

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE



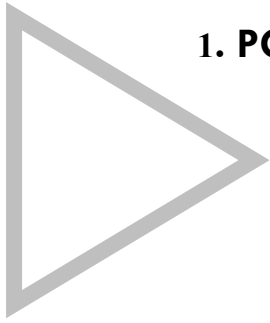
SETTLED PASTOR
EMMANUEL UNITED CHURCH OF CHRIST - VALLEY CITY, OHIO
LIVING WATER ASSOCIATION OF THE HEARTLAND CONFERENCE

SEPTEMBER 16, 2021

LOCAL CHURCH PROFILE CONTENTS

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



1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: [Emmanuel United Church of Christ](#)

Street address: [6656 Center Road](#) Valley City OH 44280

Mailing address: [PO Box 388](#) Valley City OH 44280

Supplemental web links: www.euccvalleycity.org facebook.com/euccvalleycity

Conference: [Heartland Conference](#)

Association: [Living Water, Ohio NorthEast](#)

UCC Conference or Association Staff Contact Person

[Nayiri Karjian, Association General Minister](#)

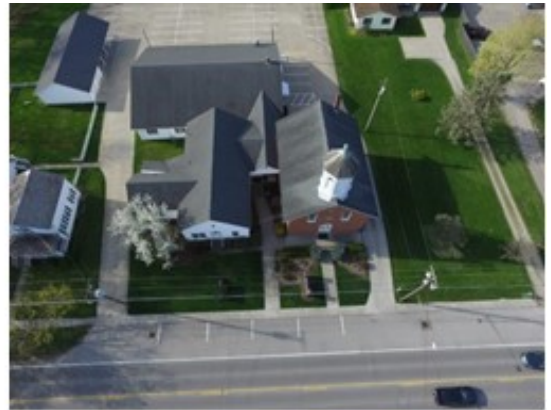
[960 Portage Trail, Cuyahoga Falls OH 44221](#)

[330-940-2220 x 102](#)

Nayiri.agm@livingwaterone.org

Summary Ministry Description:

Being in a growing community, we want to move from being a congregation of primarily retirees to a more active, vibrant intergenerational church as the wider community around the church is growing. Our next pastor will lead, encourage, and motivate us to use our talents to move us forward into a fulfilling and growth-oriented ministry.



Our Property



Sanctuary



Fellowship Hall



Kitchen



Sunday School Room



COVID Outdoor Services



Children's Christmas Program



Christmas In The Valley Singalong



Easter Egg Hunt



Family Fun Night



Chili Cook Off



Swiss Steak Dinners and Fish Fries



Men's Breakfast



Valley City Street Fair Worship, Book Sale



Valley City Frog Jump



What we value about living in our area:

Our community is small. This allows it to be more tight-knit, where many people know each other. The area has a laid-back vibe, with a low crime rate and family-oriented activities and events that build a sense of community. Although our area is growing and home prices are increasing, it is still more affordable than more urban cities. We have chosen to forgo some of the conveniences of city living for the closer feel of a smaller community – yet we are minutes away from suburban areas and Cleveland.

Current size of membership: 123 – see section 3c for commentary

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

Position Title: Pastor

Position Duration: Settled

Compensation Level: 3/4 Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

The Detailed Job Description is on the next page.

Core Competencies:

LEADERSHIP: We seek a leader who can encourage and motivate individuals to accomplish the congregation's goals, all while working within the time constraints of his/her three-quarter-time ministry.

MISSION, OUTREACH, and GROWTH: We seek a pastor who will establish and support a culture of outreach and growth.

INTEGRITY: We require an individual who carries out the duties of pastoral ministry with unquestionable integrity and in a trustworthy manner.

EMMANUEL UNITED CHURCH OF CHRIST
JOB DESCRIPTION – PASTOR (THREE-QUARTER TIME)

1) WORSHIP SERVICES

- a) Prepares for and leads Sunday services, including liturgy, sermon, lay participants, and other aspects
- b) Administers the Sacraments: Communion and Baptism
- c) Plans and officiates special services of the church year (e.g. Christmas Eve, Ash Wednesday)
- d) Collaborates and coordinates with musicians and the Worship Committee
- e) Officiates at weddings and funerals of participants in the EUCC community as requested, providing the appropriate pastoral services
- f) At her/his discretion, officiates at weddings and funerals of others in the wider community
- g) Assists in obtaining quality pulpit supply for services when s/he is not present

2) LEADERSHIP DEVELOPMENT

- a) Empowers, resources, and encourages laypersons and church committees to be effective disciples in carrying out the ministry of EUCC as outlined in other sections
- b) Provides vision for collaboratively creating goals and planning strategies for the present and future direction of the Congregation
- c) Guides and supports EUCC's policies

3) LOCAL MEETINGS AND CHURCH PROGRAMS

- a) Attends all Council meetings (non-voting ex-officio), participating in governance decision making by providing support, ideas, wisdom, and vision
- b) Attends all Congregational meetings
- c) Attends other committee meetings as time allows and needs dictate
- d) Serves as a resource for faith formation engagement and development

4) PASTORAL CARE

- a) Provides acute pastoral care in times of extreme need, crisis, and death, and ensures other pastoral care priorities are being met
- b) Empowers and supervises laypersons to provide the majority of routine pastoral visitation through a laity-based pastoral care program
- c) Empowers and encourages laypersons to reach out to those who might reconnect with EUCC
- d) Provides short-term listening and counseling for those members of the EUCC community who are facing spiritual issues, referring to outside sources as appropriate

