

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

Lakewood Congregational Church
Lakewood, Ohio

Director of Children, Youth & Family Ministries
OR
Associate Pastor For Children, Youth & Family Ministries

Ohio Conference, Living Water Association Ohio NorthEast

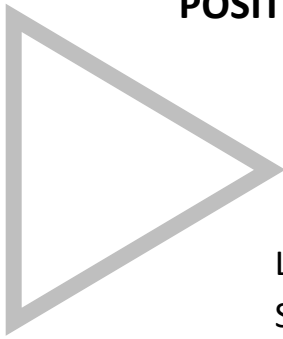
[March 11, 2019]

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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

Church name: **Lakewood Congregational Church**
Street address: **1375 W. Clifton Blvd, Lakewood, OH 44107**
Supplemental web links: www.lcc-church.org;
www.facebook.com/LakewoodCongregationalChurch

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):
None

Conference: **Ohio Conference**
Association: **Living Water Association, Ohio NorthEast**
UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):
Nayiri Karjian, General Minister
Nayiri.agm@livingwaterone.org
330-940-2220 x102

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?

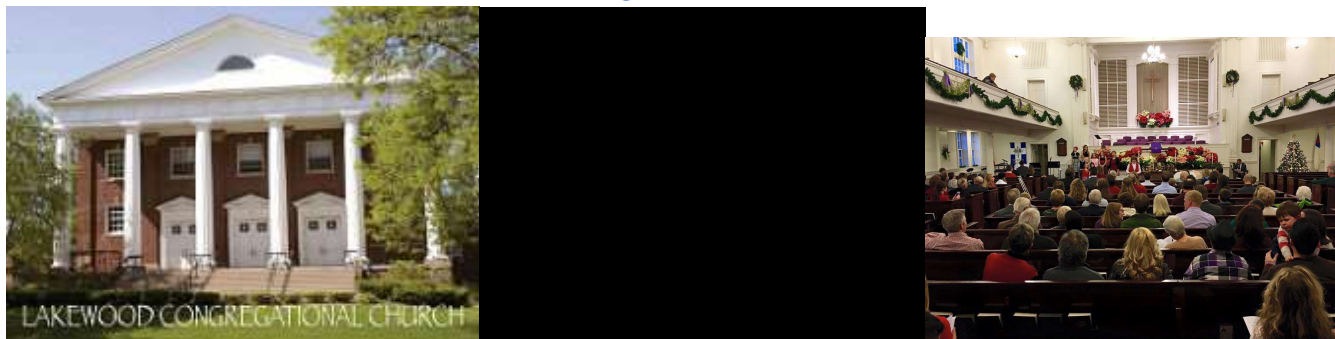
LCC is continuing to reach out to our community not only in Lakewood but beyond. As an Open and Affirming congregation we have a solid foundation as we strive to grow in diversity, compassion, outreach, and creativity. We are a hard-working church who cares for our community and for each other and provides a vehicle and opportunity to serve. Having just called a new Senior Pastor in 2018, and preparing for the retirement of our half-

time Director of Children and Family Ministries, we are creating a new position for a teacher, supporter, and spiritual leader to further our goals in a growing Children, Youth and Family Ministries (Faith Formation) Program.

Photographs:

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

Please see our website: www.lcc-church.org



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

Lakewood is a densely populated inner ring suburb of Cleveland with a diverse population living in homes ranging from modest to grand. It has a mild, four season climate and being located on the shore of Lake Erie with parks and recreational facilities is very walkable and bikeable. It has a strong school system and a stable, well-functioning government. With its several shopping districts, many restaurants and stores, and its close proximity to Cleveland with its world-class arts, culture, and sports, it is a highly desirable location.

Current size of membership: **455*** (**As with many churches, our numbers are difficult to accurately “pin down.” A more accurate number of active members is probably around 350. This number comes from our current database in Church Windows).**

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

Position Title: **Associate Pastor or Director of Children, Youth & Family Ministries.**
Distinction between job titles depends on a whether or not the candidate holds a Master of Divinity Degree and/or is ordained or approved for ordination pending a call.

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

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

Compensation Level (*choose one, delete the other options listed*):

Full Time

Does the total support package meet conference compensation guidelines?

Yes

SCOPE OF WORK

A finalized Scope of Work is contingent on how the skills of the candidate fit in with the skills of the Senior Pastor. However, a preliminary understanding of the Scope of Work is available [HERE](#).

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)

- **Teacher (visionary, scholar, communicator, leader)**
- **Respectful (thoughtful, caring, compassionate, spiritual)**
- **Organized (structured, follows through, logical)**

COMPENSATION AND SUPPORT

Salary Basis: **\$45-55,000 (based on experience)**

Benefits (*choose one*):

Salary plus Benefits

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

Our next minister may choose their housing situation independently.

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

The candidate should live where they feel comfortable with both the situation and the commute. A large distance can make emergency situations/pastoral care difficult to handle. Our preference is that the candidate reside in Lakewood or a bordering city to enhance involvement and familiarity with the Lakewood community.

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

Salary increases occur annually at the discretion of the Personnel Committee based on a performance review, increases to the cost of living, and the church budget.

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

Lakewood has a Ministerial Association that meets the third Thursday of each month. It is a lunch meeting that the various churches in Lakewood rotate in hosting. Our current Senior Minister finds personal relationships with individual pastors in Lakewood of great value. Our current Senior Pastor is also involved in a Communities of Practice Group through the Living Water Association.

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

This position is not a bi-vocational situation.

WHO IS GOD CALLING TO MINISTER WITH US?

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

- **Ability to connect people with each other and community at large**
- **Continue to expand the Faith Formation program**
- **Continue tradition of being welcoming of families and children of all backgrounds, abilities, and experiences.**
- **Improve Youth Group structure, activities and impact.**

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

- **Provide children and families of the community with a place that is safe, empowering, and loving**
- **Lead in cultivation of:**
 - **Spiritual awareness**
 - **Inclusiveness**
 - **Social justice and responsiveness**
 - **Awareness of opportunities to pursue action**

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

- **English language as the communications media to:**
 - **Engage many generations**
 - **Effectively integrate all members (LGBTQ+, minorities, disabled)**
 - **Share compassion, joy, sorrow, faith**

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.

