

LOCAL CHURCH PROFILE

Trinity United Church of Christ
235 Center St.
Millersburg, PA 17061

United Church of Christ – Penn Central Conference

MARCH 2024

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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)*

1. POSITION POSTING

1a. LISTING INFORMATION

Church name: *Trinity United Church of Christ*
Street address: *235 Center St. Millersburg, PA 17061*
www.facebook.com/Trinity-UCC-Millersburg

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

Millersburg Area Minister's Association (MAMA), Northern Cluster, Harrisburg Association, Millersburg Area Clergy Lectionary Study Group
Conference: Penn Central

Association: *Harrisburg Association*

UCC Conference Staff Contact Person:

The Rev. Dr. Ronnette Comfort-Butler
Penn Central Conference
Search and Call Coordinator
717-719-1895 cell phone number
butlerronnette@gmail.com

Summary Ministry Description:

Trinity UCC in Millersburg, Pennsylvania is seeking a part-time pastor to continue and strengthen our ministry and to build upon the work of our previous pastor. The pastor will serve a small but dedicated congregation. Millersburg is a rural community within reasonable distance of local schools, universities, cultural events, parks and trails, sports venues, and hospitals and health care facilities. Our congregation welcomes all who wish to worship with us and is traditional and Christ-centered. We occasionally participate in special worship services and/or fellowship activities with other local churches. We seek a pastor who will provide bible-based ministry made relevant to our lives and the world today, who is committed to the life of our church and is part of our congregation, who can relate and minister to all our members regardless of their life circumstances, who is active in the local community and works in partnership with other local churches. We are seeking a pastor who is a strong, compassionate, caring leader and a helpful counselor, who will lead us in our spiritual journey, on a path that may be the future of the church in rural areas. Are you called to be that person?

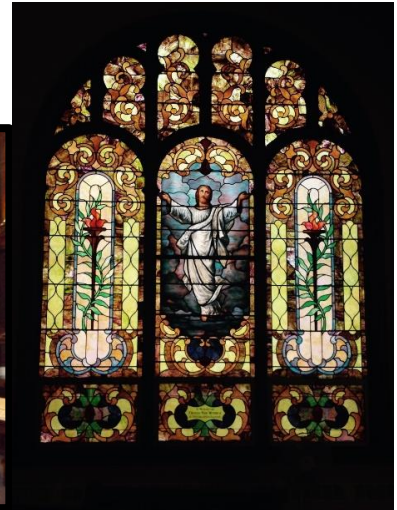
PHOTOGRAPHS



Trinity UCC



Altar at Christmas



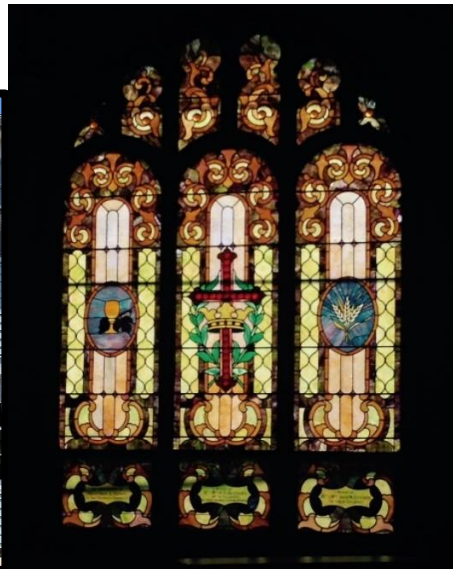
Sanctuary Stained Glass



Trinity's Loving Care – monthly community outreach program that provides basic items to low-income individuals and families.



Trinity's Parsonage



Sanctuary Stained Glass

What we value about living in our area:

Millersburg is a small town, where friends and neighbors support and care for each other. We are blessed with beautiful natural surroundings including the Susquehanna River, mountains, scenic views, open spaces, parks, and walking/biking paths, in addition to the Ned Smith Center for Nature and Arts, wineries and an 18-hole golf course. The area is home to activities such as fishing, boating, hiking, biking, hunting and golf.

Current size of membership:

105 confirmed members including 40 active members. We have an additional 60 to 80 members reading our weekly worship materials provided via email to the congregation.

