

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to
become

?

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

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION
UNITED CHURCH
OF CHRIST



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

**United Church of Christ, Congregational
Medina, Ohio**

Pastor for Youth & Mission

Ohio NorthEast, Living Water Association

March 24, 2022



LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
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- Consent and Validation

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

INSTRUCTIONS

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

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

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

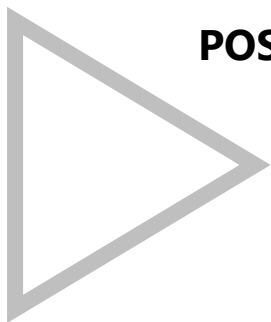
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytellings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

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

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

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of

the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: [United Church of Christ, Congregational](#)

Street address: [217 E. Liberty Street Medina, OH 44256](#)

Supplemental web links: uccmedina.org

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

Conference: [Heartland](#)

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

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

[Rev. Nayiri Karjian, Association General Minister](#)

[960 Portage Trail](#)

[Cuyahoga Falls, OH 44221](#)

[c. 203.722.9174; o. 330.940.2220 ext. 102](#)

nayiri.agm@livingwaterone.org

Summary Ministry Description:

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

The essence of our vision and mission statement (page 36 below) is to be **welcoming, loving, serving**. We are a historic, growing, generous and blessed church.

We at Medina United Church of Christ, Congregational ("Medina UCC") are now in our third century of service to God. We pride ourselves in being known as "The Church on the Square." Our location, in the heart of Medina's vibrant historic district, allows us to contribute to exciting community events. Some of the most esteemed citizens in the history of Medina have called our church home.

Our church is growing. Analysis of demographics indicates a remarkable increase in young members, who are coming to us because we are inclusive. We are ready to add to our staff to support this growth in young adults and high school aged students.

In the last few years, we have fully paid a \$1.6 million building improvement, while continuing or expanding initiatives in the community. Our overall mission giving percentage to total expenditures is 22%, including giving to Our Church's Wider Mission as well as many other specific organizations as listed in attachment B. Beyond these budget figures our early youth sponsor a child in Uganda and our teen youth participate in mission trips to build homes in Costa Rica, as well as smaller mission trips. We collect food, clothing, school supplies and other essentials for neighbors in need and maintain a fund to help others seeking emergency assistance with rent, food, gasoline, utilities, and prescriptions.

We have been blessed to be served by a dynamic senior pastor for the past six years. Our new ADA compliant addition to our building, which makes the entire building accessible and allows us to be more welcoming to all people, is a blessing. We are also blessed with an active congregation of over 700 members and youth who live and practice our vision and mission.

We understand that no one person can do it all. We now seek a pastor for youth and mission in the style of a servant leader, who is young at heart, and one who will continue to challenge our congregation in our belief that our church, like God, has no limits. The candidate must be passionate about leadership, welcoming to a younger congregation, openness and acceptance of diverse family structures, as well as

championing of evangelism and community involvement.

Photographs:

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



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

Medina still feels like a small town, but with many of the benefits of being a small city. We are near two major metropolitan cities with cultural, and sporting offerings. Our square is unique, and our church is a major component of life on the Square and historically has been an agent of change in the community. We want to be a part of the continued process of addressing social justice issues.

Current size of membership: 601 active members + 100 youth = 701 total

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

Position Title: Pastor for Youth & Mission

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

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

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

Full Time.

Does the total support package meet conference compensation guidelines?

Salary package will be determined based on experience and education.

Pastor for Youth & Mission

PURPOSE:

This is a full-time pastoral position. The Pastor for Youth & Mission will serve as the staff member with primary responsibility and oversight for the ministries with High School youth, and young adults, engaging them in fellowship, worship, mission, and faith exploration. This position also engages the whole congregation in mission and justice ministries personally, locally and globally, as well as shares with the Senior Pastor in pastoral responsibilities for the congregation.

ACCOUNTABILITY:

The Pastor for Youth & Mission reports to the Senior Pastor and is accountable to the Congregation and its representation on Congregational Council. The Pastor for Youth & Mission works closely with the Director of Youth Ministries, Pastoral staff, and the other Purpose Focused Leadership Teams, especially the Discipleship & Education and Mission Teams.

As Head of Staff the Senior Pastor will coordinate an Annual Performance Review with the Staffing Team and inviting participation of staff and church members who work closely with the Pastor for Youth & Mission.

RESPONSIBILITIES:

Youth

Goals for youth and young adult ministries at Medina UCC, Congregational:

- *a safe space where youth and young adults develop their own spiritual lives and*
 - *cultivate what it means to welcome, love, and serve as the Church in the world*
 - Actively invites youth and young adults into the ministries of the Congregation.
 - Provides for the planning, publicizing, and inviting of volunteers for leadership in the High School Youth Groups; includes activities such as faith exploration and prayer, fellowship opportunities and service projects.
 - Facilitates youth participation and participates in special activities of the youth ministries (i.e.: retreats, conference and denominational events).
 - Supports youth, parents, and congregation in fund raising for mission trips.
 - Visions and implements outreach to young adults and integrates young adult participation in the life of the congregation.
 - Nurtures and promotes spiritual growth, leadership development, and active participation in the broader community among the youth and young adults of the Congregation and the Medina community.
 - Integrates youth and young adults ministries into the whole life of the Congregation.
- Attends worship regularly with youth.

SCOPE OF WORK

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

Pastor for Youth & Mission
Position Description, continued

Mission & Justice

- Communicates with the congregation the connection between faith and justice.
- Helps congregation engage justice issues through mind, spirit, and action.
- Works with community agencies connected with Medina UCC, C's mission and ministries (e.g.: Feeding Medina County, CUPS Cafe, Garfield Elementary, etc.)
- Coordinates mission trips.
- Regularly attends the Mission Team meetings and acts as ex-officio member.

Worship

- Negotiates a preaching schedule with Senior Pastor.
- Regularly shares in worship leadership and planning.

Pastoral Care

- Nurtures the spiritual development of the Congregation, individually and corporately.
- Shares on-call pastoral responsibilities with the Pastoral staff.
- Provides support for members and friends of the church in times of need.

Administration

- Meets weekly with other staff members.
- Provides support, as needed, to the Leadership Team: Moderator, Moderator Elect, Past Moderator, Clerk, and Treasurer; as well as the Congregational Council, Boards, and Committees.
- Honors all staff members as colleagues, affirming each person's gifts, forgiving each person's faults and modeling the Gospel in order to work in partnership in ministry.

Denominational, Ecumenical, and Community Relationships

- Follows the UCC Ordained Minister's Code (including participation in the life of the denomination, if ordained).
- Recognizes and promotes the Congregation's role with youth, young adults, and mission in the larger community.

Personal Responsibility

- Maintains time for personal growth, study and spiritual development.
- Develops a healthy balance between responsibilities to the congregation, family and self.

Pastor for Youth & Mission
Position Description, continued

QUALIFICATIONS:

- Could be ordained ministerial standing in The United Church of Christ (or approved for ordination pending call by a setting of the UCC or in process of receiving Privilege of Call by a setting of the UCC) and theological compatibility with Progressive Christianity
- Must demonstrate potential for leadership in a local church setting
- Strong communication skills
- Organizational and promotional skills
- Enthusiasm for justice and youth leadership development
- Willingness to support teamwork, collaboration and a collegial approach to work with others
- Willingness to learn Medina County

TERMS OF EMPLOYMENT:

- The Employee Policy Handbook contains detailed information on terms of employment.
- A Letter of Agreement for the position will specify the work hours and the compensation for the position.
- Hire is contingent on a background check (see Policy Handbook for details).

COMPENSATION PACKAGE:

Salary and benefits package is negotiable based on experience and education. Package to include salary, professional reimbursements, mileage, health and disability insurance, pension, and vacation. EEO employer.

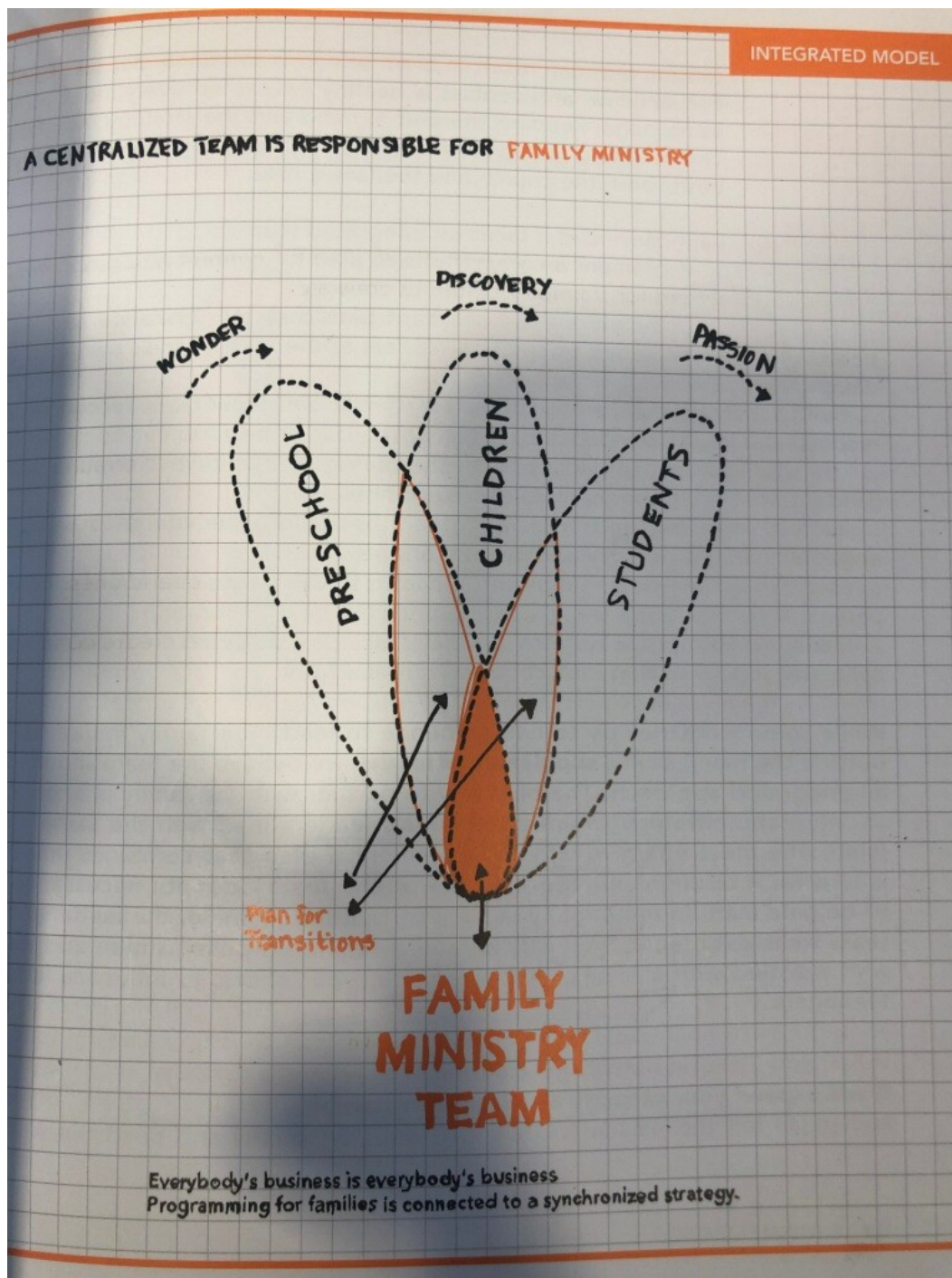
Both ordained and non-ordained may apply. In the case of an ordained candidate, interest and ability to preach would be an extra, but not critical gift. The candidate needs to be a Christian with a theology that is consistent with the norms of our UCC denomination.

With the use of social media in society today, familiarity with computers and technology are important.

Core Competencies:

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

- Passionate about wanting to help youth to find their identify, discover their own passions, and guide them in making a difference in the world.
- Compassionate.
- Attentive listener.



We already have an effective family ministry program for preschool and primary school-aged children, led by our current Director and Co-Director of Christian Education. The Pastor for Youth & Mission will focus on programs directed to high school students and young adults, both within the current congregation and in the wider Medina community.

COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): In accordance with the UCC Call Guidelines, salary will be determined / negotiated based on experience and education. We understand that the salary package will include cash salary, housing allowance, professional reimbursements, health and disability insurance, pension, vacation, etc.

Benefits (*choose one*):

Salary includes Optional Benefits.

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

Comment on the residential/commuting expectations for your next minister. Live in the Medina area, as some evening meetings or other responsibilities are likely.