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

- **Strategically creating the future of God's Church.**
- **Performing necessary and appropriate administrative tasks.**
- **Working collaboratively with intercultural awareness and sensitivity.**
- **Encouraging leadership development of self and others through continuing education and lifelong learning.**

ENGAGING SACRED STORIES AND TRADITIONS

- **Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.**
- **Understanding the history of the Christian Church, from biblical times forward.**
- **Bringing life to sacred stories and traditions in worship, proclamation, and witness.**
- **Leading faith formation effectively across generations.**

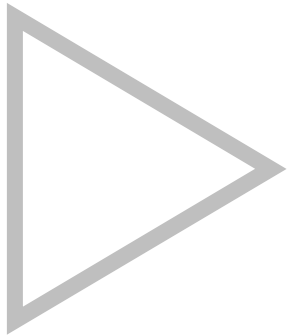
CARING FOR ALL CREATION

- **Nurturing care and compassion for God's creation.**
- **Maintaining a basic understanding of mental health and wellness.**
- **Practicing self-care and life balance.**
- **Providing hope and healing to a hurting world.**
- **Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate.**
- **Stewarding the resources of the Church.**

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- **Exhibiting strong moral character and personal integrity.**
- **Respecting the dignity of all God's people.**
- **Understanding and ministering to stages of human development across the life-span.**
- **Demonstrating excellent communication skills.**

WHO IS GOD CALLING US TO BECOME?



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

Who is God calling you to become as a congregation?

God is calling us to be a congregation of engaged citizens with open minds and hearts who support members in their needs, as well as visitors and those within the community. We strive to be a church who encourages arts and music, nurtures others through outreach, impacts the community, invokes social justice (LGBTQ+, racial and economic justice, civil & human rights), loving our neighbors as we love ourselves.

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

For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

In our desire to support a Creative Arts Ministry, we have maintained some strong, long-time programs such as our youth musical, Music Sunday and Festival Arts as well as hosting outside music groups such as City Music, Phi Mu Alpha’s string recital and *Les Delices*. We held Windows of Opportunity, an art auction/fundraiser comprised of repurposed vintage windows and well as a week-long, creative arts camp for pre-schoolers. Challenges we face with these endeavors include updating our space to better accommodate such programming, determining leadership and dissemination of space so that we can be a primary destination within the community for arts opportunities.

We are engaging with another church community, not within our denomination, by co-habiting our two congregations within the same walls. Trinity Lutheran Church is a “nesting” congregation in our building, with whom we collaborate and are continuing to grow in relationship.

We have recently executed a Visioning Process to do an inventory of where we are and where would we would like to be as a church. This process aided us in the recent calling of a new

Senior Pastor who began in June 2018, following the retirement of our previous long-term Senior Pastor. Through this process we have been able to determine priorities among members of our congregation, all of which are included at various points in our profile. Emerging challenges include how to engage and develop lay leadership, maintain the solid relationships we have within the community (i.e. LakewoodAlive, Lakewood Community Service Center, Cornucopia, Y-Haven, Family Promise, AA) while exploring new opportunities with outreach (assisting refugees and continuing our sacred conversations about race).



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.

For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

Our Mission Statement proclaims our common goal.

***We strive to be a welcoming,
worshiping community of faith,
helping people discover and deepen their relationship with God,
growing as disciples of Christ and reaching out in faith and loving service.***

***In keeping with the spirit of our Mission Statement,
Lakewood Congregational Church, United Church of Christ,
is an Open and Affirming congregation.***

***We welcome people of all sexual orientation,
ages, differing abilities, and ethnic, economic,
and racial backgrounds into the full life and ministry of our church.***

***We declare this in the name of the Still Speaking God,
whose Son, Jesus Christ, welcomed
all people into God’s circle of grace.***

New Members to LCC are asked if it is their desire to become a member of the church, to be active in the life of the church, supporting the church with prayers/service/their personal gifts, continuing to grow in faith, seeking to know and follow Jesus.

God is referred to as non-gender, non-human; a positive power or force, an internal, intangible, felt from within, an in-the-heart, visceral, profound feeling of goodness. God is described as a loving, passionate God who dares us to be in relationship, always with ourselves, with each other, with God- all distinct yet all woven together; always living in a way that creates more questions than answers; not a God that can be defined, limited, possessed; not a God, or a congregation of old “clichés.”

The Holy Spirit presents itself through music, in quiet times of reflection (Labyrinth, Lent services), baptisms, children singing in church, circling the sanctuary and singing. The Spirit is strongly felt within our relationships and community.

By engaging in sacred stories and traditions we experience and appreciate a variety of theological perspectives. Likewise, we exhibit a commitment to lifelong spiritual development and faithful personal stewardship.

Describe several strengths or positive qualities of your congregation.

In our weekly Worship Bulletin it states after (staff)-Ministers: “All Members of the Church.” Our lay-driven leadership comes from varied life-experience and faith journeys and in our efforts to “minister,” we strive to be committed to the well-being of the church, eager to serve, passionate about outreach and connected to the Lakewood community. Our congregation is comprised of individuals with many creative talents/outlets willing to share their gifts with the church. While we tend to be a welcoming, friendly, social church we have many congregants who are quiet, reflective and seek the Spirit from within.

Describe what worship is like when your congregation gathers.

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

Worship usually takes place in our sanctuary in a somewhat traditional format and is light on technology. The pastor’s reflection is relevant, down to earth, engaging, many times educational in its historical/cultural perspective and an impassioned reminder that we are all God’s children. Music tends to be eclectic, occasionally using “special music” which could include a jazz combo, a rock band, a flute choir, in addition to the fairly traditional weekly anthem from the Chancel Choir. Communion is celebrated monthly in a variety of ways to meet the needs of people coming from different traditions. People are given choices to make this sacrament as personal and spiritual as possible.

Words used to describe good preaching: Relevant-historical/present/future, articulate, engaging, challenging, encouraging, comforting, knowledgeable about UCC and other

religions, funny, inspiring, touching, and full of passion for having been given the privilege of sharing the Good News.

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

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

LCC views faith as a Faith JOURNEY for all people/all ages of the church. Formally (and informally), we run specific programs to nurture this Journey.

Within our Nurture and Growth Team, two Teams, Children's Faith Formation and Adult Faith Formation, are responsible for much of the "program" planning for our church. (We would be remiss, at this point, to not say that there are more groups within our church that also run programs and provide Faith Journey experiences for a wide range of our members.) LCC has a paid Nursery Caregiver for children infants-4 years old; in addition, two Youth help regularly in the Nursery.