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

Position Title: *PART-TIME Settled Minister*

We would consider sharing a part-time pastor with another church but would hope that our chosen pastor could grow our church active membership and church finances.

Position Duration: **SETTLED.**

We have engaged a retired pastor to conduct weekly worship services and prepare worship materials and another local minister has agreed to provide other pastoral services as needed, including officiating at weddings, conducting funerals and addressing other congregational needs until we are able to call a part-time Settled Pastor.

Compensation Level:

PART-TIME salary and benefits.

Does the total support package meet conference compensation guidelines?

Our congregation meets conference compensation guidelines but may not be able to add all the guideline salary increments for pastors with many years of ordained experience. However, with all our previous pastors we have been able to provide competitive salary and benefits acceptable to the called pastor. Our compensation package is negotiated with the candidate, and we work cooperatively to create a package to suit the candidate's needs.

1b. SCOPE OF WORK

1. A Core Competencies:

- 1. A strong worship leader who will strengthen our numbers and appeal to all ages.*
- 2. Someone who is approachable, compassionate, inspiring and relatable.*
- 3. A person who is motivated and involved in community activities.*
- 4. Someone who is a good listener and communicator and can keep confidences.*

1c. COMPENSATION AND SUPPORT

Salary Basis (*equal to Cash Salary plus Value of Parsonage*):

Base Salary – Part-time equivalent of \$37,500 annually (depending on experience) plus housing allowance and utilities

Benefits:

Salary plus Benefits – Part-time equivalent of \$71,500 annually

What is the expected living situation for your next minister?

Our Parsonage, adjacent to the church, is an option, but is also currently being rented. A part-time pastor would be required to enter into a rental agreement to live in the parsonage. We would provide a housing allowance if the new pastor preferred the parsonage or preferred to live nearby.

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

No commute is required if the pastor lives in the parsonage at Trinity UCC in Millersburg.

State any incentives: *None at this time.*

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

Millersburg Area Minister's Association, Northern Dauphin County Cluster, Penn Central Conference Groups

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

Our congregation is small and if the pastor desires bi-vocational employment we would be willing and flexible to come to an agreement acceptable to both pastor and congregation. While we have not had a pastor who also worked in a vocation separate from his/her ministry, we have shared a pastor in the past on a 50%-50% basis with another UCC church and adapted our schedule accordingly. We believe we could satisfactorily work out a similar arrangement with a pastor who desires outside employment.

1d. WHO IS GOD CALLING TO MINISTER WITH US?

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

- 1. Grow Sunday church attendance, with an emphasis on younger members.*
- 2. Maintain and grow a healthy outreach to the community via Trinity's Loving Care and benevolence activities.*
- 3. Grow a Bible study and other church activities.*

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

We envision our minister being very visible in the community, promoting our current outreach programs, using innovation, creativity, and his/her leadership skills to help us broaden our approach and ministry especially with youth and young families.

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 composed of 99%, white, English-speaking members so there is no current need for the minister to speak another language.

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

Caring for all Creation; Engaging sacred stories and traditions; Strengthening Inter- and Intra- Personal assets; and Exhibiting a spiritual foundation and ongoing spiritual practice.

2. 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 God is calling us to grow our attendance, including more young families and youth, which will in turn, enable us to grow our outreach and benevolence programs.

We have an aging church population who we deeply appreciate for all they have done, but we need to grow our younger membership in order to continue to be a vital church.

We would like our next minister to be someone who helps us not just survive the trend against organized religion, but also helps us to grow and continue to find ways to minister to the community beyond our walls.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation. Does your church have a multi-year strategic plan or vision statement;

While we understand the value in strategic discussions and planning, current conditions have necessitated a more short-term focus on maintaining the traditional level of weekly services and outreach programs, including Trinity’s Loving Care, Women’s Guild and benevolence.

3. WHO ARE WE NOW?

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

God and the Holy Spirit work through our church members in our ongoing outreach and benevolence programs to support each other and the community.

Describe several strengths or positive qualities of your congregation.

