

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

ST. PAUL UNITED CHURCH OF CHRIST
TAYLOR, MICHIGAN
SENIOR PASTOR

Michigan Conference of the United Church of Christ
DETROIT METROPOLITAN ASSOCIATION

MAY 7, 2022

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

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?

1. LISTING INFORMATION

Church name: **ST. PAUL UNITED CHURCH OF CHRIST TAYLOR, MICHIGAN**

Street address: **24158 GODDARD ROAD, TAYLOR, MICHIGAN 48180**

Supplemental web links: <https://www.stpaulucctaylor.org/>

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

<https://www.stpaulucctaylor.org/about-us/our-heritage/>

ChristNet: <https://christnetservices.org/>

Fish & Loaves: <https://www.flcfp.org/>

Taylor Ministerium

Conference: **Michigan Conference of the United Church of Christ**

Association: **Detroit Metropolitan Association**

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

Rev. Cheryl Burke, Associate Conference Minister, 517-332-3511 ext. 210

[**Cheryl@michucc.org**](mailto:Cheryl@michucc.org)

Summary Ministry Description:

Mission Statement for Our Church Community

"Our mission at St. Paul United Church of Christ is to promote God's plan of salvation in our church, family, and community. Knowing that all blessings come from God, we seek to share these in the church universal and proclaim God's good news of his love and compassion, bringing together all people in Jesus Christ."

Mission Statement for Our Christian Education Ministry

"The mission and purpose of Christian Education at St. Paul United Church of Christ is to witness to the Gospel of Jesus Christ. With Holy Scripture as our guide and foundation we seek to encourage the whole family to see every phase of church life as giving testimony to our faith. We are committed to providing for all a nurturing environment for learning and fellowship in which the joy of Christian living and the love of Christ are encountered. As part of our Christian Education process, we strive to help young and old identify their gifts, callings, and vocations as Christians. We see our Christian Education Program as a place of refuge where we can learn the skills for coping with our problems. We seek to introduce our own Church family to the larger life and mission of the Christian Church. At the same time, we are committed to promoting a tolerance and understanding of other religions of the world."

Photographs: SEE **ST. PAUL CAMPUS PDF**

What we value about living in our area:

St. Paul United Church of Christ is located at major crossroads of Goddard Road and Telegraph which provides ample proximity to the nation's interstate system (I-75, I-94 and more). Highly convenient for travel beyond Michigan is proximity to Detroit Metropolitan Airport at the western end of Goddard Road at Middlebelt south of I-94. Cultural and sports attractions are easily accessible to downtown Detroit such as Detroit Institute of Arts, Detroit Tigers, Detroit Pistons, Detroit Red Wings, Detroit Lions, Fisher Theatre, Fox Theatre, Detroit Opera House, and Masonic Temple. The beauty of Pure Michigan invites you to the scenery of the local MetroPark system and the Great Lakes surrounding the Upper and Lower Peninsulas.

St. Paul is highly visible in the Taylor area at the corner of Telegraph and Goddard. Other churches may be embedded in neighborhoods. The church is visible from Telegraph Road across from a major shopping plaza, and near Metro Airport. Telegraph Road (US-24) grants access to the Interstate System via I-94, I-275, I-75 to Ann Arbor, Ypsilanti and major universities: University of Michigan, Wayne State, Eastern Michigan, University of Detroit-Mercy, Wayne County Community College, and Henry Ford College. Major health care systems include Henry Ford, University of Michigan Health, and Beaumont.

Current size of membership: **402 members**

Languages used in ministry (*other than English*): **English today, historically German**

Position Title: **Senior Pastor**

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

Settled – a called position intended for longer-term ministry in which the minister transfers his or her church membership to the congregation and transfers standing to Detroit Metro Association.

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

Full Time

Does the total support package meet conference compensation guidelines? **Yes**

1b. SCOPE OF WORK

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

Core Competencies:

Outgoing, positive outlook, energetic, with faithfulness and commitment to networking community outreach and church membership growth:

- **Biblical Teaching**
- **Shepherding (caring, sensitive, attentive listening)**
- **Follow, promote and honor Constitution and By-Laws of St. Paul UCC Taylor, Michigan**

Leads worship, visits parishioners in need of special pastoral help, oversees day-to-day church administration, and offers bible study, confirmation classes and other adult education programs. Continue mission outreach such as Fish and Loaves, ChristNet founded by St. Paul UCC Taylor, and other community partners.