Faith Formation is provided for children in Preschool-12th grades and the various age groups are led by Adults and high school helpers. One Sunday per month, our 6th-12th graders lead a worship at a local Nursing Home. The FF curriculum used is *Seasons of the Spirit* published by Woodlake Publishing, a lectionary-based program. The program consists of a monthly theme-*forgiveness, love, generosity*-that the Bible stories highlight with storytelling, art, drama, food, and discussion. Music is an integral part of our Faith Formation program for children, and the Children's Music Director leads three groups within the Faith Formation time.

One Sunday per month, LCC celebrates a Worship for All Ages, at which everyone stays in worship for the entire worship experience, including Communion.

In addition, we run two Youth Groups, Middle School and High School, that meet twice per month with their two Youth Group leaders. These can be meetings at the church or other activities within or outside of the church. The Youth also sponsor many Fundraisers for their yearly Mission Trip. The Youth usually lead a Worship experience for the congregation and a "share" to the Congregation after their Homeless Awareness Sleep-Out annual experience. Two Youth serve on our Diaconate, and when our Youth are confirmed, their votes at Congregational meetings count.

In recent years the Adult Faith Formation Team began a unit of exploration entitled “A Sacred Conversation about Race,” with a special emphasis on clarifying the term “White Privilege”. It consisted of a sermon from the pulpit by our minister, a sermon by a guest minister from the LCC pulpit, a variety of resources for toddlers-adults, a church read, an exhibit about Race, and three evening information sessions discussing White Privilege in America. About 20+ adults attended the various evening sessions and the responses from the pulpit sermons, especially, were very positive. We are also beginning the process of discussing and understanding gender with the intention of updating our Open and Affirming statement.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

LCC Organization

Executive Team (Chair, Vice-Chair, Moderator & Treasurer as well as the chairs of the 3 mission teams in the church: Nurture & Growth, Welcoming, and Outreach): Responsible for establishing and executing programs and initiatives approved by the congregation through the annual budget process. Term: Two years, maximum of four.

The Personnel Committee is made up of the Chair, Vice-Chair & Moderator of the Executive Team

Administrative Board: a non-authoritative committee available to the senior minister to provide guidance and support in the event of need. Term: Staggered three years.

Nominating Committee: Recommends individuals to fill important designated church official positions and committee. Term: Staggered three years

Diaconate: Principally serves communion and may provide other clergy support. Term: Two years, maximum four.

For approximately fifteen years LCC has been led by an Executive Team in strong collaboration with the Senior Minister. Jointly, programs, initiatives, needs of the church and its community are identified, responsibilities assigned, resources provided, and execution reviewed.

Proposals from church members are welcomed, discussed, and supported where there is

sufficient evidence of need and membership commitment.

As a lay/minister-led church, LCC has had remarkable success. Reflected by strong educational, spiritual, community outreach, active youth programs and both stepping stone choirs and local community musical organizations, the congregation has grown and prospered. Changing of the guard has been smooth, with newer members as well as longer-term members participating in the process. Because of the diversity and dynamic involvement of Executive Team and other committee members, communication among committees and church members has been vibrant and productive.

- **When it comes to decision-making, how many hours are spent in meetings per month? The Executive Team (Lay leadership, liaisons from ministry team) meets with staff every month for about 90 minutes. The Personnel Committee (Chair, Vice-Chair, and Moderator of Executive Team) often meet prior to the meeting of the full body for about 30 minutes. Additionally, the staff meets weekly to discuss worship-planning totalling about 4-6 hours per month. Other meetings may be called informally or take place electronically.**
- **Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?**

Fortunately, crises have been largely avoided for many years, however when something needs to be acted upon quickly, the Executive Team is trusted to make quick decisions on behalf of the congregation. The Senior Pastor will contact the Chair, Vice-Chair and Moderator (often via text message) to inform of an incident, and the Executive Team members will either plan collaboratively or endorse actions to be taken by the Senior Pastor (or whomever is on premises/involved). For instance, in 2016 part of the ceiling in the Library collapsed during the day. The Senior Pastor contacted the Executive Team, explained what happened, and suggested a contractor to assess the damage and ask for approval to use church funds for the assessment and repair of the damage.

For larger, less time-sensitive issues, the congregational process can take quite a bit longer. In 2017, the developer of the property adjacent to the church requested the use of a portion of LCC's property in exchange for use of a portion of their property. The proposal was brought before the Executive Team by the Senior Pastor, and the team determined it would require congregational approval. The Executive Team and the

Senior Pastor obtained legal counsel (from within the membership and independently) to work on the contract language, the meeting was announced via the church newsletter, weekly bulletin, and email, and time was taken to work out the details of the contract, and answer questions and concerns from the congregation. Ultimately, the special meeting of the congregation was held after a service (about 4 months after the initial proposal), and the contract was approved.

From time to time we have had personnel (hired staff) issues that have been dealt with by the Personnel Committee in conjunction with the Senior Minister.

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

LCC Constitution: [HERE](#) or [HERE](#)

Haynes Nursery School By-Laws: [HERE](#)

2018 Annual Report: [HERE](#)

11-YEAR REPORT

11-Year Report available [HERE](#)

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

As with many churches, our numbers are difficult to accurately “pin down.” A more accurate number of active members is probably around 350. These numbers come from our current database in Church Windows.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	415	Estimate
Number of active non-members:	30	Estimate
Total of church participants (sum of the numbers above):	445	From Annual Report

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>

More than 10 years:	174	Actual number rather than percentage
Less than 10, more than 5 years:	75	See above
Less than 5 years:	70	See above

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>
47	31	32	22	29	33	39	42	34	Per Church Windows

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	37	Per Church Windows
Joint household with minors:	44	“
Single adults age 35-65:	46	“
Joint household with no minors:	41	“
Single adults over 65:	20	“

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	95	Yes
College:	60	Yes
Graduate School:	20	Yes
Specialty Training:	25	Yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	75	Yes
Adults who are retired:	25	Yes

Adults who are not fully employed:	10	Yes
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Describe the range of occupations of working adults in the congregation:

Church members and participants represent most of the occupations found in Northeast Ohio, though we lean more toward white-collar employment (with fewer members in the trades or employed in the traditionally “blue collar” professions). Many of our members are retired. We do have a growing number of young families. As a congregation, entrepreneurs, educators, civic leaders (including elected officials), marketing professionals, professional musicians, lawyers, clergy, customer service, healthcare/medical professionals, non-profit professionals, artists, architects/designers and those in the skilled trades, are among the more commonly occurring occupations.

