

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE

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

First Congregational UCC  
318 Front St  
Marietta Ohio 45750

Settled Pastor

Central Southeast Ohio Association, Heartland Conference

June 8, 2022

### LOCAL CHURCH PROFILE CONTENTS

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- Who Is God Calling Us To Become?
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- Who Is Our Neighbor?
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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.

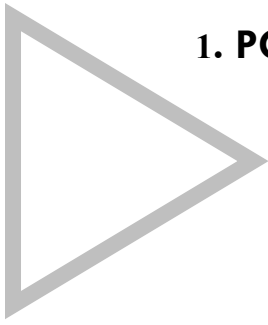
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. 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 story-tellings and many prayers. 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.



## 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

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Church name: [First Congregational UCC](#)

Street address: [318 Front St. Marietta OH 45750](#)

Supplemental web links: <http://www.mariettafirstchurch.org>

Additional ecumenical affiliations: None

Conference: [Heartland](#)

Association: [Central Southeast Ohio](#)

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

[Rev. Melodie Rezac, Administrative Minister CSEOA](#)

Summary Ministry Description:

We are coming out of a long-term full-time pastorate (23 years) into a bi-vocational pastorate. We are looking forward to serving needs in our community and need an energetic, forward thinking minister to support and help guide us through this uncertain period (Covid) and into the next as we seek to continue being the church in the world.

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):

This is a small, historical river town with a private college and a state community college. These along with several museums offer cultural and educational opportunities. We value a slower pace to life in general; our two rivers, nearby national forest and city parklands offer outdoor activity.

Current size of membership: 252 on the books. 45-60 in regular worship

Languages used in ministry: English only

Position Title: Minister

Position Duration

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

3/4 Time

Does the total support package meet conference compensation guidelines? yes

## 1b. SCOPE OF WORK

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**(30-35 hours weekly / 8-10 units)**

- preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- **faith formation and vitality** through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- **leadership development** by working with people in the church to create ministry and programs
- pastoral care in collaboration with lay people (at least to those who are sick, elderly, or grieving)
- **community engagement** and leading the way for the church to be an ambassador of God's love
- weddings and funerals for participants in the worshipping community
- **strategic planning for current and new directions in ministry**
- participate in wider church activities such as conference and association meetings as time permits
- **faithful financial development** and stewardship
- study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- energizing and deepening the spiritual connections and faith understandings of others in all they do

**Core Competencies:**

We agree that virtually any attributes we could name would be desired. We are particularly interested in a minister who is energetic, forward-thinking and theologically grounded.

## 1c. COMPENSATION AND SUPPORT

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Salary Basis: \$60,000 package + parsonage (all utilities except personal phone)

Benefits: Salary plus Benefits (pension, health insurance) and other negotiables

What is the expected living situation for your next minister? Residence in parsonage

Comment on the residential/commuting expectations for your next minister. The parsonage is on property adjacent to the church.

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

Describe peer and professional supports available for ministers in your association/conference: The association are best able to answer this. To our knowledge, there are periodic peer support group meetings and trainings optional and required.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: positive support: willing lay leadership, flexibility in scheduling meetings, assistance in worship with liturgists, pastoral care with deacons. Possibly explore shared ministry options with a nearby UCC congregation (Belpre UCC). Additional remuneration would be agreed upon)?

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

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

We like to envision a growing membership with increased engagement of members and friends.

We hope for careful stewardship of our economic resources, especially the building.

We see greater outreach to the community.

We desire a greater engagement with the wider UCC.

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

The minister must be an enthusiastic and energetic participant in the church's mission. The minister will support lay leadership and work side-by-side with laity to bring new outreach opportunities to our attention. Increased involvement by members and friends needs to be nurtured – difficult in an aging population. Keep us in community, willingly demonstrating the

gospel of God’s love as lived out in Jesus. Planning is in cooperation with the Council/Board chairs to keep focus on the mission.

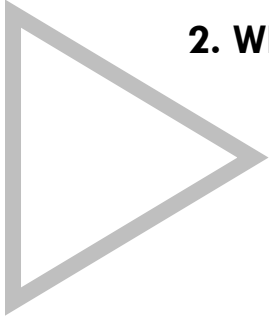
Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation’s sense of calling.