Duties are as follows (taken from By-Laws):

1. **The Pastor shall be a shepherd over his or her flock and guide them in carrying out the total mission of the Church.**

2. **The Pastor shall conduct services of worship on Sundays and other services as scheduled, provide written sermons, biblical lessons, lead in prayer, ask for prayer requests from congregation.**
3. **The Pastor shall administer the sacraments of Holy Baptism. He or She shall administer the sacrament of Holy Communion at least six (6) times per year(as a minimum but typically 1st Sunday of each month)**
4. **The Pastor shall perform the rites of confirmation, marriage, and preside at funeral/memorial services.**
5. **The Pastor shall lead membership classes.**
6. **The Pastor shall lead confirmation classes for those in 8th and 9th grade, thus a 2-year confirmation education on Christianity.**
7. **The Pastor shall keep an accurate account and record of all pastoral functions that he or she may be called upon to perform and safe keep such records.**
8. **The Pastor shall make a report of his or her pastoral activities within the congregation at the Annual and Semi-Annual meeting and monthly council meetings.**
9. **The Pastor shall be responsible for the total program of Christian Education in the Church. This shall include the Church School, confirmation instruction, youth work, and all Church organizations.**
10. **The Pastor shall visit the sick and shut-ins when he or she is aware of such need or is called. He or She shall do such additional calling as is necessary to meet the needs of the members of the Congregation.**
11. **The Pastor shall give spiritual counsel to the members and families of the Church in such areas of life where he or she is qualified to do so.**
12. **The Pastor shall be a member of the Spiritual Council of the Church and guide the members of this Council in the performance of their duties.**
13. **The Pastor shall be an ex-officio member of all Church ministries.**
14. **No one shall, without the Pastor's consent, be permitted to occupy the pulpit of this Church. Neither shall anyone without his or her consent be permitted to minister in the Church or among the people of the Congregation. The one exception shall be during the last three months of his or her pastorate, when candidates for the pastorate may be heard.**
15. **If the Pastor is found guilty of conduct unbecoming a Christian minister or of flagrant offense against the Church, or state, he or she shall be suspended from performing his or her duties by the Church Council. The Council shall immediately consult the Committee of Church and Ministry of the Association and the Minister of the Conference. If in consultation with these officers as well as with the Pastor, the Church Council deems it necessary, a request for dismissal shall be presented to the Congregation at a properly called meeting. Such a resolution must be announced at two (2) Sunday services of worship immediately preceding the meeting. For dismissal a vote of two-thirds of the voting members present and voting at such a meeting is necessary.**
16. **The Congregation shall give the Pastor three months' notice for dismissal, except in the instance of item #15 above. The Pastor, wishing to terminate his or her**

pastorate, shall give the Congregation three months' notice of his or her intention for departure.

- 17. The Pastor shall be responsible for directing the service of an Associate Pastor, the Director/Minister of Christian Education, the Director of Music, the Administrative Assistant, and the Church Organist, unless otherwise specified in the Constitution and By-Laws of St. Paul UCC Taylor, Michigan.**
- 18. 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.**
- 19. Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them**
- 20. Leadership development by working with people in the church to create ministry and programs**
- 21. Pastoral care in collaboration with lay people**
- 22. Community engagement and leading the way for the church to be an ambassador of God's love**
- 23. Weddings and funerals for participants in the worshipping community**
- 24. Strategic planning for current and new directions in ministry**
- 25. Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership**
- 26. Participate in wider church activities such as conference and association meetings**
- 27. Administration responsibilities (unless delegated) such as email, website, church supplies.**
- 28. Faithful financial development and stewardship**
- 29. Responsibility for supervision of staff**
- 30. Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations**
- 31. Study and prayer to increase faith and to improve skills so as to lead, teach, preach better**
- 32. Energizing and deepening spiritual connections and faith understandings of others in all they do**

1c. COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance):

<http://michucc.org/images/Approved - Clergy Compensation Guidelines Updated 10.2019.pdf>
<http://michucc.org/images/Salary Guidelines 2022 - completed JAN2022.pdf>