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?

All are welcome at Lakewood Congregational Church. LCC is currently diverse generationally, politically (certainly leans liberal, but a variety of perspectives are evident), in terms of sexual orientation, and in familial composition. There is much diversity in spiritual upbringing and experiences, with many members not coming from a Protestant background. Members are diverse in their personal and spiritual priorities and many pursue outreach opportunities outside of the church in addition to their work within.

LCC is currently not racially, ethnically, or socioeconomically diverse. There are a handful of non-white members/active attendees, though the majority of members and participants are white and middle-class (generally with middle-class upbringings and experiences).

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:

In 2016, the Adult Faith Formation Team began a unit of exploration entitled “A Sacred Conversation about Race,” with a special emphasis on clarifying the term “White Privilege”. It consisted of a sermon from the pulpit by our minister, a sermon by a guest minister from the LCC pulpit (Black Lives Matter), a variety of resources for toddlers-adults, a church read Between the World and Me by Coates, an exhibit about Race at the Maltz Museum (Cleveland), and three evening information sessions discussing White Privilege in America. About 20+ adults attended the various evening sessions; the responses from the pulpit sermons, especially, was very positive.

In 2017 and 2018, LCC is continuing the “Conversation” by providing several outside experiences for members to learn more about black culture. Members attended the play *Simply Simone*, and together watched the movie, “I Am Not Your Negro” in the fall of 2017. Responses from participants include “There is so much to learn,” “This is a much more prevalent problem in our country than I thought,” “I never knew what the term White Privilege meant, I just felt terribly guilty every time I heard it,” and “We think this is going to be an unending topic of exploration for our church.”

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	45	Adult Faith Formation Team
Baptisms <i>(number last year)</i>	14	Minister, Office Manager
Children’s Groups or Classes	30 children 30 youth 52 VBS	Director of Children & Family Ministries
Christmas Eve and Easter Worship	381/240	Minister, Music Director, Director of Children & Family Ministries, Office Manager
Church-wide Meals	160	Varied (Staff, Ministry Teams)
Choirs and Music Groups	30- Children (ages 4-10) 12- Youth (ages 11-18) 41- Musical (ages 8-18) 35- Adult Choir	Music Director, Children’s Music Director, Director of Children & Family Ministries, Music Committee

Church-based Bible Study	20	Adult Faith Formation Team
Communion (<i>served how often?</i>)	Once per month	Diaconate
Community Meals	654*	Member Leader, 10 member volunteers, Office Manager, Minister *This number reflects those executed by LCC members. We are currently also hosting several additional Community Meals each month put on by Trinity Lutheran Community Outreach (who share our building) and a neighboring church which is undergoing renovations.
Confirmation (<i>number confirmed last year</i>)	9	9 Adult Member sponsors, Minister, Christian Ed Director, Office Manager
Drama or Dance Program	Youth Musical-41	Music Director, Hired staff (could be members or not)
Funerals (<i>number last year</i>)	6	Minister, Member Hostess, Music Director, Office Manager
Intergenerational Groups	Advent-40 Lent-50	Nurture & Growth Team
Outdoor Worship	---	
Prayer or Meditation Groups	Second Saturday- 8-10 Prayer Chain-12	Nurture & Growth Team
Public Advocacy Work		
Retreats	15	Nurture & Growth Team (hosted in Fall, 2018)
Theology or Bible Programs in the Community	Vacation Bible School (50 kids)	Director of Children & Family Ministries
Weddings (<i>number last year</i>)	5	Minister, Member Hostess, Music

		Director, Office Manager
Worship (time slot: 10am)	5,624 (annual)	Minister, Music Director, Ushers, Liturgist, Office Manager
Young Adult Groups or Classes	---	
Youth Groups or Classes	Middle School-10 High School-15	Youth Group Advisors, Director of Children & Family Ministries
Other: Boomer Gals Adventures in Reading Spirit with Spirits (men)	12 8 10	Lay driven

Additional comments:

**The church also hosts several events throughout the year including:
 Christmas Dinner/Children's Pageant (160 attending)
 Talent Show (160 attending)
 Progressive Dinner (40 attending)
 Additional informal gatherings take place throughout the year.**

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)
Sandie King	4	Hospital/Hospice	Chaplain	N
Vance Awa	4	Hospital/Hospice	Chaplain	N
Charlotte Brown	No	LCC only	Commissioned	N

Zoltan Szucs	No	Hungarian Reformed	Pastor	Y
Sue Tamilio	4	UCC	Pastor	N
George Graham	4	CHHSM	Vice President	N

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: **None**

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

*Asterisks indicate positions that will be combined in order to create this new, full-time position. The topic of “to whom the Director of Haynes Nursery School reports” will be discussed based on the skill set of the incoming candidate for this new, full-time position.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Senior Minister	Yes	Full Time	Personnel Team	1 year
Director of Music Ministries		Part (½) Time	Senior Minister	1.5 years
Director of Children & Family Ministries*		Part (½) Time	Senior Minister	10 years
Office Manager		Full Time	Senior Minister	1 year
Financial Secretary		10 hours/month	Senior Minister	1 year (previously Office Manager for 9 years)
Nursery Caregiver		8 hours/month	Director C/F	9 years
2 Youth Group Leaders*		6 hours/month	Director C/F	7 years
Director of Children’s Music		8 hours/month	Director C/F	3 years

Custodian		35 hours/week	Senior Minister	< 1 year
Haynes Nursery School (HNS) Director		Part-time (½)	Director C/F	6 years
3 Teachers		Part-time (½)	Director HNS	Varied
3 Assistant Teachers		Part-time (½)	Director HNS	Varied

REFLECTION

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

Our congregation is both relatively new to the church (a high percentage have joined in the last 10 years), and relative to many congregations there is a good balance of age groups. Both the overall membership and the enrollment in Faith Formation have increased significantly in the past decade. We believe that this reflects that our ministry is relevant to people of all ages seeking a church family and meaningful outreach opportunities.