5) MEMBERSHIP DEVELOPMENT

- a) Collaborates in initiatives to introduce new persons and families to the Congregation, with awareness of the demographics gleaned from the MissionInSite report
- b) Supports and resources membership development efforts
- c) Welcomes new worship participants

6) COMMUNITY ENGAGEMENT

- a) Fosters effective communication and healthy relationships beyond the Congregation
- b) Participates in community activities as a representative of EUCC as time and interest allows

7) PARTICIPATE IN ECUMENICAL, ASSOCIATION, AND CONFERENCE ACTIVITIES

- a) Together with lay delegates, represents the Congregation at Heartland Conference and Living Water Association gatherings, reporting business back to the Council
- b) Encourages laypersons to participate in Conference and Association meetings and events
- c) Represents the congregation in the Buckeye Area Ministerial Association (BAMA) and participates in BAMA-sponsored community events

8) ADMINISTRATION

- a) Establishes and posts regular weekly office availability
- b) Provides a monthly report to Council
- c) Creates a positive work environment for all staff members and serves as direct supervisor of the Office Manager and Musicians.
- d) Coordinates the operations of church activities and programs
- e) Contributes content to social media, website, newsletters, and announcements

9) SELF-CARE

- a) Participates in clergy groups and continuing education events for personal enrichment
- b) Engages in spiritual activities that deepens his/her faith
- c) Regularly takes days off and vacation time for renewal, maintaining appropriate boundaries around time not on duty as agreed with church leadership

10) ACCOUNTABILITY

- a) The Pastor is accountable to the Council, and ultimately to the Congregation, for successful progress toward meeting the ministry goals established.
- b) Upon call and each year thereafter, the Council and Pastor shall establish prioritized goals that will allow the Congregation to fulfill its vision and mission; the Pastor shall report on these goals to Council regularly and to the Congregation via the Annual Report.
- c) The Pastor will have a Pastoral Relations Committee to engage in confidential conversations about the mutual ministry of the Pastor and Congregation
- d) As part of an annual review with the Council or the Pastoral Relations Committee, this job description will be reviewed and adjusted to maximize the collaborative use of the Pastor’s gifts and graces with the Congregation’s gifts and graces
- e) The Pastor will obtain and continue to hold Ministerial Standing in the Living Water Association of the Heartland Conference, complying with its requirements to maintain standing.
- f) Per the Ordained Ministers Code, the Pastor shall be the only clergy person to perform pastoral services at Emmanuel; no other clergyperson shall be invited to perform pastoral services without the express consent and personal invitation of the current Pastor.
- g) The Pastor will faithfully honor the Ordained Ministers Code (as found in Manual on Ministry 2018 Edition, pp 62-66) and, reciprocally, the Council and Congregation will faithfully honor the document entitled “The Local Church in Relation to Its Pastor” (as found in Manual on Ministry 2002 Edition, Section 1 “Partners in Authorizing Ministry” , pp 20-21).

*We acknowledge receiving a copy of this document on (date)*_____.

Pastor

Council President

1c. COMPENSATION AND SUPPORT

Salary Basis:

For our three-quarter time position, we offer a compensation package according to our Conference's compensation guidelines. The package will include housing allowance, pension contributions, social security offset, health insurance, dental insurance, life and disability insurance, and business reimbursements. We are happy to negotiate to meet the needs of our next minister.

What is the expected living situation for your next minister?

The parsonage is currently leased; the minister will receive a housing allowance as part of their compensation package. We anticipate the minister will live within a reasonable commuting distance to be easily accessible to the congregation; we are flexible with the details.

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

Locally, the Buckeye Area Ministerial Association (BAMA) functions as a program-executing body. It is collegial in nature with UCC, ELCA, Roman Catholic, UMC, and others participating.

The Living Water Association (LWA) provides Communities of Practice that clergy are encouraged to participate in. It also sponsors many Healthy Practice of Ministry events in the course of a year and publicizes others. LWA is a leader in the Heartland Conference in providing such opportunities. There have been reading groups and, as of this writing, a weekly Zoom opportunity for clergy to gather with the Associations General Minister is continuing (having begun early in the pandemic as a support and check-in opportunity). Other opportunities are available in the greater Cleveland area and throughout Ohio.

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

We have the ability to be flexible with work hours, although we expect regular office hours will be established. Our congregation has adapted to flexible scheduling with both our part-time Office Manager and the current Interim Pastor.

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.

We look for the next minister co-collaborating in the various ways expressed in the job description.

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

We are looking for a positive leader to encourage us in reaching out to our growing community.

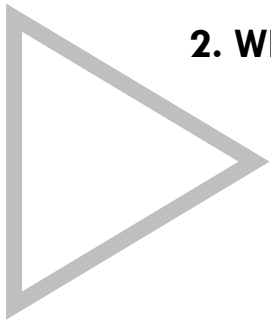
Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

Our church appreciates language that is culturally sensitive and relevant to our day.

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.

While many of these are vital, the four we envision as crucial for Emmanuel are:

- Understanding community context and navigating change within a community.
- Exhibiting a commitment to core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives.
- Understanding and ministering to stages of human development across the life span.
- Strategically creating the future of God's Church.



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?

Our congregation would like to do more outreach to those in the community. We currently have certain individuals providing outreach, but nothing is coordinated as a whole church. We envision taking on a bigger role in our community. We have a lot to offer as a congregation and we would like to make that better known outside of our church.