Years of Experience	BASE SALARY plus HOUSING ALLOWANCE		Average Worship Attendance											
	<100		101 to 200		201 to 300		301 to 400		401 to 500		>500			
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max		
0 to 3	\$50,239	\$53,897	\$54,356	\$57,964	\$58,369	\$62,025	\$62,433	\$66,092	\$66,499	\$70,078	\$70,373	\$74,218		
4 to 6	\$55,176	\$57,557	\$59,182	\$61,619	\$63,247	\$65,684	\$67,309	\$69,751	\$71,376	\$73,987	\$75,441	\$77,879		
7 to 9	\$58,773	\$61,216	\$62,840	\$64,759	\$66,905	\$69,344	\$70,969	\$73,407	\$75,034	\$77,471	\$79,096	\$81,538		
10 to 12	\$62,433	\$64,877	\$66,499	\$68,936	\$70,561	\$73,003	\$74,627	\$77,141	\$78,692	\$81,127	\$82,755	\$85,194		
13 to 15	\$66,092	\$68,536	\$70,156	\$72,710	\$74,219	\$76,659	\$78,286	\$80,724	\$82,352	\$84,790	\$86,413	\$88,855		
16 to 18	\$69,751	\$72,188	\$73,987	\$76,255	\$77,879	\$80,318	\$81,944	\$84,379	\$86,008	\$88,446	\$90,073	\$92,512		
19 to 21	\$73,407	\$75,844	\$77,471	\$79,911	\$81,538	\$83,976	\$85,604	\$88,041	\$89,665	\$92,105	\$93,731	\$96,170		

Benefits (choose one):

Salary plus Benefits

What is the expected living situation for your next minister?

Housing allowance provided in lieu of parsonage PARSONAGE OPTIONAL with housing allowance

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

Live within 15-30 minutes of the Church. Nearest Downriver Communities: Taylor, Allen Park, and Southgate, Brownstown Township, Romulus, Dearborn Heights, Dearborn

State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position): **Compensation during sabbatical leave, 4 weeks of vacation per year, and annual housing allowance are provided as part of covenant agreement immediately. Additional incentives are open to negotiation.**

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

Ecumenical Theological Seminary in Detroit Moody Theological Seminary (Plymouth, Chicago) Detroit Metropolitan Association

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)**

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

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

Mission Statement for Our Church Community

"Our mission at St. Paul United Church of Christ is to promote God's plan of salvation in our church, family, and community. Knowing that all blessings come from God, we seek to share these in the church universal and proclaim God's good news of his love and compassion, bringing together all people in Jesus Christ."

The Mission Statement continues to express the heart and mind of our congregation in our shared ministry. An engraving of the Mission Statement hangs in the front foyer of our church, greeting church members as we come together and then go forth to serve Christ in the world.

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

"Make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you." -- Matthew 28:19-20

Help people learn about God the Father, Jesus the Son, and the Holy Spirit.

**LOVE the Lord with all our heart, with all our soul, with all our mind. LIVE our lives for His purpose. To fulfill our mission, we desire to impact the Downriver area by making disciples that display the grace of God. Our ministries are focused on Evangelism, Discipleship, and a Faith called to Action as exemplified in the founding: ChristNet (addressing homelessness): <https://christnetservices.org/>
Fish & Loaves (addressing hunger): <https://www.flcfp.org/>**

The Holy Scriptures are the foundation of all we say and do. We will be guided by the Word of God, counseled by the Holy Spirit and trust in God's Will, timing and wisdom, not our own. The life of our congregation will be driven with a Gospel based purpose.

We seek to fulfill Scripture regarding the Church. We welcome all who seek and wish to find and live meaningful, purpose-driven life in Jesus the Christ according to the Word of God. We aim to display the love of Jesus Christ in these walls and outside these walls of the congregation to fulfill words of Jesus' prayer from John's Gospel, expressing that hope that in our Savior God's people "may all be one" (John 17:11).

In service to the community we seek to do good for others before ourselves, to extol service to others as a privilege in glorifying Jesus the Christ and will devote ourselves to faith in action to uplift the surrounding community helping others to see the joy of learning about God and having Jesus Christ as Savior whose life lived was for love of Creation, whose death and burial defeated death and took away sin, whose bodily resurrection justifies our lives, whose teachings sanctify the believer.

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

Prefer an English-speaking Senior Pastor as that is the language of the congregation. Bi-lingual would certainly be welcome as there is a growing Hispanic Community in the Downriver Area. From a historical perspective German would be welcome as well as that is part of the heritage of the church founded in 1883.

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.

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?