We are able to do a lot for a lot of people beyond just the Sunday worship experience. Outreach, fellowship, music and educational activities serve both the membership of the church as well as interested members of the community at large. That said, our members view the church in a variety of ways: while some members are active “doers” within the congregation, other are fulfilled solely by Sunday worship.

We value children and youth, music, and want to reach out to more people in our ministries. In addition to our worshipping church family, we also provide opportunities for 80+ students from the area who attend Haynes Nursery School (owned by LCC). Based on the demographics and activities of the church, we recognize that, while currently a part-time (20 hr/wk) position, the Director of Children/Family Ministers serves a larger role in the church’s life and should be a full-time position.

CHURCH FINANCES

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

Source	Amount
--------	--------

Annual Offerings and Pledged Giving	\$208,000
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$87,000
Fundraising Events (Non-budgetary fundraisers to help fund specific ministries and philanthropy throughout the year: Youth Musical, Mission Trip Fundraisers, Festival Arts Donations, Talent Show, Homeless Awareness Sleepout)	(\$20,000)
Gifts Designated for a Specific Purpose (exterior lighting, memorial gift)	\$20,000
Grants	\$
Rentals of Church Building	\$38,000
Support from Related Organizations <i>(e.g. Women's Group)</i>	\$
Transfers from Special Accounts	\$
Other (specify): Unpledged contributions	\$16,000
Other (specify): Special Offerings	\$19,262
TOTAL	\$ 388,262

Current annual expenses (dollars budgeted for most recent fiscal year): **\$ 380,460**

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.

Most recent budgetary info (for 2018) available in Annual Report, pages 32-40 [HERE](#)

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **~27.5%**

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%)*

In 2019, the church budgeted \$7,500 for OCWM

What is the church's current indebtedness?

Total amount of loan debt: **0**

Reason for debt: **N/A**

Are capital and other payments current?

Yes, the mortgage was paid off in 1947, and all other capital projects have been reconciled.

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.

Over the past several years, many capital improvements have taken place including: replacing windows, updating the boiler, installing exterior lighting, repairing the elevator, replacing railings, fixing/replacing skylight, carpeting, professionally painting the first floor of the building, renovating office spaces, etc.

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

Year(s)	Purpose	Goal	Result	Impact
2010	Parlor Renovation (Included bathroom updates)	\$180,000	\$160,700	Greater aesthetic appeal & use for church and other groups (wedding receptions, formal gatherings)
2016	Piano restoration	\$18,000	\$18,000	Rebuild the 1928 Steinway B Grand Piano that is used in the Sanctuary

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2018	Social Hall Renovation	\$	\$	Redo the kitchen and the church's largest gathering space. Details unknown at this time.

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

The Parlor campaign provided greater aesthetic appeal & use for church and other groups (wedding receptions, formal gatherings), while also increasing the accessibility of the space and nearby restrooms.

Does your church have an endowment? **Yes**

What is the market value of the assets? **\$1.9M**

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

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

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

Budget has been augmented with a 5% annual draw, and occasional additional amounts for capital improvements.

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

As long as the draw does not exceed 5%, the endowment should last indefinitely, as total return exceeds 5%.

Please comment on the above calculations or estimates:

Between 2002 and 2012, the church withdrew significant amounts to compensate for loss of membership and to sustain the programs and ministry of the church. With a substantial increase in membership, financial dependency on the endowment has decreased. Furthermore, changes in market conditions have decreased the level of total returns from an average of 10% to approximately 7.5%

With the addition of this full-time position, on paper it appears that the church will need to rely on endowment to afford the position. However, we are working on a special stewardship campaign to improve the overall health of our congregation's financial stewardship. We are highly confident that our income will improve to reconcile the new position.

Other Assets

Reserves (savings): \$ **None**

Investments (other than endowment): \$**0**

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

Describe all buildings owned by the church:

Single structure with Sanctuary, Chapel, Parlor, Social Hall (w/large kitchen), administrative office and church parish building (houses 5 classrooms, and about 9 multi-purpose or office spaces).

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

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

The building has an elevator, making most spaces wheelchair-accessible. The pulpit and choir loft are not accessible. Bathrooms are handicap accessible, and there is a wheelchair-accessible family restroom on the main floor (below Sanctuary level).

There is always room for improvement in a large, old building and we are ever-mindful of our shortcomings in that area. If the candidate for this position is in need of greater accessibility than what we currently offer, it will be a high priority for our congregation to improve accessibility for that candidate's needs.

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

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

Executive Team prepares an annual budget, which is presented to the congregation at its annual meeting in February of each year. Extraordinary expenses, such as elevator repair, boiler system maintenance, building maintenance have been treated as capital items and

authorization to cover expenses with drawdowns from the endowment have been recommended and approved.

The church is able to bring in enough funds to run the church, initiate and execute a variety of ministries, but is able to raise capital when needed and draw on the endowment when the congregation deems appropriate. LCC has grown significantly from a period of major financial distress in the early 2000s and may be poised to have a greater impact in the community through increased giving.

HISTORICAL INFORMATION

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

Perhaps the most significant event in the life of our church, that has shaped our identity, has been the formal declaration by the congregation to be Open and Affirming (ONA). What was once a common acceptance among members that “went without saying,” was strengthened and confirmed by the congregation by deciding to add it to our mission statement.

In addition, the commitment to helping and housing homeless families through the Interfaith Hospitality Network, and later Family Promise, has defined the church as one that takes a direct role in helping those in need. Similarly, the youth commitment to participating in the Homeless Awareness Sleepout over the last 10+ years, raising funds for several homeless organizations, has further defined us as a congregation of action.

The loss of Padre Pio School and WRA offices as rental income, has required the redirection of finances to compensate. As of December, 2017 Trinity Lutheran Church (Lakewood) rents our Chapel and other office spaces to fully run their church and significant outreach work. Also, the recent construction of townhomes on the adjacent school property has meant a significant loss of close, additional parking, which creates challenges for large events.

We were also significantly defined by having Rev. Mark Thomas as our Senior Pastor for many years (2004-2018). He gave the congregation great stability through his continued service, that was lacking prior to his tenure. His retirement, though expected, created a feeling of uncertainty. Our call or Rev. Joanna D’Agostino- who began her pastorate at LCC in June, 2018- and the subsequent transition has been overwhelmingly positive and we feel that we continue to move in the right direction.

