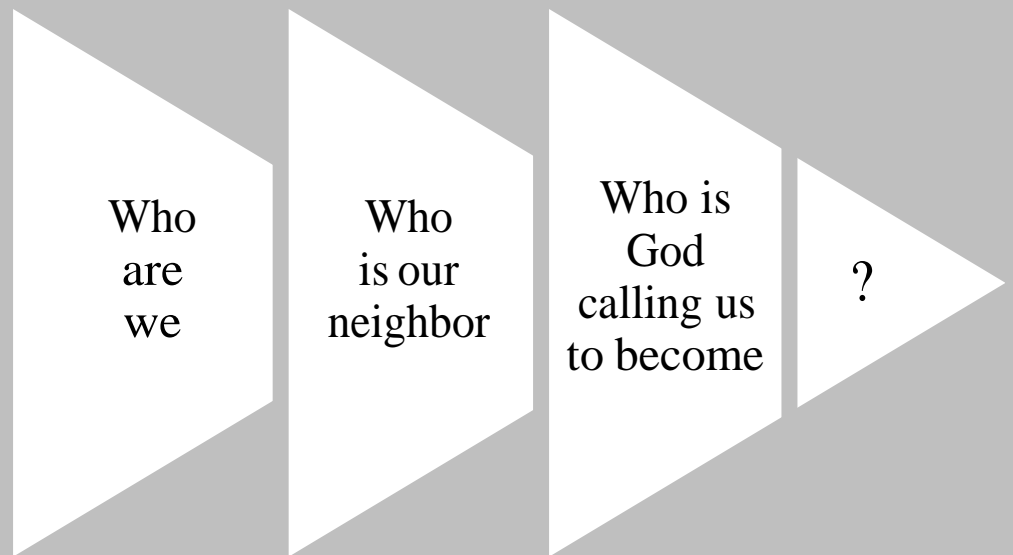


Search and Call Tools for Congregations
Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE



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

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION
UNITED CHURCH
OF CHRIST



UNITED CHURCH OF CHRIST LOCAL CHURCH PROFILE

**St. Paul's United Church of
Christ Pottstown, PA**







Part-time Pastor

Pennsylvania Southeast Conference

Ursinus Association

Validated: November 29, 2018

LOCAL CHURCH PROFILE CONTENTS

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

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

INSTRUCTIONS

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

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

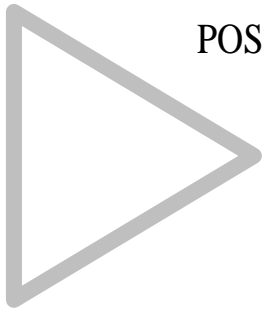
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known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

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytellings and many prayers, and as the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: St. Paul's United Church of Christ

Street address: 927 North Franklin Street, Pottstown PA

Supplemental web links: stpaulspottstown.org

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

N/A

Conference: Pennsylvania Southeast Conference

Association: Ursinus Association

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

Rev. Sharon S. Morris, Associate Conference Minister PSEC

484-949-8774, ext 302

morris@psec.org

Summary Ministry Description:

St. Paul's is located in the north end of Pottstown and we are seeking a part-time pastor for a graying congregation. We are seeking a pastor to guide us and grow us spiritually. We are dedicated and faithful in sharing Christ's love within our community and by our outreach mission within a changing community.

We are seeking a pastor that will help us with our mission. *We are people of God, growing in faith and serving together, so all will know Christ.*

Photographs:



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

The church is located across from an elementary school and serves as an ideal meeting place for local groups and for mission. We host an AA & NA group, a Boy Scout troop, and participated in the homeless shelter program.

Current size of membership: **160**

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

Position Title: We are looking for someone for 15 – 20 hours per week (including every Sunday). Total compensation package not to exceed \$35,000.