St. Paul United Church of Christ continues to grow as a caring, loving congregation, teaching the salvation of Jesus Christ, accepting people from all walks of life and backgrounds. Our outreach with Fish & Loaves and ChristNet is an example of this caring. We want the community to know St. Paul is a safe place to come and learn about Jesus the Christ and how the Word of God can transform a life. St. Paul desires to strengthen its Christian Education Ministry providing an in-depth curriculum of both the Old and New Testaments for families of all ages. We believe church families have a better chance in life. We also seek to apply Biblical wisdom to today's life challenges. We want to equip children with a strong Biblical foundation and solid Bible knowledge so they will not sway from the Word of God and live a life in Jesus the Christ.

Our church has many Ministry programs:

Worship/Music Planning, Chancel Choir, Handbell Choir, Sew & Sew Guild, Red Hot Purple Angels (Red Hats), Women's Fellowship, Men's Fellowship, Financial Advisory, Bible Study, Visiting Elders, Building & Grounds, Christian Education, IT, Ministry Media Communication, Safety & Security, Memorial Committee, Young Adults, Rock Hard in Faith Youth Fellowship.

Four Areas of Excellence for St. Paul UCC – Taylor (make below lower case)

- 1. Exhibiting a spiritual foundation and ongoing spiritual practice**
- 2. Engaging sacred stories and traditions**
- 3. Caring for all creation**
- 4. Strengthening inter- and intra- personal assets**

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

St. Paul has acknowledged two emerging challenges in the Downriver Community. Number one is homelessness. Number two is food security. St. Paul founded two organizations to address these needs, creating ChristNet Homeless Shelter and Fish & Loaves Food Pantry, now independent organizations that the church continues to support. ChristNet has engaged with Wayne Metro Services to increase its reach and serve the greater needs of the Downriver Area. Homeless people have found ChristNet as a way to rehabilitate their lives for the better. Fish & Loaves has found a way to collect food that otherwise would have been thrown away by large grocery store chains and giving dignity to people who desperately need food.

On the infrastructure side of the church we have no current plans to expand our building. In 2016 we completed a “Room with a View” providing nursery space and accessible handicap restrooms. The church was able to self-finance the expansion through its endowment fund and currently has no outstanding debt.

3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

The word “worship” has its original roots in the words “worth” and “value.” When Christians meet for worship, we are affirming and celebrating what we consider worth-while and valuable above all else—a saving relationship with God and his son Jesus Christ who teach us that a life grounded here and now in love and justice is the pathway to eternal life. At St. Paul United Church of Christ, we worship together on Sunday mornings at 10:00 a.m. During the Lenten season our congregation has Wednesday evening services in the sanctuary at 7 p.m. Other special worship services are announced through our church’s monthly newsletter, The Tidings. We invite you to join with us for worship, celebrating what we all called to value most—a life in Jesus Christ.

Christian worship is at the center of our church's life and ministry. Sometimes formal, other times informal, worship at St. Paul United Church of Christ blends fine sacred music, prayer, and biblically-grounded preaching into services of the Word that call our congregation to be God's people. Although our pastor presides at all worships services, members of our congregation participate each week in worship as readers, speakers, musicians, vocalists, communion servers, and ushers. In addition, a Worship Planning Team, composed of volunteers from the membership, meets monthly with the pastor to plan worship services. Congregational input is always welcomed. Please speak with the pastor or a member of the Worship Planning Team if you have worship suggestions or recommendations to share.

Our church practices an "Open Communion" for adults who have been baptized. All who desire to be at one with Christ are invited to receive communion. Church membership is not a requirement in order to participate in the sacrament of communion. In our own church tradition, young people are invited to join with us

for communion after their confirmation in faith, usually at age 14 or 15. Pew communion services are held six times a year at our 10:00 a.m. worship. Altar communion is offered on the first Sunday of each month. More information about our communion tradition is available in a separate brochure, Questions and Answers about the Sacrament of Holy Communion. Other brochures are available in the church narthex and on-line regarding baptisms, weddings, and memorial and funeral services within our tradition and local church setting.

In Psalm 98 God's people are called to make "a joyful noise unto the Lord." At St. Paul United Church of Christ we try to witness joyfully to God through our music. Leadership for our music ministry is provided by a director of music and an organist. The adult Chancel Choir, which sings on Sunday morning service, rehearses every Wednesday night at church, September through mid-June. Chancel Choir members must be confirmation graduates or 15 years old or older. In addition, St. Paul United Church sponsors other choirs:

Children's Choir (through 6th grade) and Hand Bell Choir

At St. Paul United Church of Christ, prayer is central to our worship and our personal faith life. During worship services our congregation prays for members and friends with special concerns for personal health and well-being. We also pray for our wider community and nation, as well as for our own church that it will be a faithful witness to the love and salvation made possible by the life, death, and resurrection of Jesus Christ. Members arriving for worship on Sunday mornings will often pause for a moment of silent prayer in their pew before seating themselves. Every meeting and gathering at St. Paul Church also begins with special prayer and concludes with the Lord's Prayer shared together.