The identity of the church has been shaped by a commitment to sustaining youth programs. Strengthening Faith Formation classes, mission trips, outreach opportunities, and a strong youth musical program, among other programs, has helped define us as one that invites all interested young people into the church community.

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

Our greatest changes of late have been positive changes in the membership, wherein over half of the church population has joined in the last 10 years. The “newness” of our membership combined with the impending retirement of our current Senior Pastor led to the decision to act before action was “necessary.” Through three visioning sessions led by a strategic planning consultant, we as a congregation all had the opportunity to contribute to the overall, future vision of the church. The information gathered in these meetings created the groundwork ahead of our search process. Through our Visioning Process we feel we were able to begin to develop a common set of values that we hope can guide our next steps as we believe we are poised to increase our impact in the community.

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?)

The church is committed to a democratic process for decision-making where there is room for discussion, voting, and moving on as one body. Especially over the last 10 years, our church has improved on anticipating questions or concerns others may have regarding potentially controversial topics, and then being proactive to find answers before disagreements have a chance to fester. We do not rush blindly into decisions, rather we do our homework, and then discuss in a mature and civil manner. That said, it can always be challenging within any organization to avoid “group think” and not view conflict as an inherent negative. Like any group of caring, compassionate, intelligent people, we can grow in these areas. Per our Constitution, there is a process for conflicts and issues to be addressed via the Executive Team.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Joanna D'Agostino	2018-present	Y
Rev. Mark Thomas	2004-2018	Y
Rev. Dave Shackle (interim)	2004	Y
Rev. Martha Chenault (interim)	2000-2004	Y
Rev. Pamela Cheney (associate)	1998-2002	Y
Rev. Dale Stohre	1995-2000	Y
Rev. Rosemary Iha (interim)	1994-1995	Y
Rev. Kelly Boyte (Peters) Brill	1988-1994	Y
Rev. Lyman G. Farrar, Pastor Emeritus	1979-1994	Y

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

We have learned how important it is to select a pastor who fully embraces our Mission Statement and is committed to helping us achieve the goals outlined in that statement. We are a lay-driven church rather than a pastor who leads and makes unilateral decisions.

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

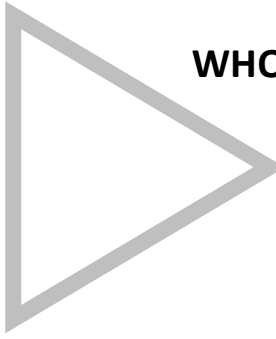
Yes. Reverend Dale Stohre was asked to resign in 2000 following unsuccessful attempts at mediation.

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?

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?

Our Mission Statement calls us to:

Be a welcoming, worshiping community of faith:

- Lakewood Community Forum-refugees, aging, opioid
- Welcoming Trinity Lutheran Church
- Host *City Music & Les Delices* several times per year (free concerts)
- Haynes Nursery School (ages 3 - 5)
- WE Lakewood (West End Lakewood) -- civic organization; focus on supporting arts
- AA meets here weekly -- Friday evenings
- Host of periodic meetings of Cornucopia Inc.

Helping people discover and deepen their relationship with God, growing as disciples of Christ

- Eliza Jennings Nursing Home -- monthly youth worship
- Youth Mission Trip to Washington, DC
- Project Angel Tree
- Vacation Bible School, Youth Musical (welcomes children from other congregations/community)

Reaching out in faith and loving service.

- Annual Youth Mission Trips
- Eliza Jennings Nursing Home - monthly youth worship
- Homelessness (Family Promise, Y-Haven, Awareness Sleep-Out)
- Lakewood Community Service Center
- LakewoodAlive - community outreach
- Providence House - home for battered women with children
- Heifer Market-Heifer International

- **Community Meal (monthly)**
- **Monthly collection for Food Bank**
- **Project Angel Tree**

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

The Director of Children and Family Ministries has participated in and hosted Educator and Youth Group Leaders’ meetings and retreats. In addition, she was actively involved in the UCC Resource Ministry Team (Gerry’s House) until its format changed a few years ago. The monthly meetings of both of these groups now conflict with church and personal schedules.

The Senior Minister, new to the Ohio Conference, is continuing to discern roles in this conference but has held roles in the Northeast Association of the Wisconsin Conference, including serving on the board for Wisconsin Council for Health and Human Service Ministries and serving as a delegate to General Synod on many occasions.

In addition, Lakewood Congregational Church has hosted an Interim Minister’s Group, Lay School, Annual Association and Conference meetings (For several years the WRA offices were housed at LCC.), and Youth Programming. Members and staff of LCC have attended General Synod, along with 15 of our Youth attending the Youth Synod in Orlando in 2016. Presently, LCC also hosts small group WRA/Conference meetings and Pre-ordination Sermons/discernment gatherings.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

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

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

Lakewood Congregation has been an Open and Affirming church since 2004 and are very proud of not only this “label,” but the excellent job we did throughout the ONA process. God is Still Speaking is a common phrase used within our church- formally (branding, signage) and informally (in sermons and prayers). LCC advocates strongly throughout our Faith Formation programming, worships, and Outreach for ALL of the above. We regularly sponsor events for the homeless, hungry, addicted, and displaced. Our 4th and 5th graders have collected items from the Congregation to make a Refugee Welcome Kit for a local family. In addition, through some of our renovation projects, we have made ADA accessibility a priority. We also have CARES (Courtesy Acceptance Respect Engagement Support) plans for adults with special needs wanting to attend worship and accommodations are made regularly in our Faith Formation groups for children with special needs.

So YES, we are open to becoming involved in any way possible with all of the above through minister and congregation-led exploration.

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

LCC shares its building with Trinity Lutheran Church, which was displaced from their building in December 2017. Over the past year+, we have grown in relationship- coordinating outreach (Community Meals), VBS and other Faith Formation/Youth programming. They are an active part of our church body and we continue to enjoy rather than tolerate the collaboration. The Vacation Bible School program each summer is coordinated with St. Peter’s Episcopal Church (across the street from LCC), because they do not have the room in their church to host a VBS program.

Presently our Senior Pastor meets/lunches regularly with ministers from other churches in our city (Lakewood Ministerial Association) and the Living Water Association (LWA).

The LCC youth have traveled to Lotts Creek, Kentucky for their Mission Trip with several other UCC Churches from Ohio.