Position Duration: **SETTLED**

Compensation Level: **½ Time**

Does the total support package meet conference compensation guidelines? **No**

SCOPE OF WORK

Half time* Minister – (20-25 hours / 5-6 blocks)

- **preparation and leadership of Sunday worship – crafting the liturgy, scripture study, sermon prep, including bulletin preparation, music choice, finding and guiding lay liturgists, preaching, prayers, etc.**
- **faith formation and vitality – through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay folks take advantage of them**
- **pastoral care in collaboration with spiritual council or other designated lay people – at least the elderly and the sick and those grieving**
- **participate in wider church meetings and activities such as conference and association meetings as time permits**
- **inspiring and energizing and deepening the spiritual connections and faith understanding through whatever they do**

Core Competencies: **We are seeking a dedicated, organized leader.**

COMPENSATION AND SUPPORT

Salary Basis: **\$35,000**. Includes housing.

Benefits: Health: \$3,000
Pension: \$4,650
FICA: \$1,148
Auto: \$300

We do not have requirement on how far away the pastor lives, as long as the individual is willing to do the commute and be available when needed.

We are familiar with having a part-time pastor for the past several years (whether called, interim or supply). We recognize the possibility of bi- vocational employment if needed.

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 are seeking a pastor who will help us take our church to a new generation of people in our part of Pottstown.**
- **We want to hear current and relevant sermons.**

- **We are looking for a pastor that is willing to lead a diverse congregation in our current world.**

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

We envision that our next pastor will be able and willing to make outreach to others in our community; whether with other local pastors, organizations or groups. Together, we would like our name in the community more.

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

The congregation is English speaking; but the greater Pottstown area is experiencing a growing Hispanic population, which brings about a new cultural awareness.

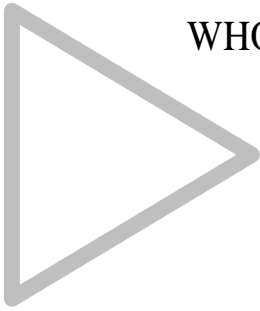
Based on what you have learned about who your church is, who our church's neighbor is, and who God is calling the church to become, describe four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that your next minister will display to further equip the congregation's ministry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

Building Transformational Leadership Skills

Caring for all Creation

Strengthening Inter-and-Intra Personal Assets

Working Together for Justice and Mercy



WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

We believe St. Paul’s UCC has great potential, even with our challenging situation. Although our members are older, we would love to have more youth into our congregation. We are uniquely situated in a neighborhood untapped for potential ministry and sharing the good news of the gospel.

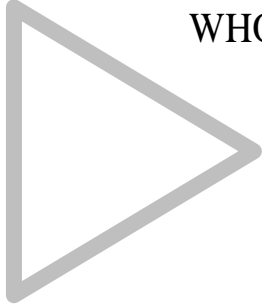
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

During the last two summers, we hosted “Camp Sonshine” for the summer months. “Camp Sonshine” is run by a women’s group in Pottstown. This camp provides children the opportunity to have a place to gather each day during the summer. The camp provides them with many activities to participate in along with providing them breakfast and lunch, as no child should go hungry. It also provides them with the opportunity to learn about God and that all should be treated equally.



Talent show during Camp Sonshine.

We also help the homeless by serving the Community Meal to them every other month. In addition, during the winter months we have been involved in housing the homeless and also providing the homeless ministry an area to store their supplies.



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS 11-YEAR

REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING CHURCH

FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

We are people of God, growing in faith and serving together, so all will know Christ.

Describe several strengths or positive qualities of your congregation.

St. Paul’s is a diverse, dedicated congregation family of people who are loyal to God’s word, open and friendly to anyone who comes in our midst. We love music and have strong musical presence with our worship team, choir and sound technicians. The strength of our volunteerism shows in our bi-annual pot-pie dinners, hoagie and soup sales, yard sales, bazaar and breakfasts.

Describe what worship is like when your congregation gathers.

Worship takes place in the sanctuary and should be based on everyday experiences, along with current affairs, but based on God’s word.

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



For the past several years we have participated in Joint Vacation Bible School with other UCC churches in Pottstown.

Describe how your congregation is organized for ministry and mission

Decisions in regards to the church are communicated to the congregation during Sunday worship, in the church newsletter, and by special letters as needed. When needed, committees are formed to handle any current situation at hand or matters are handled by the Consistory

On average, there are approximately two hours per month spent on meetings.

