendly church in a casual and non-judgmental atmosphere where they feel God's spirit and love.



## 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.

### 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.

### REFERENCE 1

#### **Pastor Ruth Chartier**

Retired UCC Minister

Member of the First Church of Christ, Congregational, 1652, Farmington, CT

Telephone/Email/Relationship to the Congregation 860-794-2691

rayramrac1951@yahoo.com

Pastor at the Linfield UCC from February 2010 until October, 2014

#### **Describe some areas of strengths in this church's ministry:**

This is a congregation that has a deep commitment to their church and its ministry, especially to the children's Christian Education. Children from the community are encouraged to participate in Sunday school, Vacation Bible School and church events; many have and do. The church features popular community events such as outdoor movie nights, Ladies' Tea Parties with entertainment and great fellowship, rummage sales, mission events, craft fairs and meals. They are open to new ideas and have been supportive of trying new things, including worship styles and services, lay visiting, and anything that might benefit the church. This is a caring, committed, hard-working and faithful group of

people who persevere doggedly through challenging times (usually, but not exclusively, financial struggles) as well as give thanks for their church at all times. They care about each other and anyone who comes within their reach.

**Describe some areas for improvement in this church's ministry:**

This church, like many, has had to work hard to secure financial resources just to stay afloat. Unforeseen financial strains, such as storm damage in which the roof leaked and three floors needed to be repaired have been effectively handled. Even though it has been labor intensive, they have never given up in their ongoing effort. The problem is that sometimes church activities can be so centered around fundraising and maintaining that it can overburden the same group of people. While everyone supports what they can and everyone is invited to participate, it is typically the same people who organize and run most events.

**Describe a significant experience you have had of this church's ministry:**

There are many significant experiences I've had while serving the Linfield UCC. Two are: Previous pastors had not allowed children to participate in worship because they felt the children did not do a good enough job. My attitude of including the children and youth as much as possible was immediately welcomed and embraced. Opportunities were created for the children and youth to lead worship and participate in worship. The congregation welcomed this change and a great deal of energy was sparked by the young people. The growth in the children and youth's abilities, confidence and knowing they held a special and capable place in the church life, deeply influenced by the congregation's support, was a blessing to watch.

The second experience was a Bible study group. It was attended by a committed group of people who contributed and looked forward to weekly meetings. When one member of the group could no longer drive, she and the group decided to meet weekly at her home, which was about a half an hour drive for most people in the group. This group bonded, learned a great deal about the Bible and each other and spent many hours discussing how the Bible impacts daily life. It was the best Bible study group I've had in serving three different churches. It was a worshipful experience that fed all of us. They are very supportive of each other and have made "checking in" with everyone a part of their process. The group met ten to eleven months a year and expressed how they missed the group when it did not meet. After I left my pastorate, this group has continued on with lay leadership, still meeting at the same church member's home to this day.

**Anything else you wish to share:**

This is a wonderful church to serve. Personal health issues and the need for the church to go to part-time status are the reasons I left. Linfield UCC will always have a special place in my heart and prayers. I enthusiastically recommend the Linfield United Church.



## REFERENCE 2

### **Gail Wellington**

President, Three Peas in a Pod, Florist

Past Board Member – Spring-Ford Chamber of Commerce

Contact Information: 610-792-

9406

gwelly@aol.com

### **Relationship to the Congregation:**

Not a member of Linfield UCC ; Close friend of a member ; Granddaughter (age 14) attends services.

### **Areas of Strength in the church's ministry:**

One of the strengths I have observed at Linfield United Church of Christ is its inclusivity. They engage with people of all ages, ethnicities and persuasions, not only through their worship but in their community outreach. For example, they host regular free community dinners to which anyone is welcome. They provide personal care kits to people coming out of drug/mental rehab and they volunteer at and contribute to the local food bank. They are not a wealthy church and are sustaining an older facility and yet have found the funds for these and for other missionary works. The attitude seems to be "if there is a something that people need, we will find a way to do our part." The congregation is a mixture of old and young; gay and straight; physically strong and the disabled; married, single, and divorced; families new to the area and those whose families have been here for generations. And yet when you attend a service or event, it is obvious that they all know and care about and for each other.

### **Areas of improvements in the church's ministry:**

To be sustainable, Linfield UCC needs to expand its congregation. The area, Limerick/Linfield in particular, is one of the fastest growing communities in Pennsylvania and has been for several years. Many young families are buying homes here and seniors are downsizing to here. Linfield UCC is one of the hidden treasures in town. It has retained the small town/village warmth, caring, and support that is beginning to disappear in our society. They need to be more visible in the community and show more people the wonderful, friendly atmosphere that is Linfield UCC. By example, they can expand that small town/village feel to a larger part of the community. To remain viable they must attract new, like-minded members to supplement and replace those that are growing old and will, at some point, no longer be able to work for or contribute to Linfield UCC. I believe this can happen, but I also believe that it is their greatest challenge in an era when a smaller percent of the population is attending church.