We need to reach younger families in an effort to share our faith and to build our membership, especially those in our community that do not have a church. We strive to be “the friendliest church in the valley”. By participating in community events like the frog jump, street fair, and others, we can promote the good things we offer as a congregation. We need a coordinated effort to reach younger families who are in need of community and friendship.

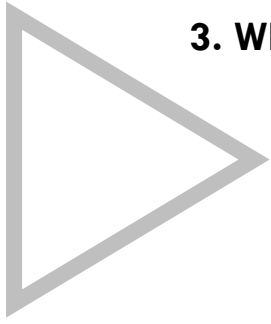
Finally, God is also calling us to minister to our own members. For example, we have many elderly people that feel isolated. We need to communicate with them more through visitation and meeting needs that arise. We want them to feel like they are a valued part of our congregation and find ways for them to contribute to the life of the church. This outreach helps strengthen our church by bringing the members closer together. We would like to explore programs like bible study, family events, self-help classes, potlucks and other things help strengthen the bonds of our congregation. Again, currently there are pockets of people in our church who do different things, but we hope for a more coordinated and visible approach to our congregational life.

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

The biggest emerging challenge in our community is the changing population of Valley City. In the past, many of the community members were born and raised here. It was a very small, tight-knit community full of people who

were very similar and mostly all knew each other. However, now Valley City is attracting newcomers. Large farms have been sold and new houses are being built. New people are moving in and with them come needs and wants that are in many ways different from those that have lived here for many years. Valley City is going to have to find a way to accommodate its newer citizens without alienating the older ones. It is a community in transition, which can make things difficult.

Likewise, we feel that this is the biggest challenge in our congregation as well. Our members tend to be much older and most have been a part of our church for many years. We need to minister to younger members and families. We need to pursue and embrace changes and new ideas that younger people are looking for in a church. However, in doing that, we cannot alienate our older members. Like Valley City as a whole, our church needs to be able to walk that delicate line of making new people happy without disrupting the older folks.



3. WHO ARE WE NOW?

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

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

We strive to be compassionate while we draw from our culture and identify with our heritage. Our life of faith is centered around prayer and scripture-based sermons. Although we struggle to be intergenerational, we are welcoming, inclusive, and care about our community.

Describe several strengths or positive qualities of your congregation.

Our church has been in the community for over 175 years. It is an iconic landmark located in the center of Valley City on the highly trafficked State Route 303. We have a few multi-generation families as well as first generation members. We support mission projects that benefit our community. Fellowship is a big part of our church; this includes pot-luck dinners, Lenten soup suppers, and fund-raising dinners as well as coffee hour after Sunday worship.

Describe what worship is like when your congregation gathers.

Our worship service is traditional. We prefer Christ-centered sermons. Prayer is a large part of our service as well as our church life. Our use of technology has increased during the COVID pandemic. We started holding services in our cars in the parking lot and acquired an FM transmitter to facilitate the sound system. We also were able to purchase equipment so that the service could be broadcast through Facebook and/or Zoom, including PowerPoint projections visible in both the sanctuary and online.

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

Our current Sunday School program is based on the One Room Sunday School curriculum. We have been doing this curriculum for about 10 years and always include a craft with the story. We have only one Sunday School class, and there are usually less than five children, with ages ranging from five to eleven. The class is during the church service, typically about a third of the way into the service, right after a children's sermon. However, during COVID, the Sunday School class has been the entire duration of the service, as they have been shorter. Our Sunday School class runs from Labor Day to Memorial Day, with the summer off. We are currently forming a confirmation class.

Prior to the pandemic, there was an Adult Bible Study that met weekly; coming out of the pandemic, we expect this to reactivate.

Describe how your congregation is organized for ministry and mission.

Our Church Council meets once a month for 60 to 90 minutes. Each Council member is responsible for one aspect of the church (e.g. Christian Education, Missions, Property, Worship). Most of those committees also have other church members serving on them. Our staff includes the pastor, part-time office manager (16 hours), pianist, choir director, inside custodian, and outside groundskeeper. We have a true congregational structure in that the congregation is the ultimate authority meeting twice a year (excluding any special meetings that may be called), with the Council acting on the congregation's behalf. We have a constitution and bylaws, and each year we publish an annual report.

3b. 11-YEAR REPORT

See next page

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



Church#: 525520
 Assoc: 566 Schedule: 0 Emmanuel UCC Valley City OH 44280

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2010	224	70	15	0	0	0	5	0	-5
2011	228	75	17	0	0	7	3	0	4
2012	228	75	12	0	0	2	2	0	0
2013	225	75	12	0	0	0	3	0	-3
2014	216	79	17	5	1	0	8	7	-9
2015	216	79	17	0	0	0	0	0	0
2016	216	79	17	0	0	0	0	0	0
2017	210	66	0	0	0	5	7	0	-2
2018	210	66	0	0	0	0	0	0	0
2019	214	60	0	0	0	0	0	0	0
2020	174	51	6	0	0	0	10	0	-10