We have our bylaws and can provide copies along with our annual reports to provide the next minister with any patterns of church activity.

11-YEAR REPORT

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

Church#: 601490

Assoc: 640 Schedule: 0 Saint Paul's UCC Pottstown PA 19464

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	407	148	0	11	0	7	6	0	12
2007	390	132	0	3	0	2	17	5	-17
2008	317	127	0	1	0	4	15	63	-73
2009	291	124	0	7	0	6	5	34	-26
2010	254	130	0	2	0	3	5	37	-37
2011	254	110	0	2	0	7	8	1	0
2012	255	110	35	5	0	8	4	0	9
2013	217	92	14	5	0	3	8	38	-38
2014	204	86	11	1	0	0	2	12	-13
2015	197	77	12	0	2	3	8	4	-7
2016	180	59	0	1	0	0	9	9	-17

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	\$186,399	\$23,967	\$3,350	\$1,081	\$4,431	\$0	\$4,431	1.80	\$214,797	\$147,890
2007	\$183,373	\$35,467	\$4,150	\$1,112	\$5,262	\$0	\$5,262	2.26	\$224,102	\$149,247
2008	\$178,007	\$34,919	\$3,554	\$816	\$4,370	\$0	\$4,370	2.00	\$217,296	\$181,435
2009	\$182,755	\$8,486	\$2,908	\$602	\$3,510	\$0	\$3,510	1.59	\$194,751	\$187,906
2010	\$186,928	\$30,367	\$3,221	\$1,800	\$5,021	\$0	\$5,021	1.72	\$222,316	\$223,993
2011	\$207,850	\$25,275	\$3,907	\$1,685	\$5,592	\$0	\$5,592	1.88	\$238,717	\$206,140
2012	\$218,517	\$18,111	\$3,644	\$916	\$4,560	\$0	\$4,560	1.67	\$241,188	\$183,006
2013	\$198,555	\$8,385	\$2,034	\$1,620	\$3,654	\$0	\$3,654	1.02	\$210,594	\$162,231
2014	\$187,982	\$8,385	\$1,929	\$1,577	\$3,506	\$0	\$3,506	1.03	\$199,873	\$151,221
2015	\$167,764	\$11,305	\$2,315	\$1,778	\$4,093	\$0	\$4,093	1.38	\$183,162	\$141,736
2016	\$124,947	\$9,612	\$805	\$927	\$1,732	\$0	\$1,732	0.64	\$136,291	\$117,404

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2011-2016	-29.13	-46.36	0.00	-88.89	100.00	-39.89	-69.03	-42.91
2006-2016	-55.77	-60.14	0.00	-94.44	200.00	-32.97	-60.91	-36.55

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	50	X
Number of active non-members:	10	X
Total of church participants (sum of the numbers above):	60	X

Percentage of total participants who have been in the church:

		Is this number an estimate? (check if yes)
More than 10 years:	75%	X
Less than 10, more than 5 years:	20%	X
Less than 5 years:	5%	X

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)
				5	5	10	20	20	X

Percentage of adults in various household types:

		Is this number an estimate? (check if yes)
Single adults under 35:	2%	X
Joint household with minors:	5%	X
Single adults age 35-65:	10%	X
Joint household with no minors:	68%	X
Single adults over 65:	15%	X

Education level of adult participants by percentage:

		Is this number an estimate? (check if yes)
High school:	47%	X
College:	50%	X
Graduate School:		X
Specialty Training:	3%	X
Other (please specify):		X

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	45%	X
Adults who are retired:	50%	X
Adults who are not fully employed:	5%	X

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

We have a wide range of occupations such as business, clerical, labor/manufacturing, professionals and tradespersons.

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?

We are primarily a Caucasian congregation, with some diversity in our membership. We welcome various kinds of diversity in our church.

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:

At this time, our congregation has not had official conversations about the Inventory. The topic has been addressed in small group settings.