This is a culturally homogenous area with little diversity. We could use help to become more culturally sensitive to the problems in our country/world (e.g. BLM, refugees, immigration, environment, LGBTQ, mental illness, disabled, addictions, homelessness). Just because those may not seem like a “problem” to our community, we all need to see our part in systemic injustices, how our faith addresses these things, and how we can help be part of solutions.

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.

- 1- Exhibiting a Spiritual Foundation and Ongoing Practice
- 2- Strengthening inert/intrapersonal assets
- 3- \*\*Nurturing UCC Identity**
- 4- \*\*Building transformational Leadership Skills**
- 5- Participating in Theological Praxis
- 6- Caring for All Creation
- 7- \*\*Working Together for Justice & Mercy**
- 8- \*\*Engaging Sacred Stories & Traditions**





## 2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

We feel strongly about outreach to the community especially in meal programs. We feel we might expand outreach further. We also feel strongly about wanting to be an accepting, welcoming place, not only for ourselves, but for others. God loves everyone and we want to promote the Good News! Our building could be a center to promote social justice, lift up spirits with music, art and spiritual conversation.

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

After our primary mission of the Food Pantry left, we began a one-Saturday-per-month free community breakfast. When Covid hit, we went to every Saturday free take out breakfast. We serve 100-140 people each time. Other churches meal programs stopped with Covid so we expanded our offering (with volunteers from some of those closed programs joining in) to Wednesday lunches also.

We were approached by the County Health Dept to host a Harm Reduction in our facility. There was little hesitation by the Council to welcome them, especially after they said every place they had asked turned them down. We host not only that but a sizable Parents of Addicts group as well. Although all outside activities using our facility stopped, Harm reduction remained in operation throughout the Covid lock-down.

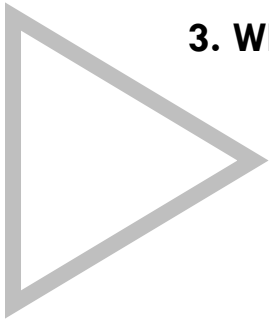
The presence of Covid-19 has presented challenges for the congregation as well. We initiated Zoom worship along with a social period before and after the service to help us remain connected. Also book groups and classes continue to meet via Zoom. Being forced into wide use of electronic communication and contact has shown us advantages that we continue to use even after we resumed live gatherings.

We also initiated “care-teams” to make sure everyone on the rolls were being contacted on a regular basis which we feel are important as stay-at-home orders were put in place.

We have leased out the parsonage to the Homeless Coalition as they were looking for a place to open a “drop-in center”. We provided the space for this and are involved in providing the free

lunches. The center provides a place for people to come in out of the weather, take a shower and do laundry if needed, and maintain social contact in the community. When the shelter is not operating through the Homeless Coalition, we continue to serve free lunch three days a week on the property.

We have not done any multi-year strategic planning in at least 25 years. That would be a beneficial thing to do.



### 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

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Describe your congregation’s life of faith. From our Constitution: Faith and Purpose  
The revised Statement of Faith of the United Church of Christ expresses the faith of this congregation.

The purpose of this congregation is expressed in the following Covenant:

- We unite together through our faith and trust in God, revealed in Jesus Christ, who lives in us through the Holy Spirit.
- We welcome into this church family all who seek fellowship with God and confess Jesus Christ as Lord and Savior; we promise to watch over and care for one another.
- We seek the guidance of God’s Holy Spirit in worship, in celebration of the sacraments, and in all our life together.
- We challenge one another to grow in faith, knowledge, and commitment, using the Bible to guide our journey.
- We promise to give willingly of ourselves so that this truly becomes a servant church, joyously sharing God’s gift of love, spreading the Good News, and reflecting the light of Christ in our daily lives.
- This fellowship grants to each member the right to individual interpretation of the principles of the Christian religion, and respects an individual’s honest convictions.

Describe several strengths or positive qualities of your congregation.

Dedicated people – with time, talent and treasure

Dedicated to helping with the needs of others

Welcoming, friendly - open to others of varying backgrounds or faith traditions

Historic, well maintained building

Describe what worship is like when your congregation gathers.