In our Christian tradition, prayer reflects our deepest commitment to God and our highest aspirations as men and women. Some prayers are private and highly personal; others are very public and address prophetic concerns about faithfulness to the love and justice that Jesus preached. The length and formality of our prayers can also vary enormously, depending on need, occasion, and circumstance.

Christian prayer is often expressly spoken in the name of Jesus Christ. However, because of the Trinitarian affirmation (God as Father, Son, and Holy Spirit), every prayer to God includes Jesus Christ whether or not his name is even invoked. More meditative prayers are akin to mini-sermons or homilies: consciously or unconsciously, they reveal a great deal about our personal and congregational theology-the way we understand God and perceive ourselves as human beings.

Describe several strengths or positive qualities of your congregation.

St. Paul enjoys a strong core of leadership and talent filling several positions in several ministries. Church governance at St. Paul United Church of Christ is provided by a congregationally-elected Council which meets monthly. The Council is headed by an Executive Committee composed of the president, first and second vice presidents, treasurer, and the secretary, plus all ordained pastors, who are voting, ex officio Council members. The Executive Committee confers in advance of the regular Council meetings to prepare the agenda. The Council also includes three elders, three deacons, and three trustees with different responsibilities. Under the church bylaws, the elders constitute a "spiritual council." They are charged with presiding over the sacrament of Holy Communion, overseeing all spiritual needs of the congregation, and maintaining an up-to-date church membership roster. Meanwhile, the deacons are entrusted by the church bylaws with maintaining proper order and decorum in all worship services. They recruit and direct all greeters and ushers, oversee the clean-up and closing of the sanctuary immediately after worship, and maintain attendance counts. Finally, the trustees oversee the maintenance and upkeep of the entire church facility, represent the Council and congregation in all legal matters, including contracts, and annually prepare a slate of nominees for the Church Council that is submitted for a vote by the congregation.

Overall church policy is decided by the entire Council on the basis of recommendations made by either the Executive Committee, elders, deacons, trustees, or ordained pastors. Major decisions, such as the election of Council members and the final approval of the church's annual unified budget, are presented by the Church Council to the congregation for a vote at annual, semi-annual, and specially-called congregational meetings.

All Council members are nominated on the basis of their particular gifts and talents as discerned by the trustees or a nominating task force. Thereafter, Council members are elected to a three year term at the annual meeting of the congregation in January, followed by installation at the next Sunday morning worship service.

Any Council members may serve two consecutive terms-a total of six years. However, the Council president serves for one year only, succeeding to his or her post after first serving in the roles of second and first vice president respectively, also for one year each. If a current president seeks to serve another term of office, he/she returns to the Council as second vice president.

Other significant leadership at St. Paul United Church of Christ is provided by a Cabinet composed of representatives of all church committees and organizations. The Cabinet meets quarterly to share common concerns and to plan all-church events, such as Lenten suppers and the annual church picnic. In addition, our church has various committees and teams which meet regularly to direct the ministries of our church. These bodies include the Christian Education Ministry, the Worship/Music Planning Ministry, the Buildings & Grounds Ministry, the Financial Advisory Ministry, the Memorial Ministry, Altar Guild/Lectors, Communication Ministry, Safety & Security Ministry, Girl Scouts, Bible Study, Sew & Sews, Kitchen Manager, Visiting Elders/Health Ministry, Red Hot Purple Angels, Women's Fellowship, Men's Fellowship. For additional activities please see St. Paul Org chart.

Many church members have extended family relationships within the congregation and a family heritage reaching back to the church founding.

Describe what worship is like when your congregation gathers.

Sunday morning services begin at 10:00 a.m. Special services are held at special times on Christmas Eve (4:00 p.m. and 7:00 p.m.), Ash Wednesday (7:30 p.m.), Maundy Thursday (Table Communion, 7:30 p.m.), Good Friday (12 noon), and Easter morning (Sunrise and Mid-Morning Services, 7 and 10 a.m.) During the Lenten season there are brief mid-week services prior to educational programs.