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

Describe peer and professional supports available for ministers in your association/conference: There are various community practices and the Living Water Association offers a variety of opportunities for ministerial development and support as well as networking and collaborating with our sibling UCC congregations.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: Not applicable.

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 have identified goals on how we intend to evaluate this new position. After the end of a three-year period, we will be able to determine that the project has been worthy and successful if:

- there has been at least an incremental 5% net increase in overall church members and youth over the 2021 base (i.e., current) figures of 601 active members + 100 youth.
- There is also an incremental increase in youth group membership / participation of at least 10% over the 2021 base figures.

Additionally, we look to the Pastor for Youth & Mission to work with the congregation with new and/or expanded hands-on mission activities.

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

This candidate should enjoy spending time with the youth group, find joy in working with kids, helping them find their identity, passion and direct them in making a difference in the world. We feel this passion cannot be taught, unlike leading mission projects, which can be taught. The youth in this church are highly engaged, and motivated to change injustices in the world, learn, and grow. This exuberant group works well with younger and older youth, and adults, in the church and often bring friends to attend activities, proud of what their church is doing. Many are known for the good deeds they do for older church members, like the annual Rake & Run program, raking leaves for members who might be physically unable. They are energetic and vibrant and bring so much life to the future of the church, today, and we know they are the future of this church.

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 congregation 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.

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God's people.
- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.

WORKING TOGETHER FOR JUSTICE AND MERCY

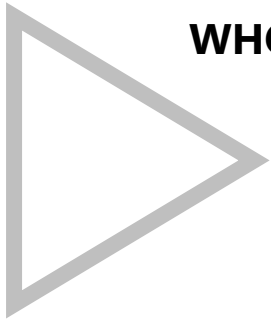
- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.
- Identifying and working to overcome explicit and implicit bias in the life of the Church.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.
 - o Building relationships of mutual trust and interdependence

PARTICIPATING IN THEOLOGICAL PRAxis

- Practicing theological reflection and engagement as part of one's sense of ministerial identity.
- Integrating theological reflection in teaching, preaching, and ecclesial and community leadership.
- Articulating a theology and practice of ministry consistent with the UCC Manual on Ministry.
- Demonstrating an appreciation for and participation in the ecumenical and interfaith partnerships of the UCC.
- Experiencing and appreciating a variety of theological perspectives.
- Embodying the UCC Ministerial Code.

CARING FOR ALL CREATION

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



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)

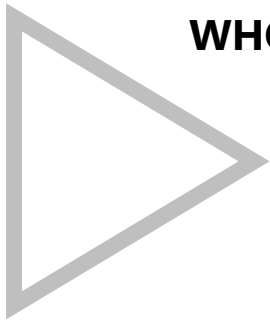
Who is God calling you to become as a congregation?

Welcoming, loving, serving.

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

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

Medina has grown swiftly from a rural village to a city of about 57,000. Our Church has both maintained our well-loved traditional Sunday worship services and also adapted to changing worship style preferences by added contemporary and livestream options. Like any community who experiences rapid growth, Medina has seen an increase in homelessness, addiction, domestic violence, and hunger with the increase in population. These problems are met with limited or sometimes no civic resources. As a church, we believe we are being led to help our community respond to and care for these challenges.



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

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

[Please note that the above and some of the following questions would be important for a search for a Senior Pastor but are somewhat less relevant to the current search for a Pastor for Youth & Mission.]

See the home page of our website for recent bulletins for an idea of our worship liturgy.

Describe several strengths or positive qualities of your congregation.

We are financially stable. The compensation costs of this position are in hand.

Warm and welcoming. The last five years we have seen membership growth, especially with young families, even during a time of pandemic. See page 20.

We operate the Hobby Horse Preschool, widely regarded as the best preschool in the Medina community. Indeed, many of our new member young families are first introduced to us through Hobby Horse.

We have a recently updated physical plant within our historical building on the town square.

We have strong relationships with Medina community mission partners and key civic leaders.

Describe what worship is like when your congregation gathers.

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

Our 8:30 am chapel service is a more intimate yet traditional service in a smaller worship space.



The Gathering is a contemporary, laid-back service that is held in the fellowship hall of the church. There is communion every Sunday, whereas in the 10:30 am more formal service in the main Sanctuary, there is communion on the first Sunday of every month. The sermon and preaching is still telling the same story, but in a more laid-back format, like the rest of the service, as well as the music being guitars, keyboards, and a band instead of an organ and choir.

The 10:30 am is the traditional or “high church” service. By clicking on the Livestream icon on our website home page, you can view recent recordings of the entire 10:30 am or Gathering services.

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?

The youth of our church are welcome to worship alongside adults during all three of our Sunday services. We support our youth in their faith formation by gifting storybook Bibles to your kindergarteners, directing Bible study and purchasing standard Bibles for our third graders, implementing confirmation for our eighth graders, and providing Youth Group fellowship and mission opportunities for youth in grades 3 – 12.

We also offer a new option for children during the late service called "*Jesus Vibes*." *Jesus Vibes* is far from being a traditional Sunday School curriculum. Our *Jesus Vibes* group studies the same liturgy and scripture reading as the congregation in the Sanctuary and then shares what they've learned in creative formats, such as plays, skits, puppet shows, stop motion animations, and eBook. Our church youth are motivated to be part of *Jesus Vibes*, because the structure allows them to have agency in their learning. Their interests are valued, and they have voice and choice in what and how they learn. This is what one of our youths has to say about *Jesus Vibes*:

"Jesus Vibes is an optional thing that kids and teens can participate in instead of watching the sermon. We are currently doing a project where we plan and film a shorter version of the sermon upstairs. It's a lot of fun. Not one kid leaves the room without a smile. We wear costumes and we make props or use the props we already have. There's not a thing I would change."

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?

There are 16 leadership teams or other committees with 104 members that generally meet monthly. The total hours spent in meetings is ~100 hours.

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

In 2019, we discovered that the 1882 oak framework and yoke mechanism that supported our 1835 bell was unsafe and could no longer be used. We needed \$20,000 for these repairs. All the church teams and the congregation came together to create an impromptu "Save the Bell" campaign, which included selling t-shirts, raising money and pledges by sending the Senior Pastor "*to the rafters*" to sleep for the night. All of the teams and the congregation came together and had fun!

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

See Attachment A for our organizational chart. Our bylaws are available on the Church website at uccmedina.org and our most recent Annual Report is available upon request

11-YEAR REPORT

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

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



Church#: 523720

Assoc: 566

Schedule: 0

United Church of Christ, Congregational

Medina

OH

44256

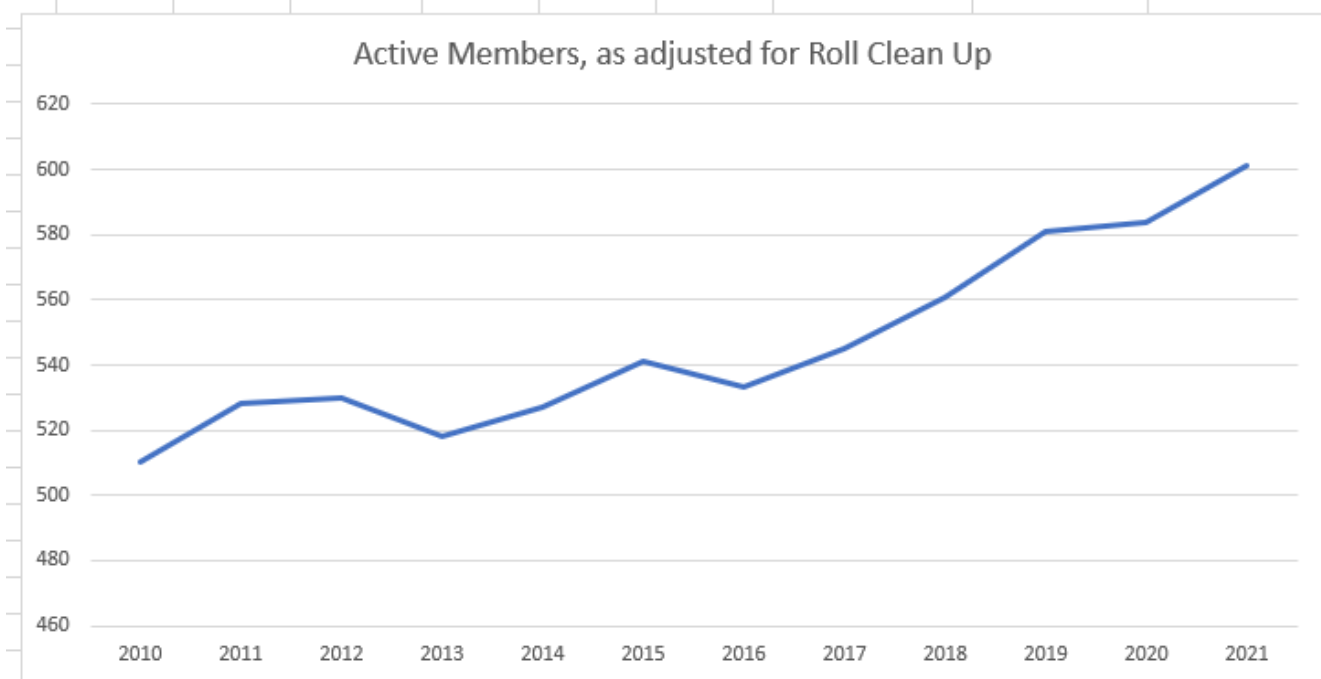
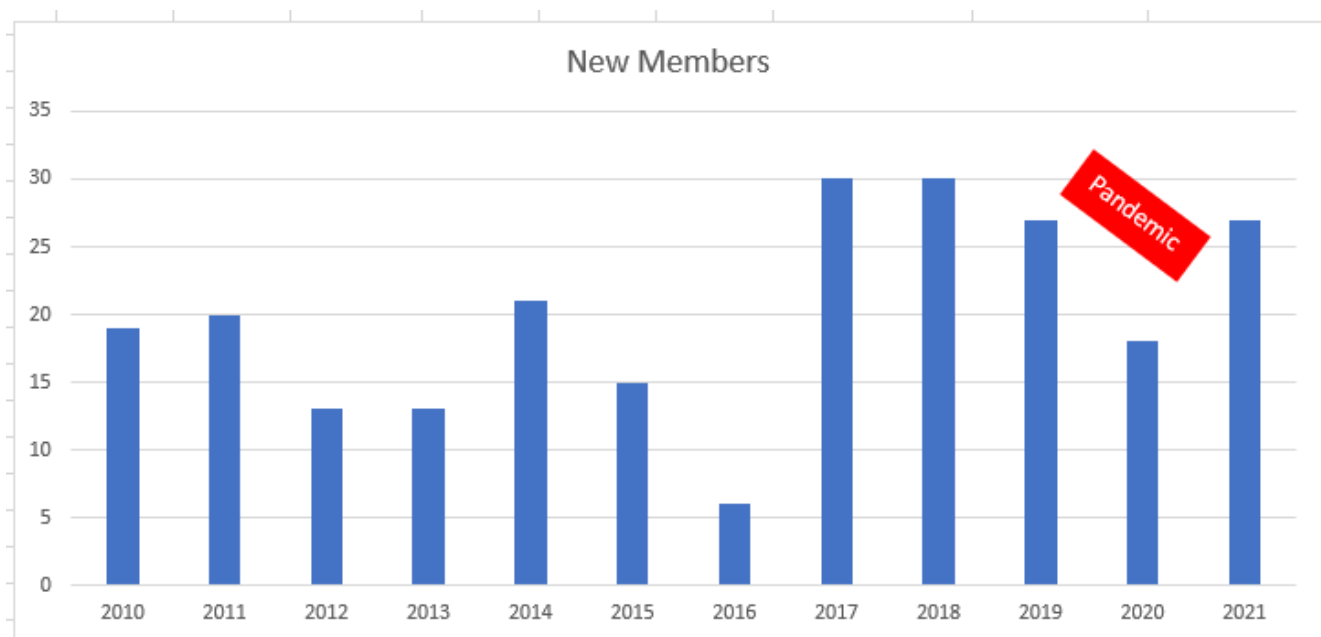
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2010	859	206	150	8	19	0	11	33	-17
2011	877	200	110	7	20	0	9	0	18
2012	877	210	65	10	13	1	16	8	0
2013	855	200	72	5	11	2	12	28	-22
2014	857	200	142	8	13	0	12	7	2
2015	865	200	139	9	15	1	17	0	8
2016	654	160	150	3	3	0	13	204	-211
2017	617	180	85	10	19	0	17	49	-37
2018	614	175	115	8	22	0	15	18	-3
2019	581	190	166	3	24	4	11	53	-33
2020	584	185	136	12	6	5	20	0	3