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
2010	\$128,311	\$0	\$2,015	\$426	\$2,441	\$1,500	\$3,941	1.57	\$132,252	\$98,352
2011	\$142,450	\$0	\$1,000	\$1,414	\$2,414	\$1,250	\$3,664	0.70	\$146,114	\$117,965
2012	\$142,291	\$0	\$1,200	\$1,203	\$2,403	\$880	\$3,283	0.84	\$145,574	\$129,016
2013	\$149,200	\$0	\$500	\$1,496	\$1,986	\$0	\$1,986	0.34	\$151,186	\$128,100
2014	\$147,161	\$0	\$1,300	\$1,110	\$2,410	\$0	\$2,410	0.88	\$149,571	\$125,763
2015	\$147,161	\$0	\$100	\$761	\$861	\$0	\$861	0.07	\$148,022	\$0
2016	\$147,161	\$0	\$500	\$642	\$1,142	\$0	\$1,142	0.34	\$148,303	\$0
2017	\$150,219	\$0	\$0	\$1,656	\$1,656	\$1,882	\$3,538	0.00	\$153,757	\$132,743
2018	\$150,219	\$0	\$0	\$395	\$395	\$0	\$395	0.00	\$150,614	\$0
2019	\$126,710	\$0	\$0	\$832	\$832	\$0	\$832	0.00	\$127,542	\$0
2020	\$129,268	\$0	\$0	\$400	\$400	\$2,349	\$2,749	0.00	\$132,017	\$125,583

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-19.44	-35.44	-64.71	0.00	0.00	-12.16	-53.54	-10.81
2010-2020	-22.32	-27.14	-60.00	0.00	100.00	0.75	-83.61	-0.18

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:		
Number of active non-members:		
Total of church participants (sum of the numbers above):	123	Yes (see note below to correlate this with the 11-Year Report above)

As of this writing, we are in the process of transferring information from Church Windows to Breeze and clarifying individuals' statuses. Not knowing exactly how the 2010 membership number shown in the report above was derived, we are confident that our review of our church database provides an accurate current reflection of those who participate in the ministry of EUCC.

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	80%	From 2021 Survey
Less than 10, more than 5 years:	9%	
Less than 5 years:	11%	

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>
7%	4%	0%	5%	9%	4%	7%	22%	42%	From 2021 Survey

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	4%	From 2021 Survey
Households with minors:	25%	
Single adults age 35-65:	0%	
Joint households with no minors:	42%	
Single adults over 65:	29%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	35%	From 2021 Survey
College:	26%	
Graduate School:	22%	
Specialty Training:	17%	
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	29%	From 2021 Survey
Adults who are retired:	69%	
Adults who are not fully employed:	2%	

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

Our “blue-collar” workers include a waitress, meat cutter, electrician, tow-motor operator, machine operator, serviceman, truck driver, farmer, and machinist, among others.

Our “white-collar” workers include a teacher, speech pathologist, nurse, social worker, technical supervisor, middle manager, funeral director, mechanical engineer, and computer programmer, among others.

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

Although our congregation is ethnically similar, we do have several areas of diversity. Many of us come from different religious backgrounds, each with unique theological perspectives. Our congregation is diverse in terms of socio-economic backgrounds and experiences. Some of us have a background in farming and agriculture, while others work in the city. Some live on large plots of land with many domestic animals while others live in traditional neighborhoods. Our congregation strives to be as welcoming as possible, even though the surrounding communities are still quite homogeneous in terms of race, with only 6% identifying as non-white.

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:

Because of our community makeup, our congregation has not had a recent conversation about diversity. However, many comments from our members suggest that we would be welcoming of those who might come to our church from a different racial background.

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 Martha Circle Men's Breakfast Palm Sunday Cross Folders After-Church Coffee Hours Easter Breakfast	10 8 10 30 40	Lay Leaders Lay Leaders Lay Leaders Lay Leaders Choir
Baptisms <i>(number last year)</i>	2	Pastor
Children's Groups or Classes	6	Sunday School teachers
Christmas Eve Worship Easter Worship	116 67	Pastor, Musicians
Church-wide Meals Potlucks (2-3 times per year) Third Thursday Luncheon	30 25	Third Thursday luncheon is in transition from pastor-driven to a core of volunteer organizers
Choirs and Music Groups	12	Choir Director and Pianist
Church-based Bible Study	10	Lay Leaders
Communion <i>(served how often?)</i>	Monthly	Worship Committee
Community Meals Fish Fry Swiss Steak Dinner (December)	130 130	Hospitality Committee Martha Circle
Confirmation <i>(number confirmed last year)</i>	0	
Drama or Dance Program	N/A	

Funerals (<i>number last year</i>)	6	Pastor with Lay Assistance
Intergenerational Groups	N/A	
Outdoor Worship Street Fair Community Worship Early September 2020-2021 COVID Drive-In worship streamed on Facebook	62 (2019) 60 Varies	Pastor, Pianist, Set-Up Team Pastor, Set-Up Team Pastor, Set-Up Team
Prayer or Meditation Groups	N/A	
Public Advocacy Work	N/A	
Retreats	N/A	
Theology or Bible Programs in the Community	N/A	
Weddings (<i>number last year</i>)	0	
Worship (time slot 10:00 AM)	57 (2019 avg)	Pastor, Choir Director, Pianist
Young Adult Groups or Classes	N/A	
Youth Groups or Classes	N/A	
Other	N/A	

Additional comments:

In 2021, after worshiping informally in the parking lot during the pandemic and returning to the sanctuary, Council decided to continue worship services in the pavilion on three summer holiday Sundays – Memorial Day, Independence Day, and Labor Day.

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers.