Worship in the sanctuary in the past has been fairly formal. Preaching has been from the pulpit and is lectionary based. Physically the cross and Communion table are at center. We gather weekly for worship with services for special observances (e.g. Ash Wednesday, Maundy Thursday, Christmas Eve).

We appreciate preaching with a message relevant to 21<sup>st</sup> century real-life rooted in the Bible (we follow the lectionary generally). It should be inspirational, well delivered with an appreciation for life circumstances.

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

With few children it has been a struggle to maintain a regular program. Curriculum is picked by review of materials and chosen based on interest and need. References by the minister are also considered. Curriculum used recently include: Nursery – Deep Blue; Children – Spark Lectionary Series, Deep Blue and A Joyful Path; Adult (older youth welcome), Bible Study class, Great Courses video on Holy Lands, Living the Questions 2. The adult class has discovered we have differences in our beliefs and that we can discuss and share and respect each other.

We were experimenting with going to a once/month integrated Sunday School plan using “A Joyful Path,” by ProgressiveChristianity.org before Covid shut everything down. We are back up now with the CE board offering both children’s and adult Sunday School, adult Lenten Bible study and Zoom Lenten discussion group.

In worship, young people (>5) may act as acolytes. Occasionally the older kids may help collect the offering. Some of the older kids have developed their own outreach project and may present it during worship. They have been instrumental in helping/leading the younger kids in a Christmas play.

Describe how your congregation is organized for ministry and mission.

- When it comes to decision-making, how many hours are spent in meetings per month?  
Council and individual boards meet once per month. There are exceptions for occasional additional meetings if many things are happening requiring more frequent gathering for communication and decision making. Meeting lengths vary from 30 minutes to 2 hours depending on need. There are five Boards: Trustees, CE, Outreach, Music and Deacons. Council is comprised of reps from each board plus at-large reps.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

Boards readily use email, text or phone calls to attend to business that cannot wait until the scheduled meeting. If the issue was an emergency, whoever is a first responder to it would take immediate action and then notify the minister, appropriate board persons.

- 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? **Yes. Constitution attached.**

### 3b. 11-YEAR REPORT

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

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	50	
Number of active non-members:	7	x
Number of Inactive members	190	Added this row! These are never seen but some likely contribute financially
Total of church participants (sum of the numbers above):	247	

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	x
Less than 10, more than 5 years:	10	x
Less than 5 years:	10	x

Number of total participants by age: (these are percentage)

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>
3	7		2	5	7	7	50	20	x

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1	x
Households with minors:	2	x
Single adults age 35-65:	2	x
Joint households with no minors:	45	x
Single adults over 65:	50	x

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	15	x
College:	73	x
Graduate School:	10	x
Specialty Training:	2	x
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	35	x
Adults who are retired:	65	x
Adults who are not fully employed:		

Describe the range of occupations of working adults in the congregation:  
 Mixed with majority business or professional backgrounds, manufacturing and clerical.

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

We know we are not racially diverse. Our culture is heavily influenced Appalachian and Caucasian. Our diversity is not racial, but we do have a diversity of religious (Christian) backgrounds, from Roman Catholic to fundamentalist, other mainstream traditions as well as UCC from the start. We also have LGBTQI persons but this has not been discussed viz a viz ONA – although we are discussing this. A pastor with experience in this area would be a plus.

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:

No – but we would like to be more diverse

### 3d. PARTICIPATION AND STAFFING

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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	15	CE board, various lay leaders
Baptisms ( <i>number last year</i> )	3	minister
Children’s Groups or Classes	5	CE board, various lay leaders
Christmas Eve and Easter Worship	75	minister
Church-wide Meals	30-40	various lay leaders
Choirs and Music Groups	14	organist/choir director
Church-based Bible Study	10	CE board, various lay leaders, minister
Communion ( <i>served how often?</i> )	12	Deacons, minister

Community Meals	100	Outreach, various members
Confirmation ( <i>number confirmed last year</i> )	0	
Drama or Dance Program		
Funerals ( <i>number last year</i> )	7	minister, organist, deacons
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	unk	minister
Worship (time slot: <u>  10:00  </u> )	45-60	minister (deacons now) + tech support
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

Additional comments:



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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Patricia Peoples	3	Commissioned- First Cong.	Administration	N
David Torbett	No	Ordained UCC	None	N
Patricia Vargas	4?	Ordained ELCA United Church Homes	Chaplain	N
Carla Wobschall	No	Ordained	None	N