### **A significant experience of this church's ministry:**

When my granddaughter was in elementary school my friend invited her to go to Vacation Bible School at Linfield UCC. Cait did not live in neighborhood where there were other children, and so she had a hard time making friends her own age. The church members made her so welcome that, when she was too old to be a "student" at bible school, she

volunteered to be a helper. This fall she was invited to help with Faith Formation classes, which she has done since September. She also attends Sunday services almost every week, arranging rides with other church members. The members of her family do not attend church, but Cait finds a way to be there because it is important to her. In the spring, she asked to become an acolyte and is now considering confirmation. On Pentecost she was one of those that helped lead the youth service. Her mother and I attended at her request. It was obvious that she is valued by the other members of the church and that she values them and her time at church. The nurturing of the congregation has given her new confidence and she now is making friends more easily at school.

### REFERENCE 3

#### **Carol Schaeffer**

Contact Information: 610-754-9142  
carolschaeffer@comcast.net

#### **Relationship to Congregation:**

I am the Daughter of a Member of the Linfield UCC, who brings my Mother to church on a regular basis.

#### **Strengths of this Church:**

The members of Linfield are loyal, hardworking, dedicated people who truly care about their church and each other. In the 3 or 4 years that I have been attending this Church, there have been so many changes that many churches would not survive. Instead of feeling sorry for themselves, they have managed to accept each struggle as a chance to grow and better the church. Even when there wasn't a pastor available, we have never gone without a meaningful sermon or lesson.

#### **Weakness of this Church:**

The only weakness that I can see is the Church's inability to grow the size of the congregation, which would help the church raise revenue to make the needed repairs to their beautiful church and secure a full time pastor. However, this is not only a problem at Linfield but at most smaller churches in the Tri-County Area.

#### **Describe a significant experience you have had of this church's ministry:**

My husband and I were both baptized Lutheran and are actually members of a large church in Boyertown, PA. Several years ago, my mother became seriously ill and could no longer drive. Linfield UCC was a big part of my Mother's life, she was a member of the consistory, helped at all the church events and attended bible studies. Since she was in her 80's we felt it was more important for her to attend her church than for us to go to ours. Linfield has accepted us like family, we couldn't feel more welcome and enjoy going to church more than we ever did at our own church.

Since we both worked and could not take Mom to events during the week, the Church actually changed one of their bible studies to take place at my Mom's home. If we miss Church someone is usually on the phone, checking to see if my Mom is okay. In 30 years I don't think that ever happened when my husband and I didn't go to our church.

**Our mission:** "Come and Worship, Go and Serve" really sums up what Linfield UCC is all about.

**Our vision statement:** "The members of Linfield United Church of Christ are a community of followers of Jesus Christ seeking growth in our faith through worship, mission, education, and fellowship; and offer loving service to others. "

Strategically, the congregation must re-examine our goals pertaining to our mission and vision statement and work together to achieve them. Although it took some time, we have come to terms with the idea of a part-time Pastor with the current size of our congregation. If the Linfield community continues to trend as the demographic study indicates, growth and financial stability will continue to be our major challenge. We look forward to tackling this challenge with our next called Pastor through his/her guidance on how to grow our church and together discover ways to become financially sustainable.



## **CLOSING THOUGHTS**

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

### CLOSING PRAYER

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*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:*

Philippians 4:13

I can do all things through Christ who strengthens me.

Micah 6:8

He has shown you, O mortal, what is good and what the Lord requires of you. To act justly and to love mercy and to walk humbly with your God.

Matthew 25:35-40

For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I was sick and you looked after me. I was in prison and you came to visit me. Then the righteous will answer him, Lord, when did we see you a stranger and invite you in, or needing clothes and clothe you? When did we see you sick or in prison and go visit you? The King will reply, "Truly I tell you, whatever you did for one of the least of my brothers and sisters of mine, you did for me."

## STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?  
Transition Team: Karen Bolonski, Teresa Diena, Ann Newman, Susan Ross, Carol Vickers  
Consistory  
Congregation  
Pastor Ann Few and Pastor Deb Timmins
2. Additional comments for interpreting the profile:

Signed: Teresa Diena  
Name: Teresa Diena  
Title: Consistory President  
Date: July 1, 2018



VALIDATION BY CONFERENCE/ASSOCIATION

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

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

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

My signature below attests to the above three items.

Signature: *Sharon S. Morris*

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

Email: [morris@psec.org](mailto:morris@psec.org)

Phone: 484-949-8774 ext. 302

Date: July 2, 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*

**UNITED CHURCH  
OF CHRIST**