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	Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders,
	in attendance	pastors, musicians, other staff)
Adult Groups or Classes	0	
Baptisms (number last year)	0	Pastor
Children's Groups or Classes	0	Pastor
Christmas Eve and Easter Worship	75-100	Pastor/Director of Music/Lay Leaders
Church-wide Meals	25	Lay Leaders
Choirs and Music Groups	10	Musicians
Church-based Bible Study	0	
Communion (served how often?)	12X	Pastor, Lay Leaders
Community Meals	6X	Pastor/Lay Leaders
Confirmation (number confirmed last year)	0	
Drama or Dance Program	0	
Funerals (number last year)		
Intergenerational Groups	0	
Outdoor Worship	0	
Prayer or Meditation Groups	0	
Public Advocacy Work	0	

Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (number last year)	0	
Worship (time slot: 9:00 AM)	50-60	Pastor/Lay Leaders
Worship (time slot: _____)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other		

Additional comments:



Helpers during a pancake breakfast. During the Fall and Winter months we hold a monthly pancake breakfast to help with fellowship for our church.

With us having a smaller congregation and not having a permanent minister for a while some of the groups that we had previously have not been meeting.



Helpers during a hoagie sale. Hoagie sales are held several times throughout the year. The support of the volunteers at the church is tremendous.

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)
Jackie Turnbach	NO		Usher	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: **Regular worshiper**

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time,	Supervised by	Length of Tenure for current person in
Church Secretary	No	Part-Time		22 Years
Director of Music	No	Part-Time		43 Years
Sexton	No	Part-Time		20 Years

REFLECTION

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

The demographics reflect an aging population of mostly retired persons. Ministry revolving around end-of-life counseling, dealing with advanced health issues and other counseling would be appropriate. At the same time, there is a need for ministry that would welcome young members and a younger population. The members would be open to these discussions.

While we have small and graying congregation, we are very active in trying to provide outreach to our surrounding community. We have two Chicken Pot-Pie dinners per year, various Hoagies Sales and Soup Sales, Breakfasts, Holiday Bazaar, all which are open to the public to provide support to the community.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$102,500 (General and Building)
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	\$0
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	\$0
Fundraising Events	\$11,750
Gifts Designated for a Specific Purpose	\$3,210 (Oil)
Grants	\$0
Rentals of Church Building	\$6,000
Rentals of Church Parsonage	\$0
Support from Related Organizations (e.g. Women's Group)	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$0
Other (specify):	\$0
TOTAL	\$123,405.00

Current annual expenses (dollars budgeted for most recent fiscal year): **\$135,844**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **36%**

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 donated by congregation is given directly to OCWM

What is the church’s current indebtedness?

Total amount of loan debt: **Currently have no loans/debt**

Reason for debt:

Are capital and other payments current? **Yes**

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

N/A

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

Year(s)	Purpose	Goal	Result	Impact
2008	Heater	\$45,635	\$	Borrowed from line of credit and memorial funds for monies not received.
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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

Does your church have an endowment? **No**

Other Assets

Reserves (savings): **\$0**

Investments (other than endowment): **\$ Approximately \$53,000**

Does your church have a parsonage? **No**

Which spaces are accessible to wheelchairs? (worship space, pulpit, fellowship space, facilities, etc.)

Worship Space and we have a stair climber to allow for access to fellowship space.

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

The last major budget change was when we went from a full time pastor to a part-time pastor, approximately 3 years ago. The budgeting process is completed each year in October prior to our Congregational Meeting in November. There are 3 to 4 individuals that work on the budget. Most of the budget is prepared from "actual" expenses for the previous year. Adjustments are made where needed based on current offerings.

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have helped shape the identity of your congregation. Add the most important even in the life of your church in the past 10 years.

As is reflected in the below chart, we went from having a minister at St. Paul's for 28 years to having 5 ministers in the 10 years following that. During those 10 years, the church went through several struggles to try to become accustomed to the minister.

In 2005 we hired a full-time minister who was with us for 10 years.

In 2015, our pastor who was called to the congregation in 2005 retired. This is significant because she was the full-time pastor. Due to declining members and decreased finances, it was decided to reduce her status from full-time, then to 3/4 time and eventually part time.

Over the past five years, there have been significant deaths of long-time members who were also large financial donors. This has impacted not only total membership, but also overall income.

Even with the departure of the pastor in 2015, the support staff has remained in place. All the staff have a longevity and that has helped our continuity of operations. There have been five pastors who have served brief tenures with the congregation since 2015.