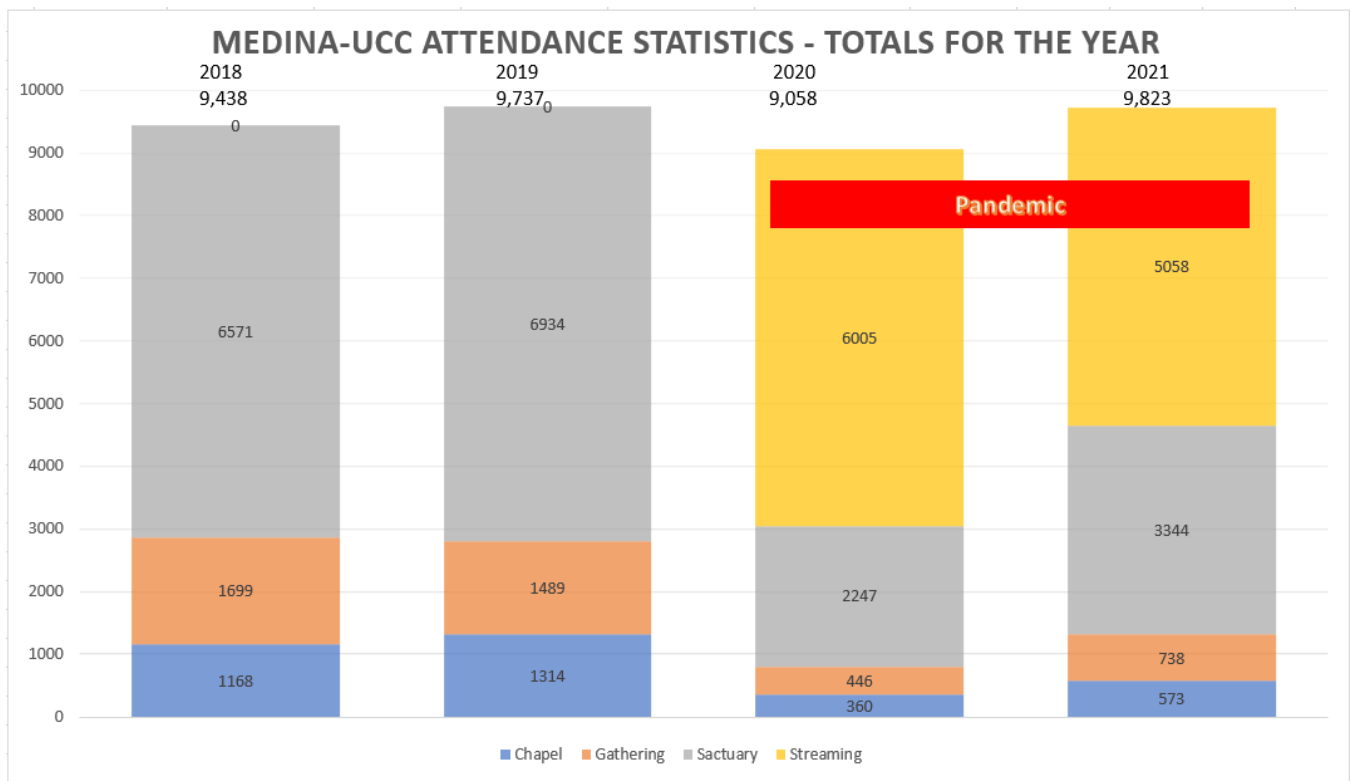
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2010	\$415,722	\$43,934	\$31,183	\$17,406	\$48,589	\$31,600	\$80,189	7.50	\$539,845	\$499,951
2011	\$402,614	\$51,203	\$22,000	\$19,403	\$41,403	\$35,327	\$76,730	5.46	\$530,547	\$505,551
2012	\$403,494	\$26,185	\$29,000	\$16,136	\$45,136	\$36,229	\$81,365	7.19	\$511,044	\$452,894
2013	\$374,442	\$25,710	\$27,000	\$18,073	\$45,073	\$37,967	\$83,040	7.21	\$483,192	\$454,374
2014	\$384,527	\$60,225	\$27,000	\$4,255	\$31,255	\$41,134	\$72,389	7.02	\$517,141	\$473,812
2015	\$352,048	\$65,222	\$26,000	\$44,358	\$70,358	\$33,412	\$103,770	7.39	\$521,040	\$402,829
2016	\$336,102	\$47,090	\$28,000	\$6,450	\$34,450	\$46,335	\$80,785	8.33	\$463,977	\$389,130
2017	\$333,769	\$14,406	\$28,000	\$43,727	\$71,727	\$33,421	\$105,148	8.39	\$438,917	\$400,527
2018	\$341,065	\$18,746	\$28,000	\$4,923	\$32,923	\$32,426	\$65,349	8.21	\$406,414	\$387,341
2019	\$345,037	\$0	\$30,000	\$7,655	\$37,655	\$30,910	\$68,565	8.69	\$413,602	\$388,398
2020	\$337,081	\$16,000	\$30,000	\$11,780	\$41,780	\$26,858	\$68,638	8.90	\$405,719	\$406,465

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-32.49	-7.50	-2.16	-8.00	17.65	-4.25	-40.62	-22.13
2010-2020	-32.01	-10.19	-9.33	-14.81	-54.55	-18.92	-14.01	-24.85

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.

The graphs on the next pages show active membership adjusted for a 2016 – 2019 process of membership roll clean up that had not been done for decades. Another graph shows just the new members element of the active membership data. Finally, average weekly attendance statistics in the 11-year table for 2020 were affected by the pandemic and are also understated by the number of worshipers utilizing livestreaming. In fact, in 2021, 54% of those attending worship did so using livestream technology.





CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	601	
Number of active non-members:	100	This figure represents our youth
Total of church participants (sum of the numbers above):	701	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	66%	
Less than 10, more than 5 years:	14%	
Less than 5 years:	20%	

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>
59	59	47	58	68	91	67	111	141	

Percentage of adults in various household types:

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

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	Unknown	MissionInsight suggests 27%
College:	Unknown	MissionInsight suggests 56%
Graduate School:	Unknown	MissionInsight suggests 13%
Specialty Training:	Unknown	
Other (please specify):	Unknown	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	Unknown	
Adults who are retired:	Unknown	
Adults who are not fully employed:	Unknown	

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

There are certain items above marked as unknown because we do not keep these sorts of records and have no way of estimating them. However, we have no reason to believe the demographics of our congregation differ materially from those of the Medina community as expressed in the attached MissionInsight demographics report.

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?

Mostly white; consistent with the Medina community as indicated in the attached MissionInsight demographics report. Anyone is welcome at our Church.

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

Although we have not had any formal discussions regarding our Denomination’s Welcoming Diversity Inventory, we are always interested in learning and welcoming our diverse neighbors to community with us.

PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	70	There are 5 groups (Breadmakers, three bible studies, quiltmakers). Senior pastor does one bible study. The Pastor of Visitation does another. The other groups are lay lead.
Baptisms <i>(number last year)</i>	2	Senior Pastor
Children's Groups or Classes	2	Three youth groups (40), 2 Sunday schools (20), Confirmation class (7), third grade bible study (6). Classes led by the Senior Pastor, Director/Co-Director of Christian Education, and members of the Discipleship & Education Team.
Christmas Eve and Easter Worship	300 + 438, respectively (2018)	Senior Pastor
Church-wide Meals	8 meals (pre-covid)	50-year member luncheon, Alive on the Square, a Chili cook off, Lent meals program with other churches, "souper" bowl, Women's Tea.
Choirs and Music Groups	20 + 6	Director of Music + Gathering

		Service
Church-based Bible Study	3	As above
Communion (<i>served how often?</i>)	Monthly + weekly	Monthly at the traditional service + weekly at the Gathering Service
Community Meals	monthly	CUPS Café, a community teen ministry offering after school and meals. A meal is prepared monthly by each of our leadership teams in rotation.
Confirmation (<i>number confirmed last year</i>)	23 in 2020	Senior Pastor + the Director/Co-Director of Christian Education
Drama or Dance Program	no	
Funerals (<i>number last year</i>)	12 +2	Clerk report + 2
Intergenerational Groups	1	Breadmakers
Outdoor Worship	12	Vespers weekly in summer + Alive on Square
Prayer or Meditation Groups	0	
Public Advocacy Work	0	
Retreats	2	Staff retreat + lent
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	2	
Worship (time slot: 8:15)	Ave = 22	Chapel
Worship (time slot: 9:00)	Ave = 33	Gathering Service (contemporary)
Worship (time slot: 10:30)	Ave = 118	Traditional Service
Young Adult Groups or Classes	0	

Youth Groups or Classes		As above
Other	0	

Additional comments: **None.**

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Harry Buch			none	Y
Pam Branscome			none	Y
Karen Leidy	No	Retirement home	Licensed	N
Chris Nichols	No	Pulpit supply	Interim	Y

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: **Harry and Pam are married. They are active members and are involved with the music program.**

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
Luke Lindon, Senior Paster	Yes	Full time	Congregation	5 years
Karen Brocco- Kish	Visitation Pastor	Volunteer	Head of Staff	3 years
Cindy Korecky	Office Manager	30 hours per week	Head of Staff	18 years
Jeff Miller	Finance Director	30 hours per week	Head of Staff	1 year
Stacie Yates	Director Christian Education	Part time	Head of Staff	19 years
Nicole Rubino	Co-Director of Youth	Part time	Head of Staff	3 years
Jim Kiser	Director of Music	Part time	Head of Staff	15 years
Cathy Fafrak	Organist	Part time	Head of Staff	15 years
Rebecca Rosen	Nursery	Part time	Head of Staff	15 years
Sharon Perry	Custodian	Part time	Head of Staff	1 year
Jennifer Vilimonovic	Preschool Director	Full time	Head of Staff	2 years

REFLECTION

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

We are seeking to do something different by investing in youth and hands-on mission activities in the Medina community. The ideal candidate will be able to mobilize teens into mission and offer them to the wider church. This church was growing before

COVID, but thanks to a commitment to technology and investments made prior to and during the pandemic, members and new attendees were brought into the fold via live-stream services on Facebook, and the 10:30 am service being live streamed and archived on the Church website. A good size group of new members has joined at each New Member Class offering. Pastor Luke Lindon is known for welcoming all into this church, and members truly believe in being welcoming. Our new ADA spaces make entry easier for all ages, and young families are joining, therefore growing the youth group.

CHURCH FINANCES

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

12/2021 Actual

Source	Amount
Annual Offerings and Pledged Giving	\$ 471,789
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 18,854
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ 0
Fundraising Events	\$ 2,926
Gifts Designated for a Specific Purpose (Pastor for Y+M)	\$ 1,445
Grants	\$ 0
Rentals of Church Building – mostly "dividend" from Hobby Horse Preschool	\$ 7,854
Rentals of Church Parsonage	\$ 0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$ 0
Transfers from Special Accounts	\$ 0
Other (specify): Specific mission collections (e.g., some of the 5 for 5 causes)	\$ 17,213
Other (specify): a bequest	\$ 10,205
Other (specify): all other miscellaneous items	\$ 14,856
TOTAL	\$ 545,142
Mission expressed as a percentage per attachment B	22%

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 477,898

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here. [See Attachment B. Full budget report available upon request](#)

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? [22%](#).

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](#). (indicate those included during the most recent fiscal year)

[Y](#) _ Our Church's Wider Mission (OCWM – Basic Support)

[Y](#) _ One Great Hour of Sharing

[Y](#) _ Strengthen the Church

[Y](#) _ Neighbors in Need

[Y](#) _ Christmas Fund

In what way is OCWM (Basic Support) gathered? [Mission pledging by individuals is separate from operations](#). If calculated as a percentage of operating budget, what is that percentage? (recommended 10%) [9%](#).

What is the church's current indebtedness? [None](#).

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
2014 - 2016	Building modernization and renovations.	\$ 2 million	\$1.6 million	Air conditioning, elevator, office and conference rooms, rest rooms, new boiler, bell tower and roof repairs.

If a capital campaign is underway or anticipated, describe: **Not applicable.**

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. **The renovations made our facility welcoming to persons of limited mobility.**

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

What is the market value of the assets? **\$360,219 at 9/30/2021.**

Are funds drawn as needed, regularly, or under certain circumstances? **Income only is drawn as needed for approved projects.**

What is the percentage rate of draw (last year, compared to 5 years ago)? **6% in 2021, compared to 5% in 2016.**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **\$0 in 2021; \$4,800 in last the 5 years for new programs that could be considered as operating budget expense items.**

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

Please comment on the above calculations or estimates:

There is a separate Endowment Fund Constitution and governing board. There is a policy statement governing the computation of income, allocations, as well as a detailed process for the application and evaluation of grant requests.