Other worship highlights for our congregation are Rally Sunday, World-Wide Communion Sunday, observed on the first Sunday of October; Reformation Sunday, honoring the memory of Martin Luther and other Protestant reformers, held on the last Sunday of October; Totenfest or Memorial Sunday, remembering all church members who have died over the past year, held on the first Sunday of November, following All Saints' Day; the Cradle Roll Service recognizing all infants who have been born in our congregation during the past twelve months is held on the Sunday of Mother's Day; Pentecost, which usually coincides with the last Sunday of May or the first Sunday of June; and Baccalaureate/Promotion Sunday, honoring recent graduates, observed the second Sunday in June. On Memorial Day and Fourth of July weekends, the American flag and the Christian flag are carried in procession to the front of the church to mark the significance of both national holidays.

Additionally, we have a ministry of lay leaders that contribute to leadership in the worship service. Lay Leaders will assume lectoring roles reading scriptural lessons or liturgy during the worship service navigating through the Bible throughout the year. The Choir leads the congregation in hymns spread throughout the worship service and at times offers solo hymns.

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

Tuesday Morning Bible Study

Vacation Bible School

Sunday School for Elementary, Middle School and High School

Sunday Night Book Discussions

We have attempted to establish a Wednesday service but our consistent Wednesday services are limited to the Lenten Season

Membership Classes

Choir Rehearsal

Youth Mission Outreach

Young Adult Bible Study

Describe how your congregation is organized for ministry and mission.

Decisions are communicated through letters and moments of concern during worship

*How are teams or committees organized? Individual ministries filled by volunteers or council appointments: See **Organization Chart***

Where does your church struggle for vision?

- 1. Stronger curriculum that takes students through the entire Bible 3x by the time of High School Graduation**
- 2. Mid-Week worship service is lacking**
- 3. When it comes to decision-making, how many hours are spent in meetings per month?**
 - a. Two hours per month for council**
 - b. Executive committee 90 minutes per month**
 - c. Other committee ministry times vary as needed**

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred: **Church member fell on ice and lost consciousness, stopped breathing. Quick thinking and training and equipment rescued the member restoring breathing and consciousness. We have volunteer first responders in the congregation trained to use emergency lifesaving equipment. Leadership rose to meet the challenges of COVID pandemic through leadership meetings establishing Facebook Live streaming for worship services which continue. Leadership adopted COVID safety protocols.**

- 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**

3b. 11-YEAR REPORT

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



Church#:	322580		Schedule: 0		Saint Paul UCC		Taylor		MI		48180	
Assoc:	400											
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	705	0	75	7	25	3	15	0	20			
2011	698	0	87	2	15	2	21	5	-7			
2012	699	0	108	11	8	5	23	0	1			
2013	713	205	102	8	18	1	11	2	14			
2014	687	205	100	9	13	0	20	28	-26			
2015	687	205	100	0	0	0	0	0	0			
2016	487	200	81	8	23	0	12	92	-73			
2017	583	200	81	8	7	0	19	0	-4			
2018	583	200	81	0	0	0	0	0	0			
2019	514	128	63	5	7	0	19	62	-69			
2020	414	105	65	0	0	0	10	0	-10			
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS		
2010	\$263,934	\$0	\$14,000	\$4,812	\$18,812	\$3,875	\$22,687	5.30	\$286,621	\$263,934		
2011	\$279,073	\$0	\$14,000	\$3,583	\$17,583	\$767	\$18,350	5.02	\$297,423	\$232,313		
2012	\$266,102	\$0	\$14,000	\$3,547	\$17,547	\$975	\$18,522	5.26	\$284,624	\$265,962		
2013	\$297,255	\$0	\$14,000	\$3,643	\$17,643	\$893	\$18,536	4.71	\$315,791	\$324,501		
2014	\$448,203	\$0	\$14,000	\$6,150	\$20,150	\$845	\$20,995	3.12	\$469,198	\$295,076		
2015	\$448,203	\$0	\$14,000	\$2,236	\$16,236	\$0	\$16,236	3.12	\$464,439	\$0		
2016	\$359,210	\$0	\$14,000	\$2,116	\$16,116	\$3,720	\$19,836	3.90	\$379,046	\$271,487		
2017	\$295,684	\$0	\$14,000	\$2,036	\$16,036	\$957	\$16,993	4.73	\$312,677	\$298,017		
2018	\$295,684	\$0	\$14,000	\$2,627	\$16,627	\$0	\$16,627	4.73	\$312,311	\$0		
2019	\$276,408	\$0	\$10,000	\$2,999	\$12,999	\$1,610	\$14,609	3.82	\$291,017	\$281,760		
2020	\$244,398	\$0	\$10,000	\$1,453	\$11,453	\$600	\$12,053	4.09	\$256,451	\$305,057		
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE				
2015-2020	-39.74	-48.78	-35.00	0.00	0.00	-45.47	-29.46	-44.78				
2010-2020	-41.28	0.00	-13.33	-100.00	-33.33	-7.40	-39.12	-10.53				