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
None				

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
Pastor	Program Staff	Part-Time	Council	Interim: Oct 2020
Office Manager	No	Part-Time	Pastor	Since June, 2021
Pianist	No	Part-Time	Pastor	5 years
Choir Director	No	Part-Time	Pastor	20+ years
Custodian (Inside)	No	Part-Time	Property Committee	15+ years
Custodian (Outside)	No	Part-Time	Property Committee	15+ years

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

[We have a diversity of talent that should be utilized more effectively. As most churches, we have a small core of individuals who do the majority of the ministry, but others are willing to be engaged when they are asked.](#)

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year) **2020**

Source	Amount
Annual Offerings and Pledged Giving	\$125,583
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 0
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ 0
Fundraising Events	\$1,450
Gifts Designated for a Specific Purpose	\$4,650
Grants	\$4,863
Rentals of Church Building	\$450
Rentals of Church Parsonage	\$9,200
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$3,070
Transfers from Special Accounts	\$413
Other (specify):	\$ 0
Other (specify):	\$ 0
TOTAL	\$149,679

Current annual expenses (dollars budgeted for most recent fiscal year): **\$150,983**

Attach most recent church budget

[See next page](#)

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **54.9%**

Expense Categories 2020	2020 Budget	2020 Expenses	Expense Categories 2021	Proposed 2021 Budget
Advertising Expenses	\$ 300	\$ -	Advertising Expense	\$ 300
Benevolence/Missions	\$ 2,000	\$ 2,349	Benevolence/Mission/Outreach	\$ 2,000
			Our Church's Wider Mission	\$ 1,200
Building/Property/Maintenance	\$ 4,000	\$ 2,688	Building/Property Maint	\$ 4,000
CEUs and Meetings	\$ 50	\$ -	CEU's and Meetings	\$ 50
Christian Education	\$ 2,000	\$ 474	Christian Education	\$ 1,000
Electric (Ohio Edison)	\$ 4,000	\$ 2,588	Electric (Ohio Edison)	\$ 4,000
Fellowship (Evangelism)	\$ 500	\$ 445	Fellowship Committee	\$ 500
Financial Audit	\$ -	\$ -	Financial audit	\$ -
Funeral Dinner Expenses	\$ 150	\$ -	Funeral Dinner Expenses	\$ -
Gas (Columbia Gas)	\$ 5,000	\$ 3,973	Gas (Columbia Gas)	\$ 5,000
Guest Ministers	\$ 875	\$ 975	Guest Ministers	\$ 900
Music Expenses	\$ 400	\$ 175	Music Expenses	\$ 400
Music Expenses - Instruments	\$ 650	\$ -	Music Instruments	\$ 650
Office Equipment Lease	\$ 4,200	\$ 2,289	Office Equipment lease	\$ 2,800
Office Expenses	\$ 1,800	\$ 1,995	Office Expenses	\$ 2,000
Parsonage Maintenance	\$ 1,000	\$ 200	Parsonage Maintenance	\$ 2,000
Parsonage Utilities	\$ 500	\$ 214	Parsonage Utilities	\$ 1,000
Payroll + Unemployment Taxes	\$ 1,400	\$ 1,017	Payroll taxes + Unemployment	\$ 1,050
Payroll (Other - Intuit)	\$ 500	\$ 442	Payroll expenses (Intuit)	\$ 500
Property Liability Insurance	\$ 5,200	\$ 5,305	Property Liability Insurance	\$ 5,300
Property Tax	\$ 1,071	\$ 1,401	Property Tax	\$ 1,401
Salaries, Benefits, Reimbursements	\$ 129,795	\$ 101,433	Salaries, Benefits, Reimbursements	\$ 107,705
Stewardship	\$ 500	\$ -	Search Committee Expenses	\$ 3,000
Telephone/Internet Service	\$ 1,500	\$ 1,439	Telephone/Internet Expense	\$ 1,500
Trash Removal (C. Martin)	\$ 1,000	\$ 920	Trash Removal (C. Martin)	\$ 1,000
Water/Sewer (MCSE)	\$ 1,200	\$ 678	Water/Sewer	\$ 1,200
Website Hosting	\$ 120	\$ 190	Website Hosting	\$ 120
Worker's Compensation	\$ 315	\$ 209	Worker's Compensation	\$ 207
Worship	\$ 200	\$ 218	Worship	\$ 200
Total	\$ 170,226	\$ 131,617	Total	\$ 150,983

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) **For 2021**

- 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%)*

A \$1200 budget line item for OCWM Basic Support was included in 2021 and is just under 1% of the operating budget

What is the church’s current indebtedness? **No indebtedness**

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. **None**

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

Year(s)	Purpose	Goal	Result	Impact
	None	\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
	None	\$	\$	

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

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

What is the market value of the assets? **\$220,909 as of 12/31/2020**

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

What is the percentage rate of draw (last year, compared to 5 years ago)? **None**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **\$15,000 in 2018**

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

Please comment on the above calculations or estimates:

EUCC has been deliberate and conservative about using the endowment, allowing it to grow significantly under current market conditions.

Other Assets

Reserves (savings): \$24,000

Investments (other than endowment): \$ None

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$1600

How is the parsonage used? Rental

Street / City / State / Zip: 6642 Center Road, Valley City OH 44280

Finished square footage: 1,968

Number of Bedrooms, Number of Bathrooms: 3 Bedroom, 2.5 Bath

Assessed real estate value: \$160,000

Available for minister residence: At some point, subject to canceling lease with current tenant through the property management company.

Expected minister residence: Optional

Condition of structure, systems and appliances Average

Entity in the church responsible for review and needed repairs
Property Committee

Describe all buildings owned by the church:

Church building, parsonage, detached garage and pavilion

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

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

All spaces are accessible with the exception of the chancel, which is not ramped. There is an ADA compliant restroom (currently the men's restroom but can be re-labeled). The parsonage is not wheelchair accessible.