In addition to not having permanent pastor for the last 3 years, we went through a very difficult time with one pastor we did have during those 3 years and that experience unfortunately put a bad taste into some members and has caused members to leave the church and others to have some different opinions and views on the church.

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

The summer of 2018 was the second year the church hosted "Camp Sonshine," a 10-week program for local neighborhood children. Free breakfasts and lunches were available to any child in the neighborhood, who would otherwise not have a meal.

There were opposing opinions from members who did not want the program to use the fellowship hall and the kitchen. The Consistory and other members were able to convince the opposition about how good the program would be for the neighborhood children. Some people had to be made aware of how embracing change could be a benefit to the community.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement. Describe your congregations's values and practices when it comes to conflict.

The Consistory is trying to make an effort of welcoming feedback on a variety of issues that arise, and which the members have differing opinions. They have created a suggestion box for people to make suggestions or comments, as a way of open communication between the members and Consistory.

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

Staff member's name	Years of service	UCC Standing (Y/N)
James Dunn (Interim)	1/2017 – 1/2018	Y
James Roth (Supply)	8/2016 – 1/2017	Y
Thomas Neilsen	12/2015 – 8/2016	Y
Rebecca Brenner	6/2005 – 9/2015	Y
John Steitz (interim)	2/2003 – 4/2005	Y
Deborah Fetterman-Moyer	9/1999 – 12/2002	Y
Lambert Altemose (interim)	7/1998 – 9/1999	Y
Frank Lamson	6/1995 – 6/1998	Y
Jan Rose	1994 – 1995	Y
Roland Turnbach	1966 - 1994	Y

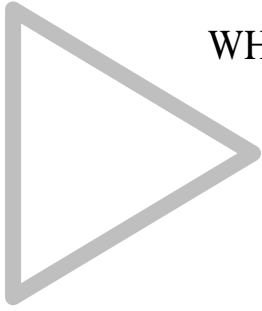
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Based on the comments above, relationships with ministerial leaders can be very positive for the congregation. However, we need someone that is willing to lead, guide and support our congregation, not be un-caring and un-supportive of the congregation, and not look down to the Congregation.

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

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

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

The church supports our neighbors in the following ministries:

- **Camp Sonshine**
- **Homeless Shelter (Pottstown)**
- **National Night Out**

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

There is a desire to be more active in connecting to the wider church, but no one has really expressed an interest in participating at that level.

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

Our church participates in the Pottstown area Crop Walk every year. We would welcome opportunities for ecumenical activities and learn about other denominations.

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.

The church’s mission statement is “We are people of God, growing in faith and serving together, so all will know Christ.” We continue to offer community events throughout the year to share in fellowship and open our doors to the community. We believe there are more

ways to develop what we do in support of our mission statement.

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?

Along with the Consistory, our hope would be the newly called pastor would participate in association, conference and Synod activities as schedule allows.

MISSION InSite

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

In the selected .5 mile radius around St. Paul's UCC, we find the community remaining the same racially/ethnically. There seems to be a trend toward younger families and children in ages 5-17. There is also an increase in the number of retired persons in the community. Because the church is located across the street from an Elementary school, there will continue to be young school age children in the neighborhood.

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?

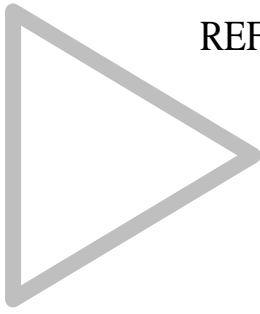
We are located in the northeast section of Pottstown. The immediate surrounding neighborhood has changed over the past 40 years, and many of our members do not live in the immediate neighborhood. We are only a few miles from the Borough of Pottstown, but we don't seem to interact much with the diversity there.

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

In the community, you will hear the church is known for the Pot-Pie Dinners held annually. It has a reputation for great food that comes out of the kitchen through fund raisers. You will hear that we are good hosts for those who rent space from us or use our facility. You will hear we are generous with the use of our parking spaces used for the Elementary school staff.

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

How friendly everyone is. They feel they are treated as family.