- 1. Supportive and benevolent to neighbors in the community*
- 2. Community oriented*
- 3. Friendly to visitors*
- 4. Compassionate and caring*

Describe what worship is like when your congregation gathers.

Our worship services are in our sanctuary. The call to confession, Apostle's Creed, and Lord's Prayer are the weekly mainstays of our worship, in addition to a sermon, hymns and special music. Worship is typically based on the liturgy for that day. Good preaching should be understandable, biblically based and relatable to our everyday lives.

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?

We would like to have a larger active congregation so that we could offer more educational opportunities. Our last bible study involved a study of the land where the Old Testament occurred.

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?

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

Typical monthly meetings of the Consistory, which is the primary decision-making group, last approximately 1 1/2 hours. Committees meet on as needed basis. Committee members then reports committee activities to Consistory. Results from the meetings are communicated via the Sunday bulletin, announcements from the pulpit, the Trinitarian and Mini-Trini and also communicated through social media, email, text messages and phone calls.

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

Emergency discussions are held with Consistory and the committee involved.

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

Note: The following report (Section 3b) has accurate statistics reported through 2022. In addition, "current expenses" for 2013 through 2022 are lower than previous years because for those years we were either seeking a new minister or sharing our pastor with another UCC church on a 50-50 basis.

3b. 11-YEAR REPORT

Church#: 561730

Assoc: 588 Schedule: 0 Trinity UCC Millersburg PA 17061

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2012	219	62	18	0	0	0	5	0	-5
2013	215	48	18	0	0	0	4	0	-4
2014	217	65	24	0	0	4	2	0	2
2015	212	65	24	0	0	0	5	0	-5
2016	212	65	24	0	0	0	0	0	0
2017	203	50	0	0	0	0	4	0	-4
2018	203	50	0	0	0	0	0	0	0
2019	203	50	0	0	0	0	0	0	0
2020	203	50	0	0	0	0	0	0	0
2021	203	50	0	0	0	0	0	0	0
2022	203	50	0	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2012	\$104,823	\$46,960	\$500	\$473	\$973	\$1,867	\$2,840	0.48	\$154,623	\$113,914
2013	\$78,148	\$76,730	\$500	\$659	\$1,159	\$1,502	\$2,661	0.64	\$157,539	\$101,241
2014	\$70,737	\$0	\$417	\$1,633	\$2,050	\$0	\$2,050	0.59	\$72,787	\$93,633
2015	\$80,000	\$0	\$300	\$483	\$783	\$1,500	\$2,283	0.38	\$82,283	\$91,700
2016	\$80,000	\$0	\$0	\$1,003	\$1,003	\$0	\$1,003	0.00	\$81,003	\$0
2017	\$80,000	\$0	\$0	\$347	\$347	\$0	\$347	0.00	\$80,347	\$0
2018	\$80,000	\$0	\$50	\$543	\$593	\$0	\$593	0.06	\$80,593	\$0
2019	\$80,000	\$0	\$50	\$328	\$378	\$0	\$378	0.06	\$80,378	\$0
2020	\$80,000	\$0	\$0	\$320	\$320	\$0	\$320	0.00	\$80,320	\$0
2021	\$80,000	\$0	\$50	\$170	\$220	\$0	\$220	0.06	\$80,220	\$0
2022	\$80,000	\$0	\$0	\$350	\$350	\$0	\$350	0.00	\$80,350	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	0.00	0.00	0.00	0.00	-100.00	0.00	0.86	0.00
2012-2022	-7.31	-19.35	-100.00	0.00	-100.00	-23.68	-64.03	-48.03

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	25	Yes
Number of active non-members:	3	Yes
Total of church participants (sum of the numbers above):	28	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	98	
Less than 10, more than 5 years:	1	
Less than 5 years:	1	

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>
			0	1		4	15	8	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0	
Households with minors:	0	
Single adults age 35-65:	0	
Joint households with no minors:	50	Yes
Single adults over 65:	50	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	50	Yes
College:	25	Yes
Graduate School:	15	Yes
Specialty Training:	10	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:	15	Yes
Adults who are retired:	85	Yes
Adults who are not employed:		

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

Current members are/were employed mainly in business or as professionals. Our church has historically had many professionals, such as doctors, nurses, teachers, and lawyers, in addition to business owners and other positions such as factory workers and office staff.