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

The pastoral portion of our budget reflects our move from a full time to a three-quarter time pastor. Similarly, some of our paid staff positions have been replaced with volunteer lay people. We are encouraging more members to become actively involved in the church in order to free up funds to do the mission and ministry that Emmanuel is called to do.

Our congregation is also very generous when it comes to donating items and money to further our ministry beyond what is budgeted for mission efforts. We have special offerings that highlight a different ministry partner each month, in addition to the offerings to the overall UCC denomination. All of this reflects the importance of missions to our congregation.

Finally, we devote a portion of our budget to maintaining our property. Our church uses our space to serve the community by hosting events and groups. Budgeting monies to keep our property up to date is very important in this regard.

3f. 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.

The change required to adapt to the COVID epidemic. We moved to parking lot services while the weather held, and then to Facebook and Zoom feeds. We upgraded our technology and sound system to accommodate the changes during the pandemic and for the future.

We added programs to strengthen our relationships within the church and bring in new members. One was called “Being Healthy with Friends”, which was a chair yoga class. This class was usually attended by up to 30 people, mostly older and women. Several of the attendees were from outside the church body. The other was called “Mayberry Soup Suppers”, and this was a potluck dinner where an episode of the Andy Griffith Show was watched. Then, the pastor would lead us in a discussion about the message of the episode. Both of these programs have been discontinued due to COVID.

We have had a steady decline in membership. We are an older congregation, and as elderly members have passed on, our membership has dropped. We have also lost members who have decided to leave the church, and others who haven’t officially left the congregation, but who no longer actively participate.

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

The retirement of the church secretary in 2017 under strained circumstances. This resulted in a more detailed job description as well as a series of checks and balances, like the addition of a treasurer.

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.

In the past, we have had a tendency to avoid conflict until the issue was larger than it needed to be. But once the issue could no longer be avoided, the intervention was swift and as constructive as possible. The Council tried to resolve conflict with as little animosity as possible and strove for confidentiality to reduce unnecessary strife.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Henry L. Noffke	1990-1991	Y – Interim
Robert G. Sherwood	1991-1996	Y – Settled
Chris Dyer	1996	N – Interim
Ervin Koch	1997-1998	Y – Interim
Edwin Lincoln	1998	Y – Interim
Dianne Shirey	1998-2005	Y – Settled
Ed Shriver	2005	Y – Interim
Linda Bishop	2006-2008	Y – Settled
Ed Shriver	2008	Y – Interim
D. Gene Kraus	2009-2010	Y – Interim
Bert Ambrose	2010-2020	Y – Settled
Brian Burke	2020-present	Y - Interim

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

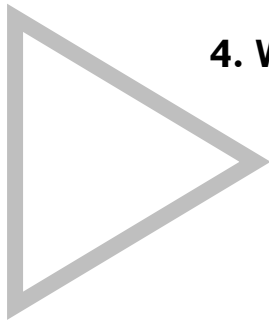
Our church council has realized that it needs to become more active in working with the settled pastor in terms of setting and achieving goals. We have agreed to help our new pastor not only set these goals, but review them in a cooperative matter regularly. Communication and accountability between the pastor and Council is something that has been recognized as needing to improve.

Also, the Council has recently read “Part Time is Plenty” in anticipation of moving to a three-quarter time minister. That has made us realize that the minister does not need to be responsible to lead all facets of church life. Everyone in the church needs to be involved and have an active role in ministry. We can no longer sit back and let one person lead the church.

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

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

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



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

The Congregation puts forth a large effort to support both the Valley City and Medina County communities. We direct our giving based on the ever-changing needs in the community. We fund missions through the gracious weekly gifts from the congregation and budgetary allotments.

While EUCC does have a presence in the surrounding community, notably during the annual Street Fair, we seek to expand our impact. EUCC leads the Sunday outdoor service during the Street Fair, which encourages community participation and awareness. We also host a book and toy sale during the Street Fair to raise funds for Missions projects.

Our church supports organizations that benefit those in our community that are less fortunate. Our giving allows underprivileged children to receive school supplies and families in need to receive Thanksgiving dinners. We donate Christmas gifts to families who cannot afford them. We provide hats and gloves during the winter months and baby formula and diapers for young mothers in need, just to name a few.

We also support our military families. We give to the Wounded Warriors foundation, support veterans with gift cards at Christmas and donate cleaning supplies to deserving families. In addition, we support local food banks, the Salvation Army, the United Way and other agencies in the community.

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

We regularly participated in Association and Conference events, but those connections diminished in the last few years. Those connections are being re-formed at the present, with our current interim pastor providing an increased

emphasis on OCWM contributions and the “Five for Five” special offerings, and through encouraging participation in Wider Church events. The current interim pastor participates heavily in the Living Water Association, is on the planning committee for the Heartland Conference Annual Gathering and was a delegate to the 33rd General Synod.

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

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

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

We currently do not carry any of these “Just World Covenants” designations.

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

We are interested in applying for the Accessible to All because our building is already almost fully ADA compliant. Also, since so much of our congregation is older, this would be a benefit for our members. The Council needs to meet and discuss if any of the other criteria are things we wish to move towards as a church body.