Other Assets

Reserves (savings): **\$354,828 (all funds, not counting Endowment).**

Investments (other than endowment): **\$73,000 at the UCC Cornerstone Fund**

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

Fair market rental value of the parsonage:
How is the parsonage used?
Street / City / State / Zip:
Finished square footage:
Number of Bedrooms, Number of Bathrooms:
Assessed real estate value:
Available for minister residence: Y/N
Expected minister residence: Y/N
Condition of structure, systems and appliances
Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church: [the Sanctuary and related spaces.](#)

Describe non-owned buildings or space used or rented by the church: [None.](#)

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

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

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

[We are blessed with a generous congregation. We are passionate about staying on the town square and maintaining our historical building. We are now seeking to become even more active in our local community and continuing / expanding our long-standing mission outreach to Cost Rica.](#)

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.

We have a long history and were instrumental to the original founding of the Medina community in 1819. Over the years, our congregation has championed abolition and the underground railroad, prohibition/the Ohio Anti-Saloon League, civil rights, support for a LGBTQ+ fair housing and employment ordinance passed by Medina City Council in 2019. We have ongoing involvement and discussions with Second Baptist (a traditional Black Church) about raced relations in the community.

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

As noted on page 32, by 2015 it was clear that the parts of the Church building dating from 1957 needed work. There was no air conditioning in the building and our heating system was obsolete. Our bathrooms were out of date, windows were inefficient, even our bell tower was cracked. Everyone used a long “back entrance” stairway rather than the front door to the Sanctuary. Our building was not inviting to guests or visitors. A \$1.6 million modernization campaign addressed these needs.

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 have not had any recent conflicts.

Many years ago, we had an Associate Pastor with interests that did not align with the Church’s goals for the position. After attempts at realignment and reconciliation, the Associate Pastor accepted a call to another church. We have a pastoral relations committee with a responsibility to collaborate with our Pastors to resolve any potential conflict at an early stage.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Senior Pastors:		
Luke Lindon	4/2017 to date	Yes
Neal Sadler	4/2008 – 3/2016	Yes. Retired in 2016.
Ted Elsenheimer	1997 – 2006	Yes
Donald Nichols	1986 – 1995	Yes
Interim Pastors:		
Walter Cox	2016	Yes
Sharon Keisel	9/2006 – 4/2008	Yes
Associate Pastors:		
Mariah Marlin – Warfield, Youth + Family Life Pastor	9/2008 – 1/2013	Yes
Sharon Albertson, Pastor of Outreach & Gospel Arts (2/3rds time)	3/2013 – 3/2015	Yes

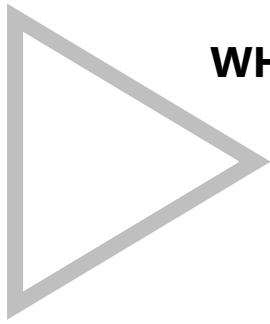
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Under the leadership of our current Pastor, the Congregational Council spends most of its time on forward looking planning rather than a discussion of past events. This has been most successful when teams identify possible solutions and ways to work together. Youth outreach programs and a key component of this planning. Our leadership style is that the Pastor does not carry the load. We are also transitioning many traditional functions and programs (Breadmakers, communion preparation and clean up) from adult members to our youth.

Has any past leader left under pressure or by involuntary termination? No.

Has your church been involved in a Situational Support Consultation? No.

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



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

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

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

- Feeding Medina County
- Habitat for Humanity – a significant new initiative in 2022
- Cups Café meals
- Hobby Horse Preschool
- Candlelight Walk / Holiday Home Tour
- Ice Cream Social on the square
- Alive on the Square ecumenical church service annually
- Lenten ecumenical dinners
- Alcoholics Anonymous
- Costa Rica mission trips
- Youth mission trips
- Easter baskets
- Linus blankets
- Monetary mission gifts to many different organizations

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

Our Senior Pastor is active with our Association, currently serving as co-chair of the Discernment Working Committee of the Committee on Ministry. In January 2022, he co-chaired a clergy revitalization retreat.

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.

- ☒ Accessible to All (A2A)
- ☐ Creation Justice
- ☐ Economic Justice
- ☐ Faithful and Welcoming
- ☐ God Is Still Speaking (GISS)
- ☐ Border and Immigrant Justice
- ☐ Inter-cultural/Multi-racial (I'M)
- ☐ Just Peace
- ☐ Global Mission Church
- ☐ Open and Affirming (ONA)
- ☒ WISE Congregation for Mental Health

The two initiatives noted above are currently in progress.

- ☐ Other UCC designations: [None](#).
- ☐ Designations from other denominations - [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?

We are currently in active discussions on how our Church can become a mission partner with a local organization called Operation Homes, which provides shelter, food, and career counseling for unhoused community members.

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

Our Senior Pastor is a member of the Medina Ministerial Association and also a member of a recently formed ad-hoc evangelical group. Our Congregation has a long-standing cooperative relationship with a Reformed Jewish Synagogue in Fairlawn, Ohio.

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

The church's Mission Statement is:

“Welcoming, Loving, Serving, Where God has no Limits”

- ***Connecting God's Love to God's People***
 - To make God's Love Real & Relevant
 - The messages we share are relevant to Today's world
 - Based on Actions & Experiences
- ***Uniting in Diversity; One in Christ***
 - Our diverse worship styles – yet we all share a Common bond in Christ
 - The makeup of our congregation – variety of socioeconomic backgrounds
 - All walks of life are welcome
 - “Extravagant welcome”
- ***Engaging God's Word for Inspiration***
 - Scriptures shared for today's world
 - Engaging / Active Bible Messages (not be read to)
 - Life-changing
 - Thought-provoking
- ***Building Total Family Ministry***
 - All ages / Stages of life
 - Whatever family you have – you are part of ONE family here.
 - Personal relationships & friendships
 - Youth – seeing them as part of your own family, watching families grow
 - All fit in & are part of one family.
- ***Serving from the Square for nearly 200 years***
 - Proud of our History & location on the square
 - Serving – our community (near and far) through mission works

“More than Church on Sunday”

- Engaging people seven days a week
- Providing many opportunities to be involved other than just on Sunday mornings
- Acknowledge people’s schedules, commitments, time & talents – Serving more than just on Sunday mornings

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

The scope of work and time expectations for this position is almost entirely associated with community ministry.

MISSION InSite

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

See attachment C for the full report. Some of the key items, trends and opportunities are:

- Population and number of households in Medina is growing, but at a somewhat slower rate than in the past.
 - Population of Medina City = 26,095 as of the 2020 census.
 - Population within 5 miles of the Church = 56,053 per MissionInsite.
 - Population of the entire County of Medina = 179,7465 as of the 2020 census.
 - 75% of the households are married – couple.
 - 93% of the community is white.
 - 97% of the community speaks English at home.
- Our “target” 18-24 age group has increased from 3,334 in 2010 to 6,168 in 2021.
- Median household income is \$83,200 in 2021.
- Number of families below the poverty level = 722.
- The level adult population with college degrees is about 40%, compared to about 27% for the State of Ohio generally.

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?

By being on the Square, we are close to the "inner city" school. We already have existing programs to help us connect with Garfield Elementary, the Library (which functions as an after school "latch-key" resource), and the Second Baptist Church to respond to the needs of Medina community. Our internal demographics also draw from the outer suburbs.

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

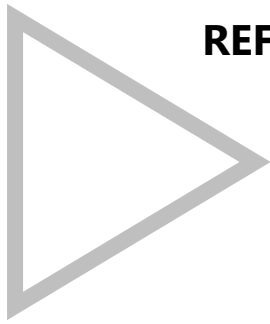
As above.

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

We are the go-to organization for people in need from Job + Family services. We are known as the Church that "Welcomes Everybody." Every service begins with: ***"No matter who you are or where you are in life's journey, you are welcome here."***

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

People say they get involved because they have been inspired by warm welcomes and acts of service.



REFERENCES

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

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

[Dennis Hanwell](#)
[Mayor of the City of Medina](#)
[330.725-8861](#)
ghanwell@medinaoh.org

REFERENCE 2

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

[Gail Ebey, Head Youth Librarian](#)
[Medina County District Library](#)
[330.725.0588 ext. 2068](#)
ebey@mcdl.info

REFERENCE 3

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Karen McGinty, Principal
Garfield Elementary School
330.636.4202
mcgintyk@medinabees.org

REFERENCE 4

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Pastor Arthur Ruffin
Second Baptist Church of Medina
451 Bronson St., Medina, Ohio
330.952.2055
aaruffinsr@hotmail.com

PROMPTS FOR REFERENCES

Describe some areas of strength in this church's ministry.

Describe some areas for improvement in this church's ministry.

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

See attachment D. The Medina County District Library and Garfield Elementary are mission partners of our Church.

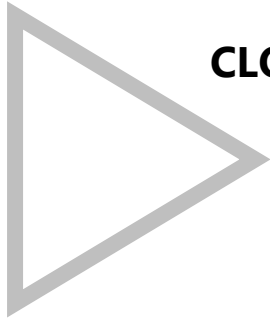
Anything else you wish to share.

Here are some additional internet links to materials that may be of interest to candidates:

Our Facebook page: <https://www.facebook.com/uccmedina>

Jesus Vibes videos (under "our projects"): <https://sites.google.com/view/uccmedinajesusvibes>

Pastor Luke's 2021 Stewardship sermon series that discuss the vision and need for this position: Go to uccmedina.org > Media > Sermons, then scroll down to view sermons from 10/17, 10/24, 11/07 and 11/14/2021.



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

The Scripture passage that speaks to us as to what this next part of our congregational journal could be is grounded in James, Chapter 2:

What good is it, my brothers and sisters, if you say you have faith but do not have works? Can faith save you? If a brother or sister is naked and lacks daily food, and one of you says to them, "Go in peace; keep warm and eat your fill," and yet you do not supply their bodily needs, what is the good of that? So, faith by itself, if it has no works, is dead.

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.)*

This profile was developed by the Pastor for Youth + Mission search team, with input from the Senior Pastor, the Financial Director, and the Clerk of Congregational Council.

2. Additional comments for interpreting the profile:

None.

Signed:



Name / Title / Date:

Matt Yates
Moderator of Congregational Council
March 24, 2022

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: United Church of Christ Congregational in Medina is a a dynamic, growing, vital, and multigenerational faith community. Boasting an excellent geographical location in the center of the city the congregation is involved in the wider community ministering inside and outside its building walls.

A multi-staffed congregation, the church lives its calling through worship, music, faith formation, visitation, outreach, advocacy, mission and a variety of ministries, offering growing and serving opportunities for all ages. Guided by kits calling and vision, the church is led with gifted, strong lay and pastoral leadership.

The church is in good standing with the Association and is actively involved in the life of the Association and the Conference.