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 welcome anyone who desires to attend church at Trinity UCC, but our current congregation has little diversity and is 99% Caucasian.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future? *No, the area is primarily Caucasian.*

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	30	Pastor
Baptisms (<i>number last year</i>)	3	Pastor
Children's Groups or Classes	0	
Christmas Eve and Easter Worship	25	Pastor, Consistory, Music director
Church-wide Meals	30	Consistory, Guild
Choirs and Music Groups	10	Music Director
Church-based Bible Study	5	Pastor, Consistory
Communion (<i>served how often?</i>)	Monthly	Pastor, Music Director
Community Meals	0	
Confirmation (<i>number confirmed last year</i>)	0	Pastor
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	3	Pastor
Intergenerational Groups	0	
Outdoor Worship	15	Pastor
Prayer or Meditation Groups	30	Lay leader
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	0	

comments:

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). *NONE*

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or 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: *N/A*

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Financial administrator		PT	Consistory	3 years
Custodian		PT	Consistory	6 months
Organist Choir director		PT VACANT	Minister Minister	More Than 15 years

REFLECTION

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

The active members of our church are very dedicated and sincere and would love to see our congregation grow so that more people could benefit from our outreach and benevolence.

3e. CHURCH FINANCES

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

Source	Amount
Offerings (General Fund)	\$100,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>) Kiehl Vanguard	\$4,448
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$3,500
Gifts Designated for a Specific Purpose- Organ, TLC, Bldg, Memorial	\$7,875
Grants	\$0
Rentals of Church Building	\$50
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$4,000
Transfers from Special Accounts	\$0
Other (specify): CD interest dividends	\$4,130
Other (specify): Ned Smith glass, AA, Insurance claim proceeds	\$1,000
TOTAL	\$117,128

Current annual expenses (dollars budgeted for most recent fiscal year): \$115,700

A copy of our church budget and last year's annual report as shared with the congregation is available on request to those who interview for a pastoral position with Trinity UCC.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? *62% of our budget is for ministerial expenses.*

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? *Yes*

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

What is the church’s current indebtedness?

Total amount of loan debt: *0*

Reason for debt: *N/A*

Are capital and other payments current?

No capital payments, current bills are paid in full monthly.

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.

We replaced one-half of the church roof in 2021 (\$68,000) and the parsonage has been approved including an entire new kitchen and other updates (+/- \$35,000) to prepare for our new minister.

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

Year(s)	Purpose	Goal	Result	Impact
2011	New furnace for church	\$100,000.	\$100,000	\$105,500 - Paid in full
2011	Repair of bell/tower	\$7,500	\$7,500	Paid in full

If a capital campaign is underway or anticipated, describe: *N/A*

Does your church have an endowment? *Yes*

What is the market value of the assets? *\$500,000*

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

Funds are not used regularly, only income spent as needed for building projects or benevolence. Dividends are deposited into the Building Fund and Benevolence Fund.

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

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

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

Other Assets

Reserves (savings): \$240,000

Investments (other than endowment): \$30,000

Does your church have a parsonage? *Yes*

Fair market rental value of the parsonage: *\$12,000/year*

How is the parsonage used?

Our pastor usually resides in the parsonage but if our pastor prefers a housing allowance, the parsonage would be rented.

Street / City / State / Zip: *237 Center St., Millersburg, PA 17061*

Finished square footage: *2,272 square feet*

Number of Bedrooms, Number of Bathrooms: *3 bedrooms and 1 ½ bath*

Assessed real estate value: *\$308,175*

Available for minister residence: *Yes*

Expected minister residence: *Yes*

Condition of structure, systems and appliances:

Good condition, including washer and dryer and all new stainless-steel appliances in the kitchen.

Entity in the church responsible for review and needed repairs:

Property committee and Consistory

Describe all buildings owned by the church:

Church, parsonage, offices and apartments located at 235, 237, and 245 Center St.

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

Which spaces are accessible to wheelchairs?