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

We are an active congregation in the Buckeye Area Ministerial Association (BAMA), which is an organization of clergy and lay people of congregations in the local Buckeye school district., including ELCA, Roman Catholic, UCC, United Methodist, and non-denominational ministries. Among other activities, BAMA offers a Thanksgiving service to the public, commemorates the Week of Christian Unity in January, and sponsors a back to school “stuff the bus” school supplies initiative. We participate in and sometimes host the Community Christmas Caroling event with area church choirs and routinely work with non-denominational agencies for mission opportunities.

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 is composed of four active verbs: worship, grow, invite, and serve.

Worship: We hold regular and special worship services that are scripturally based. Special services include Ash Wednesday, Maundy Thursday, Christmas Eve and, in the past, Easter Sunrise services.

Grow: Prior to the pandemic, we have had a bi-weekly bible study and a regular Lenten meditation series. We provide an active Sunday school program from Labor Day to Memorial Day that continued through the pandemic.

Invite: We extend outreach by hosting a street worship service during Valley City's annual Street Fair, passing out water at the well-known Valley City Frog Jump, holding Swiss Steak dinners and fish fries, hosting Family Fun Nights for the community, and having a float in our local 4th of July parade. We have created a logo to help boost our congregation's identity in the community.

Our ongoing internal invitation through fellowship involves a coffee hour after every church service, a monthly men's fellowship breakfast, a chair yoga group called Being Healthy with Friends (that may or may not resume post-pandemic), potluck dinners, Third Thursday luncheons, and mailing birthday cards to every member of the church.

Serve: We participate in the Angel Tree which involves our congregation buying Christmas gifts for needy children and families, sponsor a local Boy Scout troop, and donate money and goods to many local charities and agencies.

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?

Per the job description, we encourage our minister to participate in ecumenical, community, and wider church ministries as an integral part of their ministry among us within the limitations of their work hours.

4b. MISSION InSite

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

For Valley City, there is an economic shift from lower to higher incomes. Controlled density zoning has resulted in the construction of many newer, more expensive homes. This also has led to a shift from blue collar to white collar workers at a pace that is higher than the state average. Valley City has a higher number of retiring people than the state average, which makes sense as the boomer generation ages. Finally, there are more married and fewer single households in Valley City compared to the state average.

All of this offers an opportunity to expand our church by welcoming these new persons as they come to our community in creative ways. There are opportunities to reach out to those who are involved in the community as well. As the ages and experiences of the population changes, we must find ways to generate involvement that appeals to these groups. We cannot expect that the things we have always done to attract new members will still work as the population changes. Creativity and flexibility are the 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?

The church is 64% over age 65, whereas the community is only 24%. While younger people are moving into our community in droves, 80% of our congregation has been a member of the church for 10 years or more. We have similar percentages of high school graduates as the rest of the community, however our congregation has more members with bachelors and advanced degrees than the general population. Valley City is 97% Caucasian while our church is 100%.

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

Our church is in a very good situation to take advantage of the changing demographics of our community. However, we must have the right leadership that can help us focus on growth and find ways for our members to utilize their gifts and skillsets.

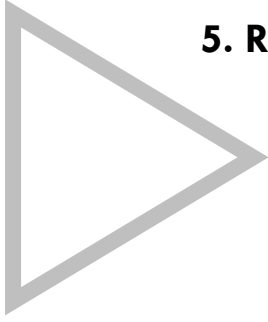
What do you hear when you talk to community leaders and ask them what your church is known for?

Our church is known for serving our community in several ways. We offer a book and toy sale during our community's street fair. We have Swiss steak dinners and fish fries that are open to the public and very popular. We often participate in community events such as 4th of July parades and the annual Frog Jump. We sponsor a Boy Scout troop (including a new group designed for girls, only the fourth such troop in the scouting region) as well as youth sports teams.

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

Our input is limited by the few new people who have become involved. Those few began with us from about five years ago up to a few months ago.

- Pastor and pianist are outstanding. Love to listen to them.
- God and his Word brought me here.
- My wife enjoyed Yoga here.
- Location: closest UCC to home.
- Because my wife comes here.



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

REFERENCE 1

Rev. Maureen Webber
Retired Pastor, former member of this congregation
maurdale@gmail.com
330.696.7406
Reference letter follows

REFERENCE 2

Mary Ann Bauer
Local Funeral Director
330.483.3300
Reference letter follows

REFERENCE 3

Maureen Murrall
Former Office Manager, EUCC
maureen.murrall@gmail.com
440.596.1307
Reference letter follows

Emmanuel United Church of Christ, Valley City OH

Writing this, has given me the opportunity to reflect on my relationship with Emmanuel UCC, and this time of reflection has been such a gift. I realized my life has been entwined with Emmanuel for twenty years this month, as I write this — since 2001! Twenty years ago, my husband and I needed to leave our former church and Emmanuel welcomed us; our first Sunday, we were warmly received, which meant so much to us at the time. Because of their warmth and hospitality, we easily “warmed up” to staying longer for their fellowship time after worship. During that fellowship time, we were able to meet more and more people, getting to know them by name — important to me and to us. It wasn’t long before we transferred our church membership to Emmanuel. We enjoyed the fellowship opportunities outside of Sunday mornings, as well: Bible study sessions, prayer times, and weekly or monthly breakfasts in local restaurants — all have been blessings to many. Emmanuel has also been quite active in the wider community; the people of Valley City know of the “church in the valley.” This loving church sincerely endeavors to be the body of Christ in the community, and they strive to be that same body within the walls of their community of faith as they teach their youngsters and model for them what being the body of Christ means and how to make it visible within their families, their schools and their relationships with their friends.