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: [Previous pastor is deceased.](#)

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
Jeff Hancock transitional minister	Yes	Contract Emp	Moderator	5 months
Pat Peoples- commissioned minister of administration	No	Part time	Minister/Moderator	15 years
Becky Holmes Secretary	No	Part time	Minister	5 years
Nursery Workers	No	As Needed	CE Board	seasonal

Custodian	No	Part time	Administrator	vacant
Rod Hendershot-Grounds	No	Part time	Minister/Trustees	10 years

**REFLECTION**

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry? We are a small, older congregation which is concerning. The members who participate actively are still finding ways to reach out to the community and are looking to the future. We have a strong historical heritage that we would like to see not as a fond past, but that serves as a foundation for building into the future. We want to be the church in our community.

**3e. CHURCH FINANCES**

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Current annual income (dollars used during most recent fiscal year) 2022 included

Source	Amount
Annual Offerings and Pledged Giving	\$115,292
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$24,000
Endowment Draw <i>(beyond what is permitted by spending policy, “drawing down the principal”)</i>	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	Not included in budget
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$10,000
Support from Related Organizations <i>(e.g. Women’s Group)</i>	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$0

Other (specify):	\$0
TOTAL	\$184,442

Current annual expenses (dollars budgeted for most recent fiscal year): **\$184,442 (2022)**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **~30%**

Has the church ever failed to pay its financial obligations to a minister of the church? **No**

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? *(indicate those included during the most recent fiscal year)*

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? *(recommended 10%)* **As designated by individual donor**

What is the church’s current indebtedness?

Total amount of loan debt: **\$486,000 capital loan**

Reason for debt: **Capital loan, capital projects / maintenance**

Are capital and other payments current? **Yes, mostly. It can be a struggle**

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.

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

Year(s)	Purpose	Goal	Result	Impact
2015-	Repair and upgrade	\$500,000	\$249,000	fan replacement, ceiling repairs, new carpet in sanctuary, repair of towers, electronic sign, all buildings roof replacement
		\$	\$	

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. The building is a huge expense. Being in a historical setting, we feel it incumbent upon us to maintain the facility as a public statement to our commitment to the ongoing place of religion in the life of our community. Keeping the facilities in good order allows it to remain usable not only for gathering as a worship, fellowship and outreach hub for the congregation but for safe meeting spaces for other organizations who serve the needs the community.

Does your church have an endowment? Yes

What is the market value of the assets? ~ 570,000

Are funds drawn as needed, regularly, or under certain circumstances? We draw from the growth regularly. Principal is not used.

What is the percentage rate of draw (last year, compared to 5 years ago)?  
Dividends have decreased. Good fund management has kept our monthly draw consistent

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

At the current rate of draw, how long might the endowment last?  
Depends upon the market.

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$ ~90,000 (this is money specifically earmarked for projects and ministries that are held separately from the general fund)

Investments (other than endowment): \$

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$1400 – 2000/mo

How is the parsonage used? Minister residence

Street / City / State / Zip: 312 Front St. Marietta OH 45750

Finished square footage:

Number of Bedrooms, Number of Bathrooms: 4 Bed /2.5 Bath

Assessed real estate value: \$239,000 – 273,000

Available for minister residence: Y

Expected minister residence: Y

Condition of structure, systems and appliances: Recently updated, repainted

Entity in the church responsible for review and needed repairs. Trustees

Describe all buildings owned by the church: Sanctuary (fellowship hall attached), parsonage, double-car garage

Describe non-owned buildings or space used or rented by the church:

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

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

The building is preeminent in the budget. We would like to ease some of that with creative repurposing of some of the space (rental?) It is a burden at the same time a significant symbol of continuing endurance and commitment in the community. The budget has always been done as a "faith budget". The budget is determined before financial pledging, presented and passed by the congregation regardless of stewardship numbers and anticipated income. There is some growing resistance to this type of budgeting process as unrealistic. This year we solicited pledges before the budget process. We needed a special congregational meeting expressly for budget concerns after the original round of pledging and gained a more favorable response.

### 3f. HISTORICAL INFORMATION

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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.