Worship (Sanctuary), Social Hall/fellowship spaces, restrooms, kitchen

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

The church has declining membership and participation and increasing expenses; however, we have managed to stay financially sound through good money management practices and wise investments. A recent change was the creation of Trinity's Loving Care, which is solely supported by our congregation's donation, and replaced our prior outreach program Bountiful Blessings, which received outside donations on a regular basis.

3f. HISTORICAL INFORMATION

Trinity's congregation began worshiping in 1852 as part of the German Reformed denomination. The original building served two congregations, Trinity Reformed and St. Paul's Lutheran (now located on the corner of North and Race streets). The original church bell still rings in the present building, erected in 1902.

Though the German Reformed denomination went through many mergers through the years, the congregation's commitment to a Reformed understanding of the teachings of the Gospel has remained strong.

Today, through various mergers, we worship as a conservative group of believers in the United Church of Christ denomination. We are part of the Penn Central Conference, the Harrisburg Association, and the Northern Dauphin County Cluster.

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.

In July of 2017, Trinity UCC and St. Paul's UCC (in Urban, PA) decided that it was in the best interests of both churches to share a Pastor. Rev. John Miller was already serving Trinity UCC and was a willing and enthusiastic proponent of the plan. The two churches shared a pastor for almost three years with no major problems. We also had numerous joint services which were well attended and well received by the members of both congregations. However, the shared ministry was suspended when Rev. Miller retired, due to financial issues at St. Paul's UCC.

Another significant change was when our benevolence committee decided to change our outreach program for low-income individuals in the surrounding area from Bountiful Blessings, (which received some outside assistance with donations) to Trinity's Loving Care, or TLC, which is founded solely by donations from our congregation. This new outreach program has been well received and supported by the congregation both in cash donations and in kind and has grown to serve almost 60 families in the area.

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

We had to adjust and be flexible in scheduling when we entered a shared pastoral relationship with St. Paul's UCC. Note: We no longer share a pastor with St. Paul's.

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?)

We had a very difficult issue with a recent minister who had mental health issues while he was our active pastor and we had to deal with that appropriately and obtain new leadership for our church.

We have a pastor/parish committee to deal with any conflicts involving the minister and any member of our congregation.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. John Miller	5	Yes
Rev. Steve Heinbaugh	3	Yes
Rev. Penny Dollar	6	Yes
Rev. David Walthour	9	Yes

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

Our congregation is friendly and welcomes all who wish to worship with us, but we also know that know there will always be people in any given congregation who will not like something about the current pastor. Some of those members will stay and some will leave, often to return when a new pastor is chosen. That said, we also believe that we have a strong core group in our congregation which is loyal to our church and will never leave even if the current pastor is not their favorite.

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

Yes, the pastor's mental health issues prevented him from fulfilling worship and pastoral leadership responsibilities as well as other responsibilities. After he was given two leaves of absence with no improvement, he voluntarily resigned.

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, conference assistance was not offered when our pastor had mental health issues.

4. WHO IS OUR NEIGHBOR?

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

4a. 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?

The primary activity of our church providing outreach and service to the community is our TLC mission. We also donate hats, gloves and scarves, to the Northern Dauphin Human Services Center every year around the holidays. Trinity UCC's benevolence committee has donated to many individuals in need, as well as cooperated in numerous projects run by other local benevolent/assistance programs, including the local backpack project run by another local church .

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

Our pastor is always involved in these activities. In the past, members of the congregation have also participated in these activities including serving on the conference board of directors.

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

Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming NO | <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?

There is nothing planned regarding this in the near future.

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.

Although time is needed for the governance of the church, mostly in Consistory meetings, the majority of the members' time is spent in worship and in our different benevolent missions. In recent years, the time spent in the benevolent missions has increased significantly.

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

Our Pastor is not on a strict schedule. He/she needs to be flexible because he/she may be called when an emergency arises with a member of our faith community. The Pastor adjusts his/her schedule in accordance to what activities are occurring in church and with the members in any given week. Our Pastor also attends meetings of the local ministerium group.

4b. MISSION InSite

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

Much of what is found on other parts of this church profile are confirmed by the numbers in the MissionInsite report. The area is growing very slowly and not changing much at all over a ten- year period.