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: Rev. Nayiri Karjian, Association General Minister

Email: nayiri.agm@livingwaterone.org

Phone: c. 203.722.9174, o. 330.940.2220 x102

Date: March 28, 2022

**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

Attachments:

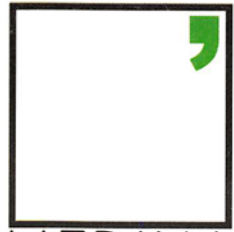
A = Organizational Chart

B = Financial computations required for this profile

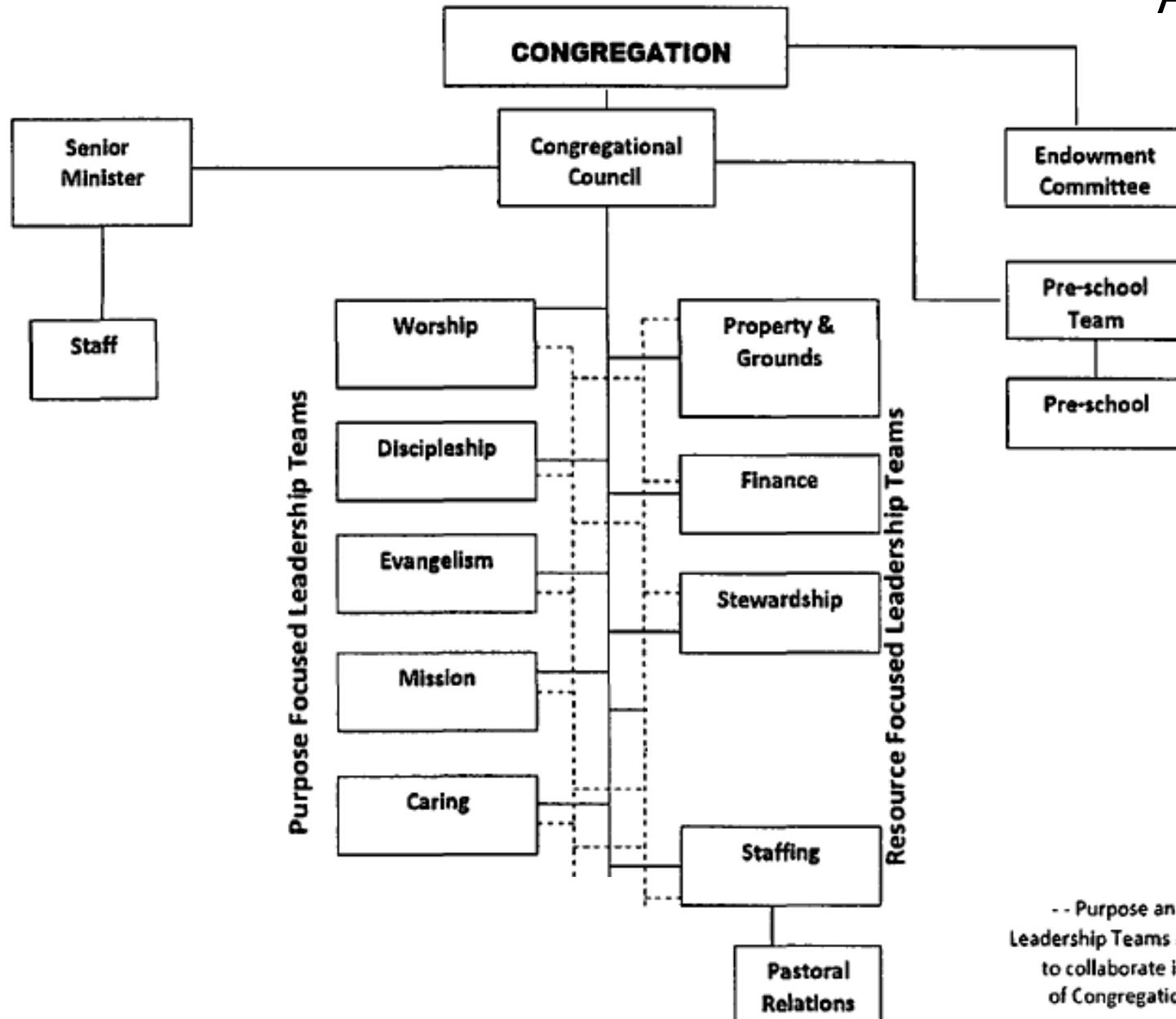
C = The demographics census study

D = Reference letter from Mayor Hanwell

ATTACHMENT A



MEDINA
UNITED CHURCH OF CHRIST, CONGREGATIONAL
217 E. Liberty Street
Medina, Ohio 44256



-- Purpose and Resource Leadership Teams are empowered to collaborate independent of Congregational Council

ATTACHMENT B

Attachment B

United Church of Christ, Congregational Financial Computations for 2022 Local Church Profile Pastor for Youth + Missions Search

Sources of income - 2021 actual:	Operations	Mission	P+G "Capital"	All other Restricted	Endowment	Total
Annual offerings and pledged giving	364,638	72,970	34,181			471,789
<i>Percentages</i>	<i>77%</i>	<i>15%</i>	<i>7%</i>			<i>100%</i>
Endowment proceeds					18,854	18,854
Endowment draw on principal						-
Fundraising	200			2,726		2,926
Restricted gifts - Pastor for Youth + Mission				1,445		1,445
Grants						-
Rentals of building (mostly Hobby Horse Preschool "dividend")	7,854					7,854
Support from related organizations						-
Other - specific mission collections (e.g., 5 for 5 causes)		17,213				17,213
Other - miscellaneous	695	1,595		12,566		14,856
Other - a bequest	10,205					10,205
	383,592	91,778	34,181	16,737	18,854	545,142
<i>Mission percentage, adjusted</i>		<i>22%</i>				
Cash/reserves:						
Operating fund	95,736					95,736
Designated for P + G "capital" items			52,445			52,445
Restricted gifts:						
Pastor for Youth + Mission	73,665					73,665
All other restricted gifts	51,178					51,178
Memorials				19,453		19,453
Youth activities				10,301		10,301
Mission activities				52,050		52,050
Subtotal						354,828
Endowment Fund (a 9/30 fiscal year)					360,219	360,219
	220,579	-	52,445	81,804	360,219	715,047
Current annual expenses - 2022 budget	383,292	77,606	P+G not budgeted	Not budgeted	17,000	477,898
					(estimate)	
Endowment fund draw percentage:	At 9/2021		At 9/2016			
Fund balance at beginning of year	316,633		250,964			
Earnings and distributions made	18,854		13,287			
Percentage of "draw"	6.0%		5.3%			
Total ministerial support as a percentage of budgeted expenses:						
Senior pastor salary, housing, benefits, allowances					107,217	
Total budgeted expenses for 2022					477,898	
Percentage					22%	
Detail of 5 for 5 items:	2021 Actual	All Mission, as above				
OCWM	32,000					
One great hour	1,697					
Strengthen the Church	465					
Neighbors in Need	180					
Christmas Fund	2,880					
	37,222	91,778				
Percentage of 5 for 5 to total mission giving		41%				
OCWM To total operating budget		9%				

The QuickInsite Report

Prepared for: Heartland Conference UCC
Study area: 5 mi Radius from 217 East Liberty Street, Medina, Ohio 44256, United States

Base State: OH
Current Year Estimate: 2021
5 Year Projection: 2026
10 Year Forecast: 2031
Date: 2/11/2022
Semi-Annual Projection: Summer

ATTACHMENT C

About the QuickInsite Report

The QuickInsite report is designed to provide a quick look at a geography defined by a user. It provides an initial impression of a study area through a set of 12 demographic variables, the top 10 Mosaic Segments and 5 Religious Beliefs and Practices derived from the Simmons National Consumer research data.

NOTE: Not all of the demographic variables available in the MI System are found in this report. The FullInsite or ExecutiveInsite Reports will give a more comprehensive view of an area's demographics and ViewPoint a fuller view of its beliefs and practices.

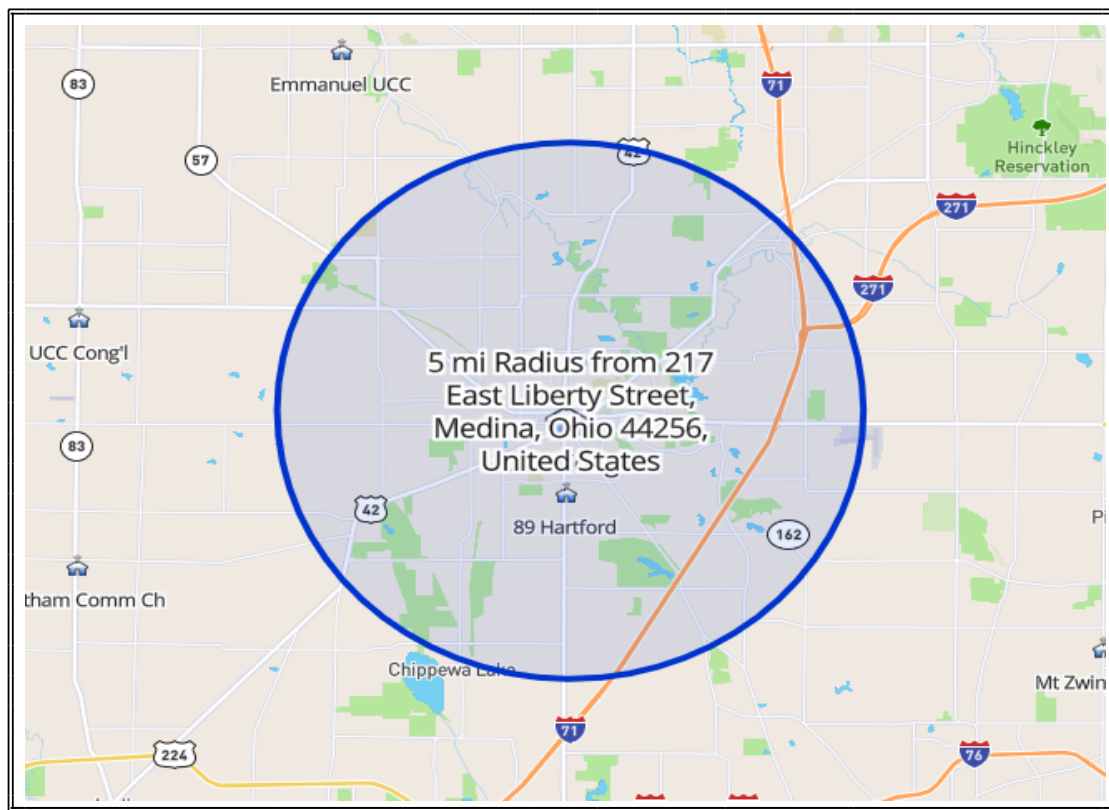
Two Sections

Two reports are provided on the following pages.

- The StoryView Report presents 9 demographic indicators of your study area.
- The ThemeView Report presents greater detail about those 10 indicators but organized around themes.

For more information on interpreting the various data on this report, please refer to the Supporting Information on the final page.

THE STUDY AREA



More Information

Please refer to the last page of the report for additional notes and interpretation aides in reading the report.

StoryView

Significant Demographic Indicators of the Study Area's Story

1	Population Change					
	In the 10 year future, how is this area expected to change? (See Population and Families Theme)	Significant Decline	Moderate Decline	Little Change	Moderate Growth	Significant Growth
2	School Age Change					
	In the 10 year future, how is the population of school age children in this area expected to change? (See Age Theme)	Significant Decline	Moderate Decline	Little Change	Moderate Increase	Significant Increase
3	Families with Children					
	Compared to the state, are families with children more or less likely to live in two parent households? (See Population and Families Theme)	Significantly Less	Somewhat Less	About the Same	Somewhat More	Significantly More
4	Adult Educational Attainment					
	For this area, what is the general level of education of the adults 25 and older? (See Education and Career Status Theme)	Very Low	Low	Mixed	High	Very High
5	Community Diversity Index					
	How diverse is the racial/ethnic mix of this area? (See Community Diversity Theme)	Very Homogeneous	Homogeneous	Moderately Diverse	Very Diverse	Extremely Diverse
6	Median Family Income					
	How does the median family income compare to the state for this area? (See Financial Resources Theme)	Significantly Less	Somewhat Less	About the Same	Somewhat Greater	Significantly Greater
7	Poverty					
	Compared to the state, is the number of families in poverty above or below the state average? (See Financial Resources Theme)	Significantly Below	Somewhat Below	About the Same	Somewhat Above	Significantly Above
8	Blue to White Collar Occupations					
	On a continuum between blue collar and white collar occupations, where does this area fall? (See Education and Career Status Theme)	Very Blue Collar	Somewhat Blue	Closely Split	Somewhat White	Very White Collar
9	Largest Racial/Ethnic Group					
	In this area, which racial/ethnic group is the largest percentage of the population? (See Community Diversity Theme)	Asian (NH)	Black/Afri American (NH)	White (NH)	Hispanic or Latino	Pac Is/Amer Ind/Other