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	402	
Number of active non-members:	115	
Total of church participants (sum of the numbers above):	617	

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:	15%	x
Less than 5 years:	5%	x

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>
62	38	61	43	44	46	52	70	105	

119 members and associate members would not give us their birthdate. We will have to take a guess on their ages.

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	75	
Households with minors:	124	
Single adults age 35-65:	24	
Joint households with no minors:	tbd	
Single adults over 65:	tbd	

Education level of adult participants by percentage: HIGHEST LEVEL

		<i>Is this number an estimate? (check if yes)</i>
High school:	40%	x
College:	40%	x
Graduate School:	10%	x
Specialty Training:	10%	x
Total	100%	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	45%	x
Adults who are retired:	40%	x
Adults who are not fully employed:	5%	x

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

Taylor, Michigan is located near the automotive industry as the main employer of people living in the area. Other occupations include first responders such as police, fire, ambulatory, health services, and education.

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?

The majority of the congregation is Caucasian. However, African-American, Latino, and Hispanic backgrounds are represented.

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. **No conversation, no plans in place**

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank fields 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	12	Sr Pastor
Baptisms (<i>number last year</i>)	6	Sr Pastor, Worship Ministry
Children's Groups or Classes	20	Associate Pastor/Dir of Christian Ed
Christmas Eve and Easter Worship	150	Sr. Pastor, Worship Ministry, Music
Church-wide Meals	400	Cabinet (collection of ministries)
Choirs and Music Groups	15	Music Director
Church-based Bible Study	12	Sr Pastor/Associate Pastor
Communion (<i>served how often?</i>)	monthly	Sr. Pastor/Associate Pastor/Monthly
Community Meals	8	Cabinet
Confirmation (<i>number confirmed last year</i>)	2	Senior Pastor
Drama or Dance Program	0	Director Christian Education
Funerals (<i>number last year</i>)	12	Sr Pastor
Intergenerational Groups		
Outdoor Worship	100	Sr Pastor/Worship Ministry
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats	15	Sr Pastor/Council/Associate Pastor
Theology or Bible Programs in the Community	2	ETS, BSF, Moody
Weddings (<i>number last year</i>)	2	SR PASTOR

Worship (time slot: 10-11AM	70	SR PASTOR/ASSOCIATE PASTOR
-----------------------------	----	----------------------------

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)
CHERYL SCHALM	3		COMMISSIONED ASSOCIATE PASTOR	N
JOHN MARTIN	4	HOSPITAL CHAPLAIN		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:

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson 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
SUZANNE MROWKA	OFFICE MANAGER	STIPEND	SR PASTOR	
CINDY ROMAS	ADMIN ASST	PART TIME	SR PASTOR	
ANNETTE THIE	FINANCIAL SECRETARY	PART TIME	SR PASTOR	
ELIZABETH BISARO	BOOKKEEPER	PART TIME	SR PASTOR	

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry? **The demographics of the congregation leans toward senior citizens and a large percentage approaching retirement within the next 5-10 years. The congregation needs to increase attendance and participation of the next generation of the Christian community as we exit pandemic. The congregation lacks diversity. The 11-year report shows a decline in attendance and the next Pastor needs to take a lead in helping the church recover from the pandemic which has dropped in-person attendance by half. The exact percentage of the membership on Facebook Live is unknown (30-40 households for weekly livestream). We are looking to the new pastor to bring their own creativity and leadership taking us in a new direction that will result in congregational growth and new ministries that serve the community and attract increased membership.**

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year) (**Based on 2021 Actuals**)

Source	Amount
Annual Offerings and Pledged Giving	\$297,057
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$6,840
Gifts Designated for a Specific Purpose	\$10,000
Grants	\$0
Rentals of Church Building (Building not rented during COVID)	\$320
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify): Restricted Funds (Memorial, Kitchen, Facility Improvement,	\$80,281.55
Other (specify): Emergency Reserve Accounts	\$81,348.00
TOTAL	\$475,846.55

Current annual expenses (dollars budgeted for most recent fiscal year): **\$ 290,399.00**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **121,558/290,399 = 42%**

Has the church ever failed to pay its financial obligations to a minister of the church?