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?

Very similar.

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

Demographics here have not changed significantly, therefore no change.

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

The community response is: Our twice a year rummage sales, our Trinity's Loving Care program, and that organizations such as Alcoholics Anonymous and the Girl Scouts use our church for their meetings.

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

New members have primarily come from connections with the current membership.

REFERENCES

REFERENCE 1

Donna Hepler/ Organist / church
717-692-4608/ heplerdl@epix.net/organist

REFERENCE 2

Bunny Daub / member residing in NY / Setting
717-856-9860 hchdaub@omcast.net prior active member now residing in NY

6. CLOSING THOUGHTS

6a. 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:

Our Committee chose the 23rd Psalm.

1 (A Psalm of David.) The LORD is my shepherd; I shall not want.

2 He maketh me to lie down in green pastures: he leadeth me beside the still waters.

3 He restoreth my soul: he leadeth me in the paths of righteousness for his name's sake.

4 Yea, though I walk through the valley of the shadow of death, I will fear no evil: for thou art with me; thy rod and thy staff they comfort me.

5 Thou preparest a table before me in the presence of mine enemies: thou anointest my head with oil; my cup runneth over.

6 Surely goodness and mercy shall follow me all the days of my life: and I will dwell in the house of the LORD for ever.

6b. 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? *Church Consistory and Pastor Search Committee*

Signed:

Julia Hoffman, Consistory President

March 1, 2024

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

**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

REFERENCE ATTACHMENTS

April 28, 2020

I want to thank the members of Trinity UCC for their friendship and asking my thoughts. Trinity United Church of Christ has always been kind, considerate and wonderful to me through the many years I have been their organist. The people have always treated me as a member and friend. I am an optimist and a positive thinker. I feel hopeful the Church members who have left will return as time passes. I have played for many ministers throughout the years at Trinity and have always been treated with utmost respect. I feel every minister should have the privilege to make changes as he or she feels in respect to the needs of the Church.

Sincerely, Donna Lou Hepler, Organist

April 28, 2020

To: Pastoral Candidates, Trinity U.C.C. Millersburg, PA

First let me tell you a bit about myself and my experience at Trinity U.C.C. I currently reside in the Syracuse area. Up until my retirement and move 2 years ago I was an active member at Trinity for about 20 years. When my husband and I and daughter moved to Millersburg in 1999, we spent over a year looking for a church home and finally settled on Trinity not by the process of elimination, but for one reason - we were invited there by a member. A friend asked us to attend. We did and we immediately felt at home. The welcoming and inviting nature of the congregants are what attracted us to Trinity.

My involvement in the church revolved mostly around the music program. Both my husband and I were in the choir and our daughter sang often with the children when the children's choir existed. The music program went through many changes over the 20 years, directors leaving, pastors leaving, and fluctuations in membership, the choir always seemed to stay a constant. Someone always stepped up to keep the music program going and I believe it is one of the core strengths of the ministry at Trinity.

Another strength of Trinity is its benevolence involvement in the community. The benevolence fund is used to help many in the community and is coordinated with other churches in the area. The folks who run the benevolence and the TLC programs are a devoted group who prayerfully help many in the Millersburg area every month.

As with many churches, over the years, membership has dwindled. A definite challenge is keeping the church's bills paid and continue the ministries under the financial hardships. The yoking with Urban church certainly helped the church financially. I feel an opportunity would be to work in the future to do more to do more activities with the Urban church in order to help each other, learn from each other's strengths and help with each other's weaknesses.

In my opinion the greatest strength at Trinity is the people. When you are a member of Trinity, you are a member of a family. When my husband became ill and passed away from cancer over a 4-month period, the outpouring of love and support from the church family was overwhelming. God certainly lives in the hearts of those in the congregation. They drove us to hospital appointments, provided food, counselling, food, cards, visits, support for our daughter and bedside help at home so I could work. When I think of it all now 5 years later, I can't even imagine how I could've lived through it without them.

I pray that this helps you in your consideration of your next call. May God guide you.

Sincerely, Bunny Daub

7648 Wild Turkey, Liverpool, NY 13090