ThemeView

Demographic Descriptions of the Study Area

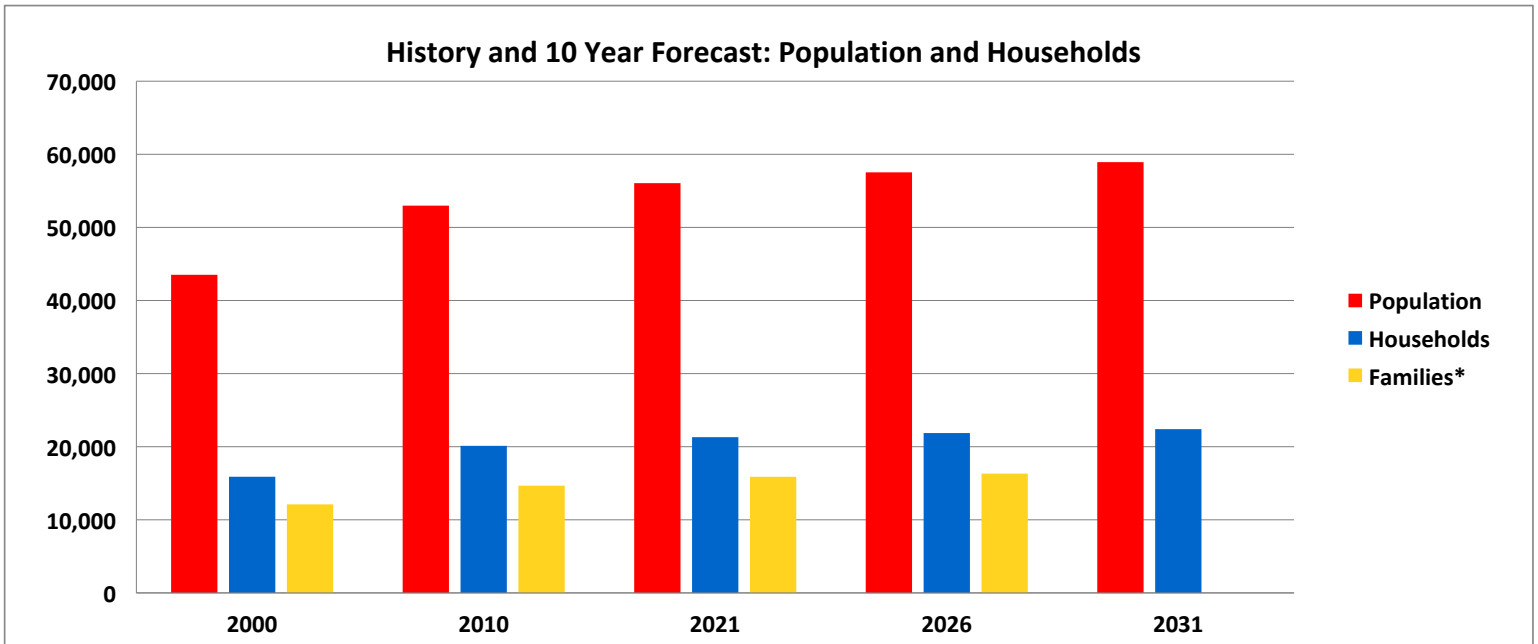
Study area: 5 mi Radius from 217 East Liberty Street, Medina, Ohio 44256, United States

Date: 2/11/2022

Population and Households Theme

Population is the most basic demographic characteristic. It indicates how many persons reside within an area and how that total changes over time. In addition, future population is forecasted looking out 10 years.

Population and Household History with 5 and 10 Year Projected Change

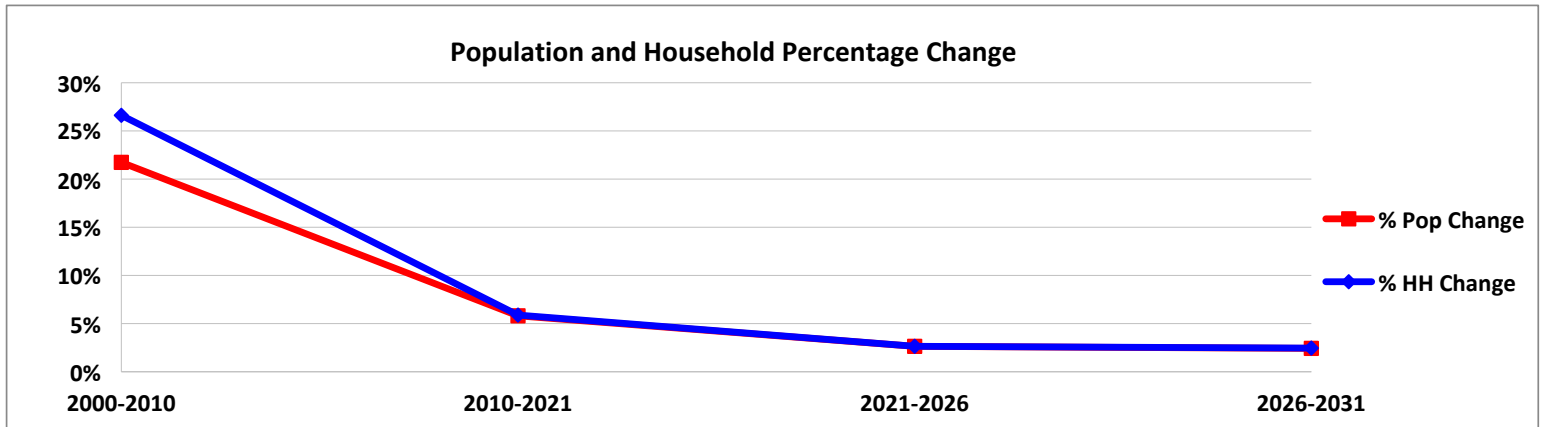


NOTE: Family Household data is not projected out 10 years.

Population, Households & Families					
	2000	2010	2021	2026	2031
Population	43,518	52,977	56,053	57,532	58,928
Population Change		9,459	3,076	1,479	1,396
Percent Change		21.7%	5.8%	2.6%	2.4%
Households	15,890	20,120	21,304	21,867	22,404
Households Change		4,230	1,184	563	537
Percent Change		26.6%	5.9%	2.6%	2.5%
Population / Households	2.74	2.63	2.63	2.63	2.63
Population / Households Change		-0.11	-0.00	-0.00	-0.00
Percent Change		-3.9%	-0.1%	0.0%	0.0%
Family Households	12,113	14,671	15,883	16,315	
Family Households Change		2,558	1,212	432	
Percent Change		21.1%	8.3%	2.7%	

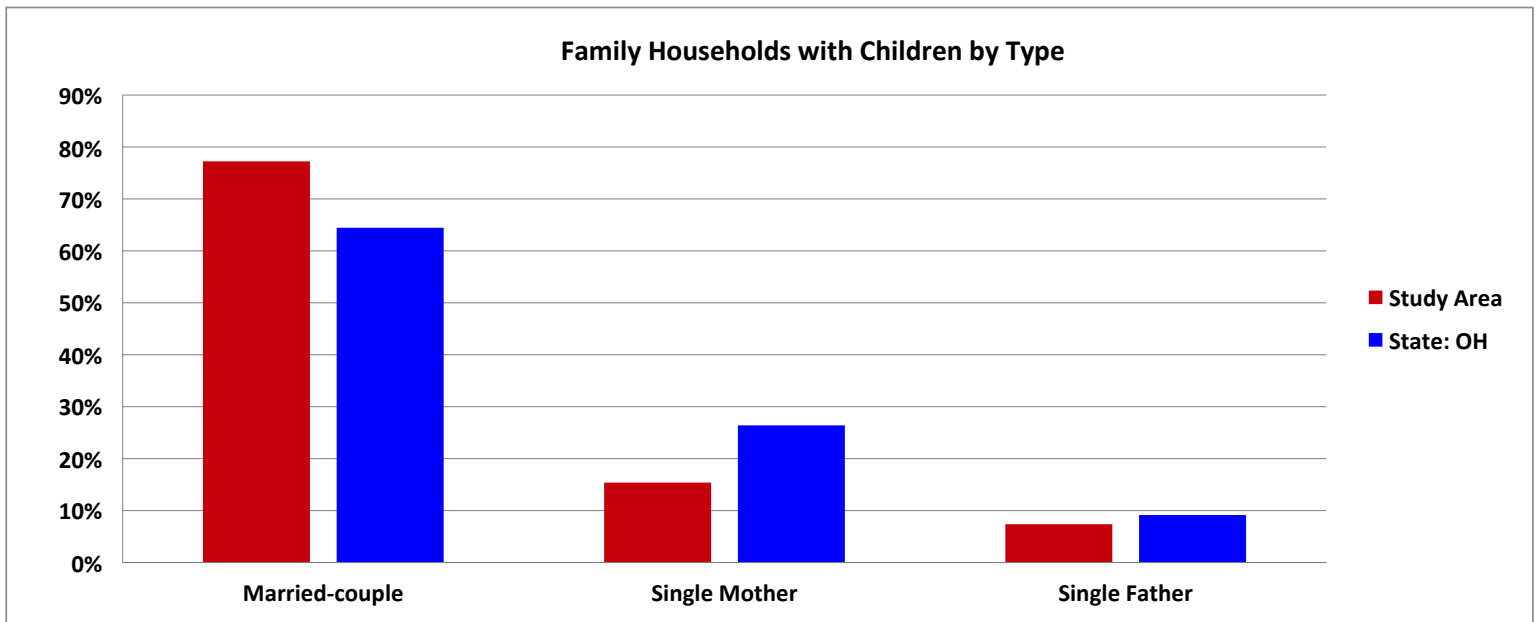
Population and Households Theme

Population and Household History with 5 and 10 Year Projected Percentage Change



Family Households

Family households with children are changing. The traditional married couple structure is evolving into many different family expressions in which children are being raised. These data provide an insight into the family structures within the study area and then compares them to the state.



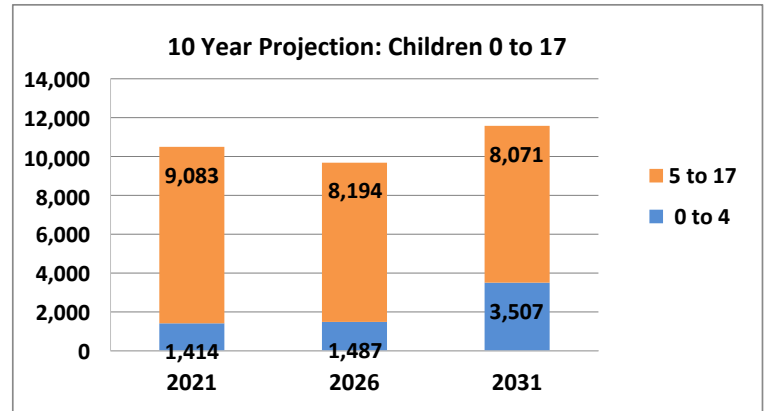
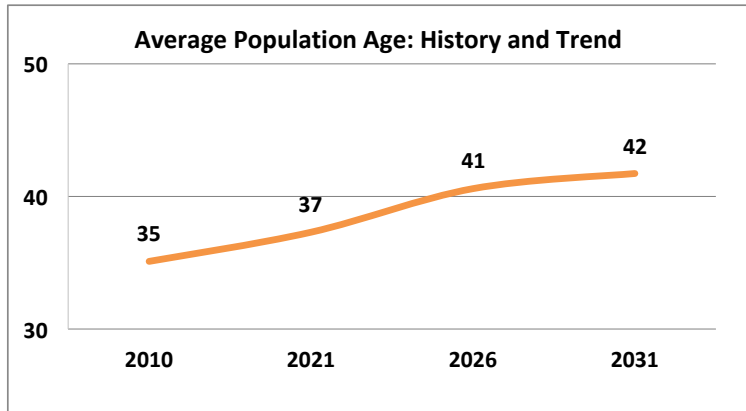
This table presents both the history and projections for family structures in the study area. Take note of the change column to discern how these family structures have changed and are projected to change in the future.

Households with Children	Actual Hhlds by Year			2010 to 2026 Change	Percent of all Hhlds by Year			2010 to 2026 % Change
	2010	2021	2026		2010%	2021%	2026%	
Family: Married-couple	5,698	5,339	5,202	-496	77.4%	77.2%	76.2%	-1.2%
Family: Single Mother	1,263	1,064	1,079	-184	17.2%	15.4%	15.8%	-1.4%
Family: Single Father	397	510	546	149	5.4%	7.4%	8.0%	2.6%
Total:	7,358	6,913	6,827	-531	100.0%	100.0%	100.0%	

Age Theme

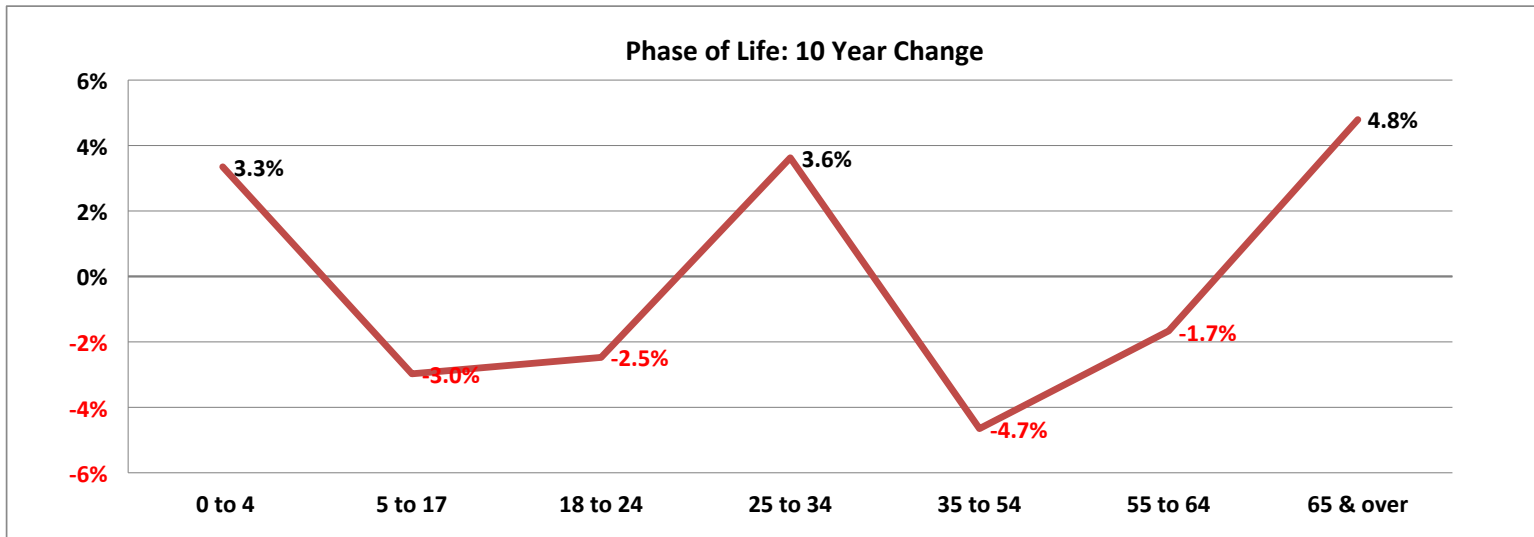
10 Year Average Age and Children 0 to 17 Trends

The age history and forecast reflect changes in a community. For example, two demographic trends currently in play are the aging of the Baby Boom generation and the decline in live births in the late 20th and 21st centuries.