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

Reverend Jim Dunn

Email: revjimdunn@gmail.com

Phone: 484-258-5350

I served at St. Paul’s as interim minister from January 2017 to March 2018; my experience was very positive. The congregation at St. Paul’s was eager to have a sense of continuity and stability, following a series of brief interims with limited pastoral availability for counseling, after-church presence for social gatherings, and general congregational needs. I was told that the congregation felt “scattered.” There was also discouragement over limited congregational participation in the nitty-gritty, hands-on work of the church. That continues to be a growing edge for St. Paul’s. The St. Paul’s consistory was, I’ll say, tired, even exhausted, from carrying out much of the ministry, mission and financial matters; there were few volunteers stepping forward. While that’s the situation in many churches, it was preventing St. Paul’s from moving forward; things were at a standstill. The consistory and congregation needed pastoral encouragement, guidance and the assurance that there is a reason for St. Paul’s existence. How to perceive and act and build on that hope became the focus of my time at St. Paul’s. And the good news is that there is a core group of extremely capable, gifted and committed individuals and church staff who do step forward to support and strengthen St. Paul’s ministry.

One of the **main strengths** of that ministry is the spirit of inclusiveness that pervades St. Paul’s. There have been discussions about and movement toward officially entering the Open and Affirming process. The reality of it already exists among the congregation. It’s a ministry that I believe is a natural fit for St. Paul’s. This same spirit of inclusiveness is reflected through worship, the ministry of music, the use of the United Church of Christ hymnal and other UCC resources. An openness to the larger community is key to the life at St. Paul’s—it’s a true strength. Alcoholics Anonymous, Narcotics Anonymous, participation in community meal programs, taking part along with other area churches in sheltering the homeless, art and yoga and Scouting, and providing space for a summer outreach Bible program are all part of St. Paul’s mission and outreach. The neglected, the taken for granted, and those on the fringes are invited to and welcomed by St. Paul’s.

There has been discussion about entering into a shared ministry with a nearby UCC congregation. This was stalled during my time at St. Paul’s. There was lingering misgiving due to a negative experience with another church in the recent past. The concept of shared ministry is scary because it’s not fully understood

by the congregation and consistory, and there was not enthusiasm for pursuing the idea. In my mind, I believe St. Paul's could benefit greatly by a shared ministry.

As a final note, when I left St. Paul's I heard several comments to the effect—"We feel like a congregation again." I believe that means that the congregation simply wanted to know that they are worthy, capable, and of course, loved. St. Paul's UCC is a wonderful opportunity for anyone who is seeking a congregation that has a good spirit, a desire to grow, a sense of inclusiveness, an openness to new things in worship, and an identity as a body of the United Church of Christ.

Please feel free to contact me regarding any questions you may have. Sincerely in grace and peace,
The Rev. Jim Dunn

REFERENCE 2

Reverend Allan Kramer-Moyer

Email: moyer.allan@gmail.com

Phone: 484-695-4108

I am happy to serve as a reference for St Paul's UCC, Pottstown, as the congregation is in the process of searching for a new pastor. St Paul's has been a significant part of my spiritual journey for all 73 years of my life. Baptized, confirmed, ordained into Christian ministry, supported during a difficult period of my life, hosting the funerals of both of my parents, and occasional visits to supply preach, I continue to enjoy the spiritual support of the members of St Paul's. My own vocational journey has taken me through parish ministry, hospital chaplaincy, certification as a supervisor of Clinical Pastoral Education, and most recently, interim ministry.

Through these years, I have come to appreciate the strong lay leadership of the St Paul's congregation. They have weathered more than a few storms with previous pastors, i.e. pastors who had boundary issues, pastors who used them as a stepping stone for further ventures, and pastors who demonstrated less than ideal interpersonal skills. There have also been some very significant pastors who have provided excellent pastoral leadership, as well. Through it all, the leadership of this congregation has demonstrated resilience and commitment to the ministry of Jesus Christ.

A growing edge for this congregation is the renewal of ministries for young families, children and youth. The congregation would do well to call a pastor who could help them develop evangelism and outreach to the community in a way that would invite young families to become part of its mission.