As a seminary student, Emmanuel offered me opportunities to preach. And, as my home church, I was ordained at Emmanuel. I later transferred my membership to the church where I was called to serve; however, when my calendar permits, my husband and I periodically return to worship and fellowship. I have also filled the pulpit and preached on occasion.

The pandemic has created so much turmoil in the lives of local churches; life has changed for Emmanuel and fellowship opportunities are limited. However, the pandemic will eventually be behind us; I trust Emmanuel will emerge ready to be a stronger body of Christ in a community that needs Christ more than ever.

The Reverend Maureen A Webber

330.696.7406

maurdale@gmail.com

5649 Alfred Oval, Medina OH 44256

Bauer
FUNERAL HOME

Understanding When Needed Most

August 31, 2021

Emmanuel United Church of Christ

6656 Center Road

Valley City, Ohio 44280

To Whom it May Concern:

The "little church in the valley", Emmanuel United Church of Christ may be small but has been very active of our community. The congregation has always been involved in our Valley City Frog Jump, Valley City Street Fair and has held many dinners over the years that were always well attended.

An improvement is an issue with all church families -getting the younger folks back to church and involved. We all have to put going to church a priority in our lives.

We at Bauer Funeral Home are very fortunate to have a great relationship with Emmanuel serving as the local community funeral home. The families are very friendly and are a welcoming congregation to all.

We are honored to know and work with all our community church families.

Most Sincerely,

Mary Ann Bauer Charles Bauer

Mary Ann Bauer, second generation Funeral Director

Charles Bauer, third generation Funeral Director

Bauer Funeral Home, Inc.
2089 Columbia Road • Valley City, Ohio 44280
(330) 483-3300 • FAX (330) 483-3254

August 21, 2021

To Whom it Concerns:

Emmanuel UCC is a small faith community comprised primarily of older adults with a few younger families. Most of the congregation has a long association with the church – some going back 40+ years. The expression “church family” has special meaning here, as the people in the pews have known each other for decades.

The church excels in taking care of it’s own and is somewhat limited in outreach due to the age and mobility limitations of the members. They care about the surrounding community, but most are not able to physically go out to be involved. One way they make up for it is by partnering with other congregations. For example, each summer, the Missions committee holds a campaign to collect funds and supplies for “back to school.” The people always respond generously with donations; everything collected goes to another church in the area that buys supplies and distributes them to local students.

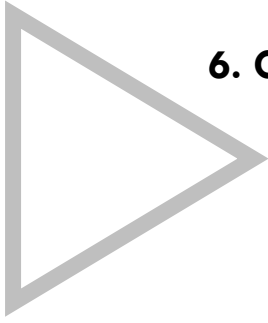
Through the pandemic-related difficulties in 2020-21, attendance and offering income remained remarkably steady. Outdoor services in the parking lot were held as long as the weather permitted, and the church family came out consistently. Just seeing one another in their cars was a source of reassurance during a scary and lonely time. When it came time to switch to online services in the winter, even some of the most senior members (95+ years old) were willing to go on Facebook to watch each week – just to keep their connection to the church going.

I worked as the church’s office manager from January 2018-July 2021. There were many changes during that time, including the remodeling of the church’s fellowship hall and kitchen, retirement of the settled pastor, a year with an intentional interim leader, installation of new sound and technology equipment, and of course, a pandemic. Emmanuel has a long history in Valley City and a small but united community of believers with a desire to remain viable. With the right pastoral leadership, they are poised to do just that.

If you have any questions, I can be reached at: 440-596-1307 or maureen.murral@gmail.com.

Sincerely,

Maureen Murral



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

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:

As expressed throughout this profile, we seek a person whose dream and challenge is to transition and lead our small church into a new model of vital ministry with a three-quarter time minister.

6b. STATEMENT OF CONSENT

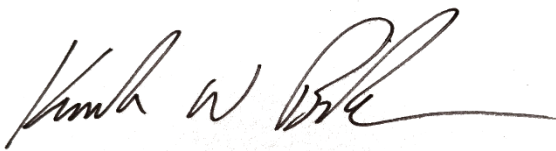
The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided 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.

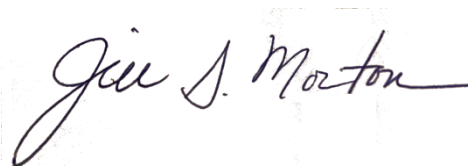
1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*

Over a seven-month period, the Search Committee discussed and wrote the majority of the profile with collaboration from Council and an *ad hoc* committee on job description. Additional resources included the Church Treasurer, the recently departed Office Manager, congregational surveys, the current Interim Pastor, and various part-time pastors in various church settings around Ohio who shared their job descriptions and experiences.

Signed:



Ken Beuther, Search Committee Chair
September 7, 2021



Jill Morton, Council President
September 7, 2021

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

Emmanuel Valley City is a congregation in good standing in the Living Water Association. The congregation has a long history of a living ministry in its wider community which in the last few years has experienced growth and development. The congregation, although small, boasts somewhat of an intergenerational flavor with an active Sunday School for children. Its aspiration and hope include welcoming a pastor whose gifts foster involvement in the wider community where schools and businesses are developing and making a difference by being the church.

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: General Minister

Email: nayiri.agm@livingwaterone.org

Phone: o. 330.940.2220 x102; c. 203.722.9174

Date: September 21, 2021