Phase of Life

The Phase of Life 10 Year Change graph highlights life phases that will increase or decrease as a percentage of the total population in the forecasted 10 year future.



Phase of Life presents how a community changes and people age through their various life phases.

Phase of Life	Actual Population by Year & Phase				Percent of Pop by Year & Phase			
	2010	2021	2026	2031	2010%	2021%	2026%	2031%
Before Formal Schooling: 0 to 4	3,573	1,414	1,487	3,507	6.7%	2.6%	2.7%	5.9%
Required Formal Schooling: 5 to 17	10,721	9,083	8,194	8,071	20.2%	16.6%	14.6%	13.7%
College/Career Starts: 18 to 24	3,334	6,168	5,934	5,213	6.3%	11.3%	10.6%	8.8%
Singles & Young Families: 25 to 34	5,713	6,142	8,152	8,786	10.8%	11.3%	14.6%	14.9%
Families & Empty Nesters: 35 to 54	16,614	13,738	12,123	12,119	31.4%	25.2%	21.7%	20.5%
Enrichment Yrs Singles/Cpls: 55 to 64	6,497	8,306	8,432	8,004	12.3%	15.2%	15.1%	13.6%
Retirement Opportunities: 65 & over	6,525	9,714	11,645	13,340	12.3%	17.8%	20.8%	22.6%
Total:	52,977	54,565	55,967	59,040	100.0%	100.0%	100.0%	100.0%

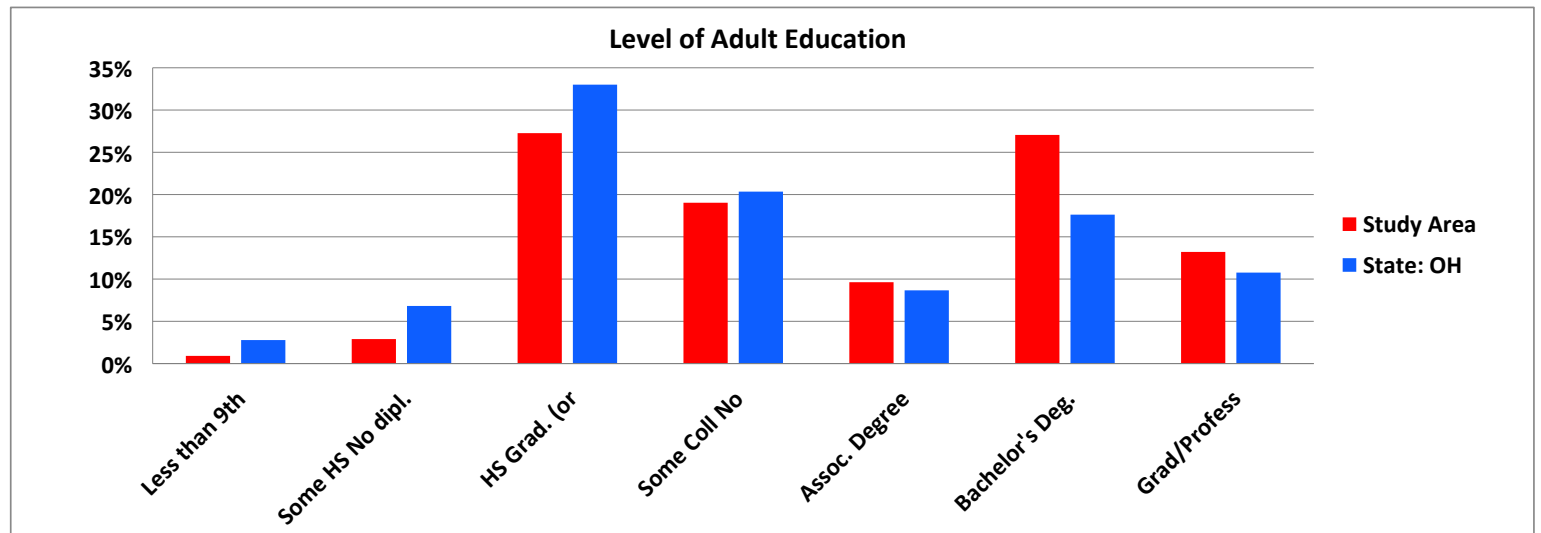
Education and Career Status Theme

The Education/Career Status theme portrays the level of education and the career types by the categories of Blue Collar and White Collar in the study area.

Adult Educational Attainment

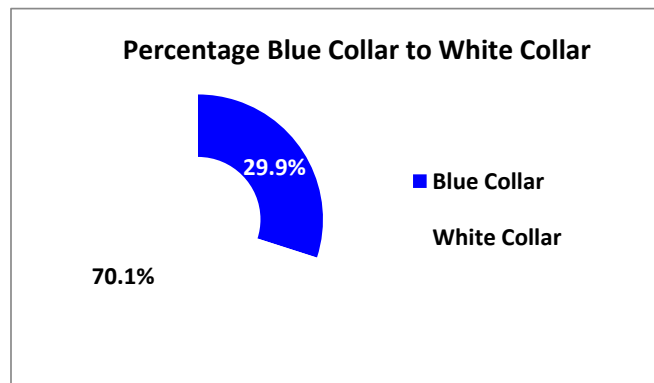
The following graphs array the adult population 25 years of age and older within the study area by their level of education completed.

Adult Educational Attainment Compared to the State of OH



Education Level of Adults 18 Years and Older	Actual Hhlds by Year		2021 to 2026 Change	Percent of all Hhlds by Year		2021 to 2026 % Change
	2021	2026		2021%	2026%	
Less than 9th Grade	345	365	20	0.9%	0.9%	0.0%
Some High School, No diploma	1,099	1,184	85	2.9%	2.9%	0.0%
High School Graduate (or GED)	10,334	10,851	517	27.3%	26.9%	-0.4%
Some College, No degree	7,213	7,401	188	19.0%	18.3%	-0.7%
Associate Degree	3,649	3,900	251	9.6%	9.7%	0.0%
Bachelor's Degree	10,254	11,116	862	27.1%	27.5%	0.5%
Graduate or Professional school degree	5,007	5,536	529	13.2%	13.7%	0.5%
Total:	37,901	40,353	2,452	100.0%	100.0%	

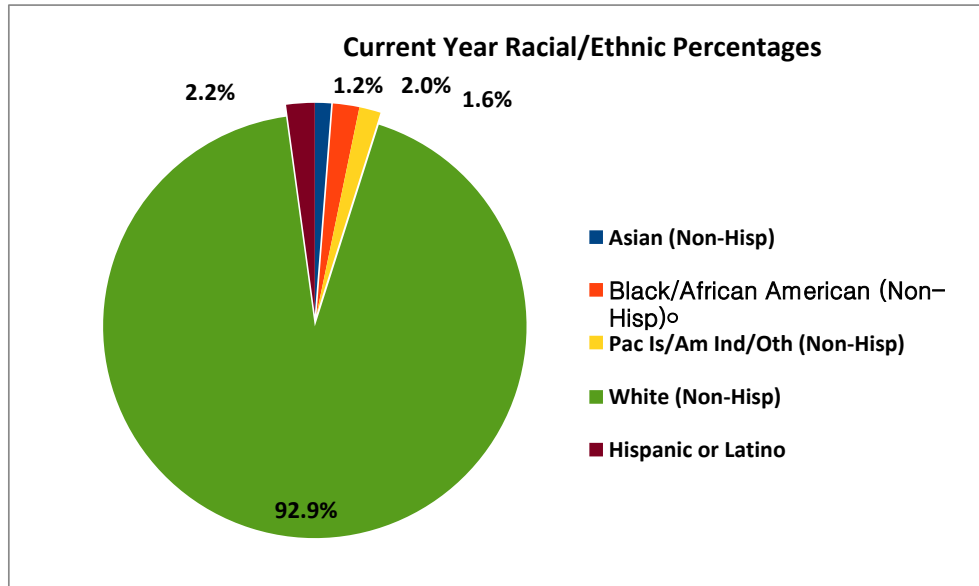
Career Types: Blue Collar and White Collar



Community Diversity Theme

The diversity of a community is shaped by the racial/ethnicity of the people who reside in it as well as people's age, income and education.

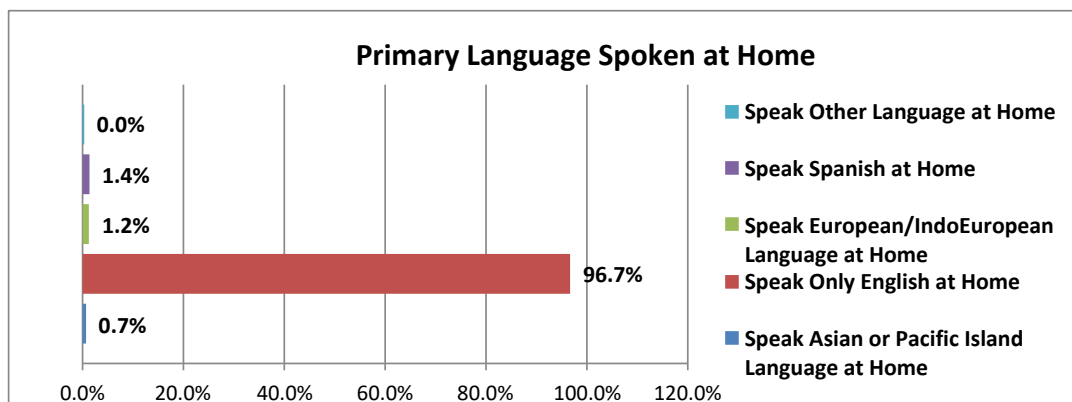
Study Area Racial and Ethnic Diversity



NOTE: Race and ethnicity breakouts are based upon Census Bureau categories. Only those groups for which the Bureau provides extended detail can be reported.