Founding in 1796, first building a few years later: The Church of the Pioneers

The fire in 1905 and rebuilding one year later.

Anti-slavery resolution 1843.

Decision to affiliate with the UCC 1961

Calling our first woman minister in 1997.

Together these responses emphasize that the church has continued through many challenges and changes. Most recently, releasing the Food Pantry to grow on without us allowed our outreach focus to open up, adding Harm Reduction, ongoing meal ministries. We are also adding solar panels as part of our effort to be better stewards of our planet.

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

We began a food pantry mission 40+ years ago. It progressively became larger until we could no longer serve the community as we wanted to in our facility. We “birthed” the Marietta Community Food Pantry into the “Greater Marietta Area Community Food Pantry” and blessed it as it moved out into its own facility and board of directors, no longer part of FCC.

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.

We tend to deal with conflict by not dealing with it. In a brief survey taken by Council members, we most closely identified with the statement “As a church we try to respect and listen to each other but it is not uncommon for differences of opinion to be a problem and for some people to choose sides”. The statement we least identified with was, “Painful conflict has been present but it has been worked through, and we have learned from the experience”. In general, conflicts do not tend to involve the entire congregation but may be limited to an issue between boards, or a staff member, or other interpersonal relationships.

Unresolved conflict issues will come to the attention of the Moderator if those affected choose to go through a third party. There is no formal structure for conflict resolution. For ministerial conflict, there is provision for a Pastoral Relations in our Constitution, but it has rarely been convened and when used, has come to no good end.

A strength we are looking for in a leader is skill at helping communities manage conflicts. Our congregation’s honest responses to these questions on the survey indicates a willingness to learn to deal with conflict more productively.”

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Jeff Hancock	12/2021 -	N
David Zerby	2020 (9 months)	Y
Linda Steelman	1997-2019	Y
Jim O’Brien	1996	Y
Dale Parsons	1990-1996	Y

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

We learned that after Linda’s retirement, as much as we loved her, we could move forward. With an interim we see that we are open to change and having a new leader can give us new energy, a new vision and invigorate the entire congregation.

When Covid hit, we formed an Interim Pastoral Care team consisting of the Moderator, all ordained clergy in the congregation and our Commissioned minister. We undertook to provide pastoral services to the congregation, consistent pulpit supply and lay leadership support. When we hired a temporary transitional minister, we kept the team intact as a support structure for the transitional minister and continue to support our Board structures. We would be open to keeping this group together as support for a new settled pastor if desired.

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

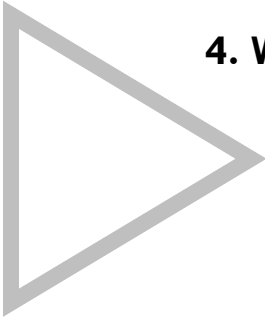
Y/N/Ask us            No

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us            No

Has a past pastor been the subject of a Fitness Review while at your church?

Y/N/Ask us            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

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

As stated previously, we had a food pantry for 40+ years at our church. After it moved to become its own entity, many of the volunteers are from the congregation and still participate in serving the public and sit on the Board of Directors.

Our Free Community meals are filling a need – breakfast is not usually a meal other programs cover. Our facility is open to various community groups such as AA, Al-Anon, Hope group for women recovering from domestic violence or abuse, and Dads Matter support group for single fathers. We house the Franciscan Meals office and several congregants volunteer there as well.

A transformational outreach has been the Harm Reduction Program in conjunction with the County Board of Health. We hope by providing safe space and occasionally food and masks as needed, we are helping show people they are cared about – that they are seen as people with worth- as they try to cope with addiction.

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

Minister and Administrator attend some association and conference gatherings. Occasionally a congregant or two may attend as well. I don’t believe any national meetings have been attended.

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](http://ucc.org).)

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

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> God Is Still Speaking (GISS)      |
| <input type="checkbox"/> Creation Justice        | <input type="checkbox"/> Border and Immigrant Justice      |
| <input type="checkbox"/> Economic Justice        | <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) |
| <input type="checkbox"/> Faithful and Welcoming  | <input type="checkbox"/> Just Peace                        |



Global Mission Church  
 Open and Affirming (ONA)  
 WISE Congregation for Mental Health

Other UCC designations:  
 Designations from other denominations  
 None

...but we were introduced to these by our interim minister in 2019 since we desire to strengthen our connection to the UCC. We are now exploring ONA.