For the past five years, LCC has hosted, along with St. Peter’s Episcopal Church, a theatrical production performed by the residents of Y-Haven (a shelter for homeless/addicted men). One of the years, Faith Lutheran Church was also included in this Outreach. The Youth share a lunch with the actors and then the community is invited to attend the performance.

LCC’s Confirmation groups (ages 13-14) have visited the Islamic Center of Cleveland, attended mass at St. James, and visited our local Jewish Temple to help the young people

gain insight of the similarities (and differences) of other faith groups. They also attended a worship at the Amistad Chapel at the UCC Headquarters in Cleveland.

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 proclaims our common goal.

We strive to be a welcoming,

worshiping community of faith,

helping people discover and deepen their relationship with God,

growing as disciples of Christ and reaching out in faith and loving service.

In keeping with the spirit of our Mission Statement,

Lakewood Congregational Church, United Church of Christ,

is an Open and Affirming congregation.

We welcome people of all sexual orientation,

ages, differing abilities, and ethnic, economic,

and racial backgrounds into the full life and ministry of our church.

We declare this in the name of the Still Speaking God,

whose Son, Jesus Christ, welcomed

all people into God's circle of grace.

As is probably true of all organizations, some of the members of LCC are very connected to the inner-workings of the church, and others are not. For some, church is not a priority, however they are proud to be a member of LCC, contribute financially-pledged or unpledged, and make an effort to attend church between work, soccer, and other Sunday commitments. When asked personally for help, most members of LCC will eagerly say, "Yes!" Many of our members simply need to be encouraged to participate and become involved. The members of LCC are extremely supportive of the children and Youth of LCC and participate in many of the Children/Youth/and Family programming.

LCC is becoming more social and welcoming, as we have gained many new members (of varying age groups) over the past six years.

In addition, we also have several members of the church who are very connected with the city of Lakewood- Mayor, School Board, Chamber of Commerce, and the President & CEO of Beck Center (local theater and arts education center) to name a few. This tends to make LCC much more visible to the Lakewood community as a "city Faith leader." LCC wants to help EVERYONE in need and often we become overwhelmed and struggle to make a

choice/decision. We view our commitment to help those less fortunate than we are as one of the main functions of our church. At all times, with all decisions made, we reflect back to our Mission and ONA Statements to guide us.

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

The Senior and Associate Pastors first and foremost serve and support the congregation of LCC, but will be called upon to minister to the Lakewood Community. Lakewood is a city of many churches - some thriving and others dying. LCC should always be available to help anyone in need. Maintaining inter-faith relationships, community relationships, and LCC relationships obviously can be very demanding, but equally as necessary in these changing times for the mainline churches in America. To make time for this ministerial role, some of the everyday minutiae of the church needs to be delegated to other members or staff of the church. Being able to help "one's family" while also reaching out to others is a challenging balancing act for the Pastors of LCC.

The role of the Executive Team of LCC is to help filter pastoral work from the work of managing/maintaining the church, so that the Pastors do not become overwhelmed. While the Senior Pastor is the principal player in pastoral care, the Associate Pastor must be available to those members of the church in need. The Associate Pastor will be primarily focused on developing and executing the ministries for Children and Families within the church, but every step along the way is collaborative in our church. We need a person who can engage and care for our children, help them grow, but who can also empower and encourage all members to find successful intergenerational relationships. A recurring statement from our Visioning Process (Spring, 2017), was that LCC is built on our educational programs, and the creation of this position is a manifestation of how important those programs truly are.

MISSION InSite

Mission InSite Report (5-mile radius) available [HERE](#)

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

When you examine the demographics with the goal of becoming more diverse, the reality is that in order to grow and better represent our neighborhoods, we need to be actively going

out to where we know there are people in need or, of different cultures. LCC has a strong representation of the “average” person/household in Lakewood, but the membership does not tend to stray far from the mean. We cannot expect to see people simply show up at our 10:00am Sunday Worship. Invitation is key.

How do your congregation’s internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

There is a greater diversity in the neighborhoods than is represented in the church congregation itself (in all aspects encompassed by the term “diversity” including racial and ethnic, socioeconomic, geographic, and academic/professional backgrounds, religious beliefs, political beliefs, sexual orientations, heritage, and life experience).

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

The congregation has a membership that is less wealthy than it was in the past. For many years (years ago) the church’s members, while mixed, included more wealthy or upper-middle class families (northern Lakewood & Rocky River). We now have a wider range of draw in both geographic and economic areas which represents a slightly larger segment of the population of our neighborhoods. Change in income/wealth for the congregation does impact budgets, projects, etc. Our Congregation tends to give what it can afford and is eager to support programming that helps those less fortunate.

The neighborhood community continues to largely identify as Catholic. LCC has become a home to many estranged Catholics because of the respect and dignity given to them for their own individual beliefs.

A concern and issue across the board for all churches is that the younger population is not engaged or interested in organized religion (within the last 15 years). They look for spiritual connections through other internal practices and relationships.

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

Our church is known for being welcoming and recognized as Open & Affirming (ONA). We are known for our music programs and the youth musical. Our members and clergy are known to be active in the community, local government, and programs. Many are aware that we have the annual Homeless Awareness Sleepout. Our church is recognized for having Haynes Nursery School. And finally, and simply, we are known as the “Church with the Columns.”

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

- **Children & Youth ministry**
- **Faith Formation - stories of a loving, Still-Speaking God**
- **Music opportunities**
- **Open & Affirming**
- **The encouragement to explore our faith and our own journey with open-mindedness; questions are allowed and encouraged**
 - **Having a non-literal interpretation of the Bible; respect for individual interpretation of the Bible**
 - **Attach meaning and importance to Free Will**
- **Community engagement - working with the homeless, the hungry, the youth.**
- **Teaching through example how to be “good” people and follow the example of Jesus**
- **Looking beyond our walls; recognizing and offering opportunities to serve.**
- **Come back because of the minister**



REFERENCES

REFERENCE 1

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Rev. Sara Cogsil / Senior Pastor / Trinity Lutheran Church (Lakewood)

740-680-2034 / pastorsaracogsil@gmail.com / “The other pastor in the building”

Letter available [HERE](#)

REFERENCE 2

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Ed Gemerchak / Director / Y-Haven

(216) 431.2018 ext. 3451 / egemerchak@clevelandymca.org / Community Partner

Letter available [HERE](#)

REFERENCE 3

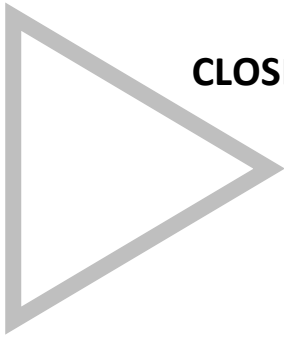
Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Leslie Yerkes / Strategic Planning/Visioning Consultant / Catalyst Consulting

216-849-9551 / catalystconsultinggroupinc@gmail.com / Consultant

Letter available [HERE](#)



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Holiest God, You have called us all to be Your people. And, You will call only one, as You have done before, to inspire and guide us into a season of new life, a new season of serving those we are called upon to serve.