Race and Ethnic History and Trends

Racial/Ethnicity by Year	Actual Population by Year			2010 to 2026 Change	Percent of all Pop by Year			2010 to 2026 % Change
	2010	2021	2026		2010%	2021%	2026%	
Asian (Non-Hisp)	560	691	732	172	1.1%	1.2%	1.3%	0.2%
Black/African American (Non-Hisp)	1,100	1,132	1,167	67	2.1%	2.0%	2.0%	0.0%
White (Non-Hisp)	49,636	52,095	53,215	3,579	93.7%	92.9%	92.5%	-1.2%
Hispanic or Latino	853	1,217	1,457	604	1.6%	2.2%	2.5%	0.9%
Pac Is/Am Ind/Oth (Non-Hisp)	827	917	961	134	1.6%	1.6%	1.7%	0.1%
Total:	52,976	56,052	57,532	4,556	100.0%	100.0%	100.0%	

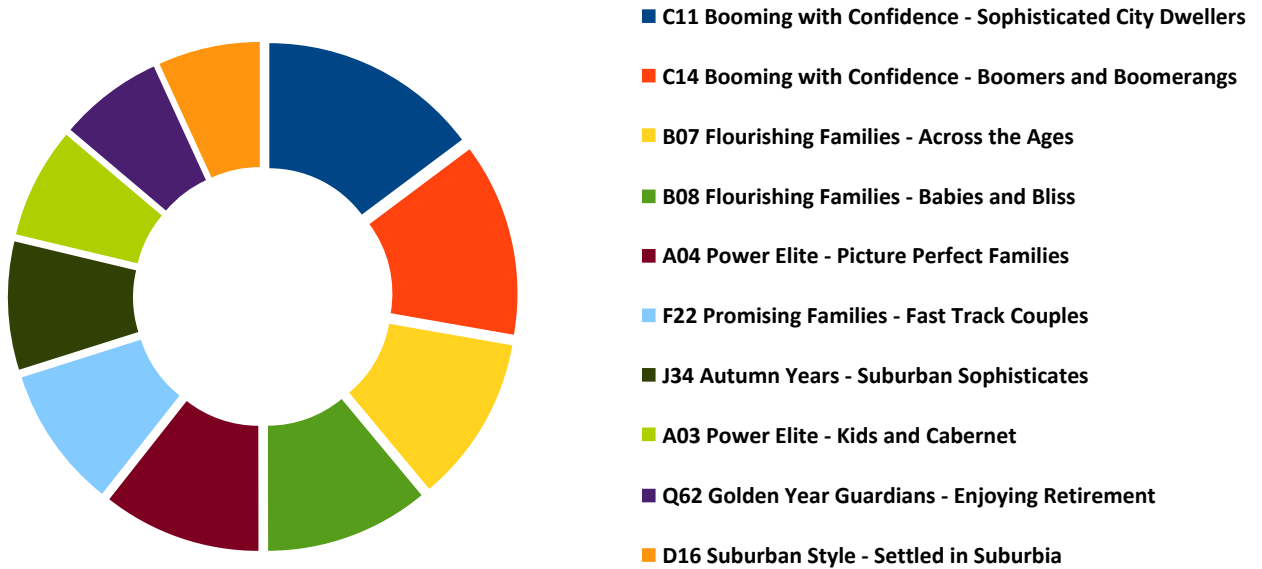


Community Diversity Theme

Mosaic Lifestyle Segmentation Types

Mosaic Lifestyle Types provides insight into the behaviors, attitudes and preferences of the households within the Study Area. The result is a fuller multidimensional understanding of a community, neighborhood, zip code or other geography.

Top 10 Mosaic Segments



Mosaic	Study Area		State		Comparative Index
C11 Booming with Confidence - Sophisticated City Dwellers	1,792	8.4%	146,088	3.1%	271
C14 Booming with Confidence - Boomers and Boomerangs	1,573	7.4%	102,880	2.2%	338
B07 Flourishing Families - Across the Ages	1,358	6.4%	59,807	1.3%	503
B08 Flourishing Families - Babies and Bliss	1,336	6.3%	70,221	1.5%	421
A04 Power Elite - Picture Perfect Families	1,290	6.1%	106,918	2.3%	267
F22 Promising Families - Fast Track Couples	1,152	5.4%	82,610	1.8%	309
J34 Autumn Years - Suburban Sophisticates	1,043	4.9%	259,875	5.5%	89
A03 Power Elite - Kids and Cabernet	903	4.2%	72,286	1.5%	276
Q62 Golden Year Guardians - Enjoying Retirement	846	4.0%	68,189	1.4%	275
D16 Suburban Style - Settled in Suburbia	830	3.9%	66,037	1.4%	278
	12,123		1,034,911		

Learn about your Mosaic Households

To access Mosaic Portrait data click on:

[Mosaic USA E-Handbook by Experian](#) (To open in a new Tab hold Control key when you click on the link)

Handbook includes Mosaic Overview and two graphic pages for each of the 19 Groups and 71 Segments.

[How to Read and Understand a Mosaic Portrait - Video](#)

[Understanding Mosaic Portraits for Mission Planning - Video](#)

Faith based clients: To access the Mosaic application guide click on:

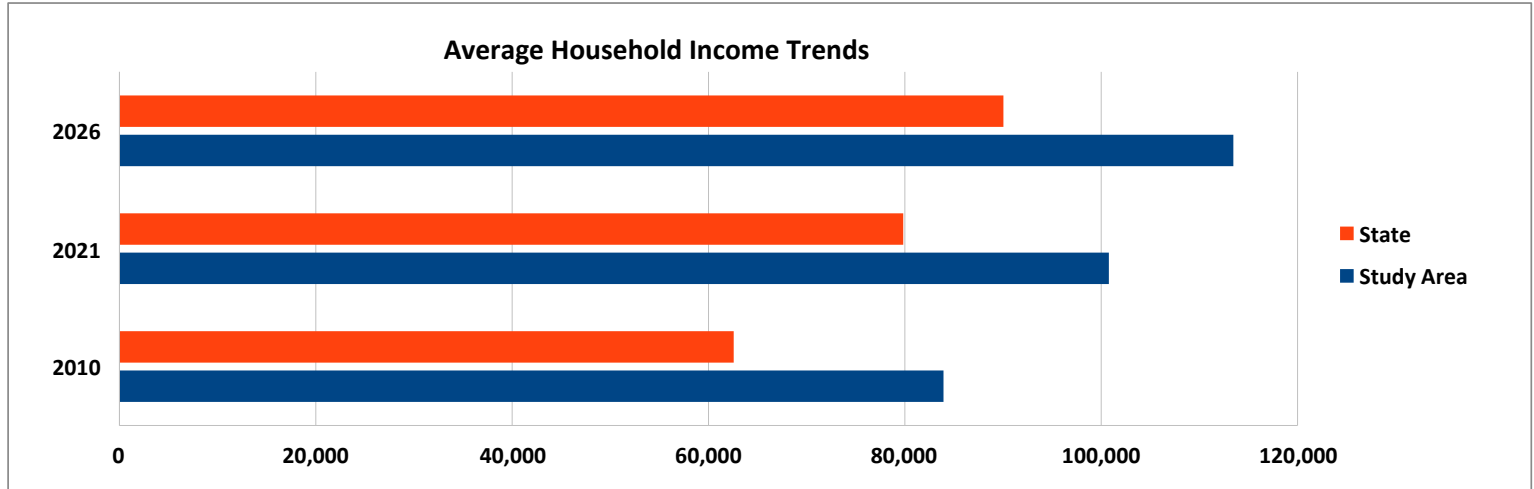
[Mission Impact Mosaic Application Guide by Bandy](#) (To open in a new Tab hold Control key when you click on the link)

Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite

Financial Resources Theme

Financial resources available is an indicator of community opportunity or distress. Three variables are presented in this category: 1) Household Income, 2) Family Income and 3) Poverty.

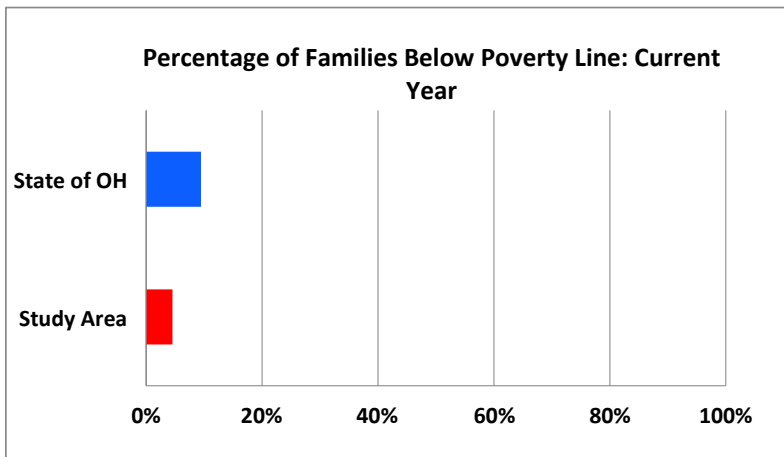
Household Income



Income Trends: Households and Families

	2010	2021	2026	2010 to 2026 Change
Average Household Income	83,935	100,779	113,459	29,524
Median Household Income	70,588	83,200	95,010	24,422
Per Capita Income	31,877	38,303	43,124	11,247
Median Family Income		99,434	99,008	426

Poverty



Poverty Level	Pop	Area % Pop	OH % Pop
Above poverty level	15,161	95.5%	90.5%
Below poverty level	722	4.5%	9.5%
	15,883	100.0%	100.0%

Supporting Information

Correlating the StoryView and DetailView Reports

The Detail View Report presents the important demographic detail behind the Demographic Indicators found on the QuickView page. It is organized around six themes.

DetailView Themes	StoryView Number	DetailView Themes	StoryView Number
1. Population, Households & Families	1 & 3	4. Community Diversity	5 & 9
2. Age	2	5. Financial Resources	6 & 7
3. Education/Career Status	4 & 8		

Interpreting the Report

The QuickInsite report is formatted to help you interpret data at a glance.

Change over time: Several trend tables have a column indicating a change over time. Generally these tables begin with the last census, include the current year estimate, a five year projection and if available, a 10 year forecast. The data in each cell represents a percentage change up or down.

Color Coding: Both the "Change over Time" and "Comparative Indexes" columns are color coded to easily spot any change and the direction of that change.

Change:	Increasing	Stable	Declining
Index:	Above Ave	Ave	Below Ave.

Variable Definitions

Full variable definitions can be found in the MI Demographic Reference Guide. Download it free from the Help/Documents menu located on the map screen of your study area on the MissionInsite website.

Indexes: Some variables will have a column called "Comparative Index." An index is an easy way to compare a study area with a larger area. For this report, all comparisons are with the state or states within which the study area falls. The indexes can be interpreted as follows.

- Indexes of 100 mean the study area variable is the same as its base area.
- Indexes greater than 100 mean the study area variable is above the base area. The higher the number, the greater it is above the base.
- Indexes less than 100 mean the study area variable is below the base area. The lower the number, the greater it is below the base.

Support

If you need support with this report, please email MissionInsite at misupport@missioninsite.com.

[Download QuickInsite Worksheet \(To open in a new Tab hold Control key when you click on the link\)](#)



Dennis Hanwell, Mayor

ATTACHMENT D

132 North Elmwood Ave.
P.O. Box 703
Medina, Ohio 44258-0703
Phone: 330-725-8861
Fax: 330-722-9045
www.medinaoh.org

March, 2022

Dear Prospective Pastor:

Thank you for your interest in the Medina United Church of Christ, Congregational in Medina, Ohio. As the Mayor and Safety Director for the City of Medina, I can speak to the history and a strong collaborative effort that makes Medina a very special place to live, work, and visit. Our community was founded in 1818 and is the County Seat of Medina County. We have about 27,000 residents, an excellent school system, and are located about 22 miles west of Akron and 33 miles south of Cleveland. This provides easy access to professional sports, arts, museums, and other activities. We are further blessed with world class health care from numerous medical institutions.

The United Church of Christ, Congregational is located on our historic Public Square. The City of Medina is a Main Street community. Last year we hosted numerous events in our community, most right on our historic Public Square, and attracted over 155,000 visitors to our community. Our Public Square has 100% occupancy and more businesses interested in locating here if or when vacancies become present. Some of the events that are hosted each year are parades, band concerts, art festivals, farmer's market, ice carving competition, and Christmas lighting of downtown and celebration, all of which are provided at no cost to attendees.

The United Church of Christ, Congregational is one of two churches on our Square. We had a number of other churches that have since moved off the Square. We are thankful and appreciative that the United Church of Christ, Congregational has remained on our Square for over 200 years. The church has also invested \$1.6 million dollars in an expansion to remain vibrant and accessible. Additionally, the church operates Hobby Horse Pre School for some of our younger constituents.

The United Church of Christ, Congregational has been involved in many positive ministries to help promote Christ and community service. Some of these include taking part in the National Day of Prayer events, Martin Luther King, Jr. celebrations as well as promoting diversity and inclusion with a team of local pastors and City leaders. Also, the United Church of Christ, Congregational participates in Feeding Medina County, is a refuge or evacuation place for Medina City School District, and is a frequent rain location for events on the Square.

We are very thankful and appreciative of the United Church of Christ, Congregational presence and positive influence in our community. I invite you to visit our city website, www.medinaoh.org , as well as our town to get personal feel for one of America's Best Communities. If you have questions or I may personally assist further, you may contact me at dhanwell@medinaoh.org or by phone at 330-722-9020.

Respectfully,

A handwritten signature in blue ink that reads "D. Hanwell". The signature is fluid and cursive, with the first name "Dennis" abbreviated as "D." and the last name "Hanwell" written in full.

Dennis Hanwell

Mayor/Safety Director

City of Medina, Ohio