As mentioned above, the members of St Paul's were very supportive to me during a time of marital separation and divorce. During this period I attended St Paul's with my two small children. I also questioned my competence and suitability for ministry during this period. The members of St Paul's supported me and affirmed my gifts for ministry, encouraging me to continue in ministry despite my difficulties. I am eternally grateful for their support, affirmation, and encouragement.

No doubt my reference is somewhat biased, having grown up and having been nurtured by this congregation. Nevertheless, for what its worth, I would recommend this congregation as having the potential to continue to serve the mission and ministry of Jesus Christ in new and creative ways. I trust a creative and energetic pastor could truly help this congregation fulfill its calling.

If I can be of further assistance in assessing the gifts of the St Paul's congregation, please contact me:
Sincerely,
Allan Kramer-Moyer

REFERENCE 3

Reverend Christine Pifer-Foote

Phone: 484-818-1719 (Remember: there is a 3 hour time difference from the East!)

Describe some areas of strength in this church's ministry

I served at St. Paul's UCC as Bridge/Transition Pastor between two Interim Pastors. During my time with the church, I was very impressed with the dedication of so many talented lay leaders. Faithfulness to the gospel of Jesus Christ undergirded the service of the leadership. The worship life of

the church is vibrant and reflects contemporary as well as more traditional music. This is a diverse church and the members seek to be inclusive of all, no matter where others are on the faith journey. Outreach to the community, especially to the homeless, and working with other churches are both evident in the work St. Paul's UCC does in Pottstown. Because I served over a short four- month period, I witnessed a gracious and kind welcoming among the members.

Describe some areas for improvement in this church's ministry

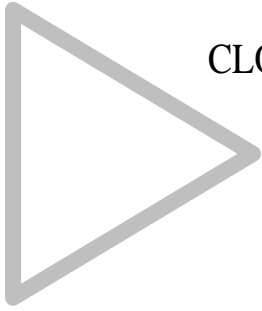
As with many churches, communication among members is a work in progress! Sometimes, news and announcements didn't always get communicate/shared with everyone, including with me. So definitely, communication is an area for growth. Many members want to have a booming Christian Education program, but there are not very many children. Evangelism in and around the community is an area that could be developed more significantly. St. Paul's UCC has a very large and beautiful building which they make available to another congregation after they worship on Sunday morning. I think exploring more ways of building usage and sharing would expand their understanding of stewardship of their resources.

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

During my last week at St. Paul's, I witnessed and participated in a shared/ecumenical Vacation Bible School. What an experience it was! There were many volunteers from St. Paul's who designed art and gave so much to making the VBS a success. The leaders wore costumes, told Bible stories and even brought in a canoe! With careful planning and tons of work, the volunteers created a camping experience for many children from the community as they learned about the love of Jesus. It was perhaps one of the best VBS experiences I have had!

Anything else you wish to share

My ministry to, with and from the congregation of St. Paul's UCC is one I will not forget! Serving in a church for a very short time means I have to love them fast because I soon will be leaving. (I even told them that at my interview!) I hope my ministry with them helped them prepare for their next called pastor. They will always have a special place in my heart!



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:

The Lord's Prayer

Our father, who art in heave,
Hallowed by thy Name.
Thy Kingdom come.
Thy will be done
On earth,
As it is in heaven.
Give us this day our daily bread
And forgive us our debts,
As we forgive our debtors.
Lead us not into temptation,
But deliver us from evil.
For thine is the kingdom,
And the power, and the glory forever.
Amen.

STATEMENT OF CONSENT

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


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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (for example, church council or consistory, transition team, etc.)

Profile Committee: Kim Astheimer, Barb Hurter, and Betty Tumbach, Scott Moyer
(liaison between committee and consistory)

Church Consistory: Vince Kehrer, Scott Moyer, Barb Toroney, Cheryl Repko, Dottie Yocom, Frank Chesney, Dave Risko

2. Additional comments for interpreting the profile:

Signed 
Name / Title / Date:
Kimberly A. Astheimer
10/30/2018

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, PA SE
Conference

Email: morris@psec.org

Phone: 484-949-8774 ext 302

Date: 11/29/18

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22