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?  
Likely – but we’re not there yet.

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

Mid-Ohio Valley Interfaith Group – clergy and laity are members  
Signed a “Pledge of Support for Communities of Faith” (post religious houses being attacked)  
Hosted MOVI group: speaker Mary Luti – Daughters of Abraham group founder  
Participation on Walk of Witness in Holy Week (years when it is happening)

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.

No specified mission statement for the church as a whole. See section 3a. Statement of Faith and Purpose. Each board has its own mission statement.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation’s expectations on their time? The minister is encouraged to participate in the life of the community and wider church reasonably balanced with the church and congregants as priority. The minister should be participatory in the missions of the church and encourage the congregation to become involved as well.

#### **4b. MISSION InSite**

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Comment on your congregation’s MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown? MissionInsite has an abundance of information but it seems to all point out we are in a fairly stable environment. Population is slightly decreasing and aging. Very little ethnic diversity (95% white). There may be a slight growth in younger school-age children but single adult households are increasing.

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

We have an aging and single person household congregation. We mostly come from white collar backgrounds and are fairly well-off. But not all. We are located intown between the business district and residential areas. Our closest neighborhoods are economically mixed with mostly lower middle class / economically challenged status.

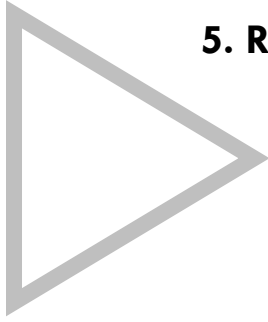
How are the demographics of the community currently shaping ministry, or not? We have been aware of food needs since beginning a food pantry 45 years ago. We continue to provide community meals and a safe space for addiction services.

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

It's the place where Kiwanis has their annual pancake breakfast or the place where the food pantry used to be. (All pre-Covid) It has been said by a member that we are the "best kept secret" in town. We continue to point out that is not a good thing.

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

Knowing a particular person and/or being invited to an activity or community outreach mission.



## 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.”

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

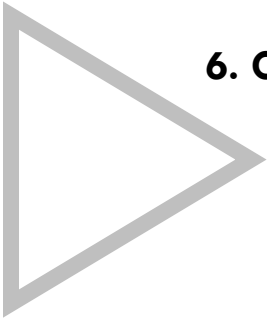
Sherry Hill / Community Food Pantry Director/ Marietta community  
740.373.5741/ /Was formerly employed by Outreach Board as pantry coordinator

### REFERENCE 2

Rev. David Zerby / Former Interim Minister / Currently serving in Canal Fulton  
330.407.1164 / pastor.zerby@gmail.com / Interim 11/19-8/20

### REFERENCE 3

Val Betkoski / County Health Nurse / Washington County  
(740.350.9437 / 1 / oversees the Harm Reduction Program



## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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*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:*

“Ask, and it will be given you; search, and you will find; knock, and the door will be opened for you. For everyone who asks receives, and everyone who searches finds, and for everyone who knocks, the door will be opened.” Matt 7.7-8

For surely I know the plans I have for you, says the LORD, plans for your welfare and not for harm, to give you a future with hope. Jeremiah 29.11

and what does the LORD require of you but to do justice, and to love kindness, and to walk humbly with your God? Micah 6.8

Eternal God

You call us to ventures of which we cannot see the ending, by paths as yet untrodden, through perils unknown. Give us faith to go out with courage not knowing where we go, but only that your hand is leading us and your love supporting us, in Christ Jesus our Lord. -Martin Luther

## 6b. STATEMENT OF CONSENT

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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.)*  
Members via surveys, Profile Team, Church Council, Outreach Board, Trustees Board, Christian Education Board, Music Board, Deacons.
2. Additional comments for interpreting the profile:

Signed:

Susan Clegg, Moderator, First Congregational UCC

April 20, 2022

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: YES

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. Melodie Rezac, Administrative Minister/Registrar

Email: [melodie.cseoa@heartlanducc.org](mailto:melodie.cseoa@heartlanducc.org)

Phone: 740-503-4803

Date: June 8, 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*