Through these seasons of change You are always with us and through *this* season of change, this welcoming of a new leader for the children of our church and beyond, You call us into fresh lands and deeper waters.

May we hold on to all that we have learned, all the many ways in which we have grown as individuals and as a congregation, and push and pull ourselves even further into those uncharted places.

May our new guide, whose heart You are stirring for this ministry, enter into a place of love and grace. May Your unending love and mercy guide him or her as we are called together in Your spirit of unity.

And may we remember always that Your mission is larger than any single person, more expansive than all of us combined. May we call upon Your wisdom in times of doubt. And in times of certainty, may we thank You for illuminating our way.

Strengthen us as You prepare this new beloved one to step into this church so that we may be Your Church in all times of life. May we be a place where *all* are truly welcomed and embraced in Your Love and Light.

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.)*

Executive Team

Search Committee (members of the church appointed by Personnel Team)

Office Manager, Financial Secretary, Treasurer (demographic/financial data)

Current Senior Minister

All members of the church through congregational visioning process

2. Additional comments for interpreting the profile:

Signed:

The Lakewood Congregational Church Search Committee:

Rev. Joanna D'Agostino

Erin Wereb

Claire Stair

Mike Banyasz

Jeremy Borrel

Darren Toms

Jill Richardson

Dale Spooner

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: LCC is one of our living congregations on the west side of Cleveland. The congregation has a long history of health and well-being, and boasts a rich multi-generational ministry. At LCC there is something for everyone. Mission and outreach, faith formation and spiritual growth, meaningful worship and music, all can be experienced as the Spirit inspires. The church is known for its leadership and service to the wider community, the Association and beyond. They are used to pastoral leadership with a honest and collegial style and strong preaching skills.

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

Staff Comment: Yes.

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

Staff Comment: Yes.

My signature below attests to the above three items.



Signature:

Name / Title: Nayiri Karjian, Association General Minister

Email: nayiri.agm@livingwaterone.org

Phone: 330.940.2220

Date: March 21, 2019

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

LAKESIDE CONGREGATIONAL CHURCH (UCC)

ASSOCIATE PASTOR FOR FAITH FORMATION SCOPE OF WORK

Full time Pastoral Position (40 hours weekly / 10 units) Specialized ministry position

- Preparation and leadership of **Faith Formation** (FF) curriculum
 - Plan overall theme for the year according to the priorities and vision of the church
 - Assemble materials for FF classes
 - Create a weekly framework for FF leaders to carry out
 - Recruit FF leaders on an annual or semi-annual basis
 - Plan music in coordination with Director of Children's Music
 - Lead FF classes when necessary
 - Plan, organize and carry out Youth Group activities throughout the year including, but not limited to:
 - Regular meetings/activities outside of regular church time
 - Annual Youth Mission Trip
 - Monthly worship services at Eliza Jennings Nursing Home
- Plan and execute a week-long **Vacation Bible School** hosted at LCC, but possibly in conjunction with other congregations
- Plan and execute a curriculum for Confirmation-age students
- Serve on the Board and collaborate with Haynes Nursery School
- **Communicate** with families regarding events and opportunities for children within the church; follow up with visiting families with children
- **Faith formation and vitality** through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- **Leadership development** by discerning and nurturing the gifts of the people, and working with people in the church to create ministry and programs
- **Community engagement** and leading the way for the church to be an ambassador of God's love beyond its doors
- Attend meetings and **give leadership** as needed to the Executive Team, Adult Faith Formation Team, and the Nurture & Growth Team
- Participate in wider church activities such as conference and association meetings of Christian Education Leaders
- Work with **all** God's children and develop plans to help all children find a place at LCC
- Energize and deepen spiritual connections and faith understandings of others in all they do

This role will join a dedicated team of individuals to plan, coordinate, and lead the ministries and mission of the church. The culture of Lakewood Congregational Church is collaborative, flexible, and interdependent. Something else

- Senior Pastor
 - Leads staff
 - Preparation and leadership of Sunday worship
 - Leadership development by working with people in the church to create ministry and programs
 - Pastoral care in collaboration with lay people
 - Community engagement and leading the way for the church to be an ambassador of God's love
 - Weddings and funerals for participants in the worshipping community
 - Strategic planning for current and new directions in ministry
 - Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
 - Participate in wider church activities such as conference and association meetings
 - Faithful financial development and stewardship
 - Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations
 - Counseling, listening and referrals
- Office/Business Manager
 - Prepares weekly worship bulletin
 - Prepares monthly newsletter
 - Assembles/sends other communication (mailings/emails)
 - In office during normal business hours
 - Takes minutes of Executive Team Meetings
- Financial Secretary
 - Handles payroll
 - Keeps financial records/maintains accounts in conjunction with lay leadership
- Custodian
 - Maintains building and grounds
 - Opens building for Nursery School during the week
 - Communicates needs of the facility to the Senior Pastor or Office Manager
- Director of Music Ministries
 - Organizes and facilitates
 - Adult ("Chancel") Choir and Bell Choir rehearsals
 - Music during worship
 - Upkeep of musical instruments
 - Collaborates with Music Committee on additional events/funding for music programs
 - Collaborates in planning of Sunday Worship
- Lay Leadership/Members
 - Organizes and facilitates

- Programming outside of worship not handled by Nurture & Growth or Adult Faith Formation (i.e. outreach projects, fellowship events)
- Executive Team
 - Collaborates with Senior Pastor and ultimately responsible for decision-making and carrying out current programming and new initiatives within the church
 - Collaborates with Senior Pastor on personnel decisions
 - Collaborates with membership on upkeep of physical plant