No, Church has always been able to pay approved salaries.

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*)

St. Paul has always been a 5-for-5 church

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%*)

OCWM (Basic Support) is recommended each year by the Budget and Finance Ministry as part of the Annual Budget Process. It is always a fixed amount.

What is the church's current indebtedness?

St. Paul currently has no outstanding debt.

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.

Currently St. Paul has initiated a small Building Project to implement permanent streaming capability in the Sanctuary. Will include: new lighting for the sanctuary for the chancel area, two PTZ cameras with pan, tilt and zoom capability including controllers. New computer designed specifically for our sanctuary to integrate the streaming, lighting and cameras. Approximate cost is \$10,000 with \$5,500 already pledged.

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

Year(s)	Purpose	Goal	Result	Impact
2013	Upgrade Electrical Service, installed 22 new windows in main church building, A/C in Offices and Sunday School area, A/c in Sanctuary, new mixed air unit in Sanctuary,	\$265,000	\$265,000	Very Successful Building Program.
2016	Replace Remaining windows in main Church building, closed circuit TV in Sanctuary, add multi-purpose Family Room including handicapped lavatory with handicapped ramp on East side of the Church.	\$378,000	\$378,000	Congregation was able to raise \$238,000 in pledges and voted to borrow \$140,000 from Endowment Fund. Endowment Fund payback was for 15 years but we were able to pay it off by 01Apr22 due to membership donations.

If a capital campaign is underway or anticipated, describe: **No capital campaigns are planned for the future at this time.**

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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

Does your church have an endowment?

Yes

What is the market value of the assets?

\$180,019 as of December 31, 2021

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

Only under special circumstances, a super majority of the membership is required to draw funds from the Endowment Fund.

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

We are not making draws from the Endowment Fund.

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

We borrowed from the Endowment Fund to pay for “Room with a View” construction. All borrowed funds have since been repaid to the Endowment Fund with interest.

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

We do not draw from the Endowment Fund.

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): **Available, need to calculate**

Investments (other than endowment): **\$65,343 as of December 31, 2021.**

Asset Depreciation Fund

Does your church have a parsonage?

Yes

Fair market rental value of the parsonage:

\$1,200 - \$1,500 Month

How is the parsonage used?

Occupied by current Pastor and wife. Future use to be determined.

Street / City / State / Zip:

24136 Goddard Road

Taylor, MI 48180

Finished square footage:

To be determined

Number of Bedrooms, Number of Bathrooms:

1. 1/2 bathroom upstairs, Full bathroom main floor
2. 3 bedrooms upstairs (2 very spacious, 1 small)
3. 1-bedroom main floor (next to full bathroom)
4. Built in 1965
5. 11 rooms in total
6. 2.5 car garage attached
7. Family room
8. Library with built-in shelves
9. Dining Room
10. Private Court Yard
11. Kitchen
12. Cove ceilings
13. Full basement unfinished (never flooded)

Assessed real estate value:

To be determined

Available for minister residence: Y/N

YES, as an option

Expected minister residence: Y/N

OPTIONAL

Condition of structure, systems and appliances

Building including roof are in good shape, water system needs to be updated (old galvanized pipes), heating system updated, and appliances are old and dated. We are planning numerous updates.

Entity in the church responsible for review and needed repairs.

Building and Grounds Ministry

Describe all buildings owned by the church: **Main church building, parsonage, storage garage**

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

Not applicable

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

Sanctuary (not including the Chancel area), Family Room, two handicapped lavatories, offices, kitchen, Fellowship Hall and West Room, multiple ramp access to first floor. Entire second story is not handicapped accessible.

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

Above financial information reflects a thriving ministry.

3f. HISTORICAL INFORMATION

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

<https://www.stpaulucctaylor.org/about-us/our-heritage/>

- 1. Founded ChristNet Homeless Shelters and Fish & Loaves Food Pantry**
- 2. Built Room with a View**
- 3. Paid off self-financing for Room with a View**
- 4. Added broadcast ministry on Facebook Live in response to COVID pandemic**

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

Added a Family Room: "Room with A View"

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.

Some of the voting became contested when we were deciding on expanding the building. Tempers flared, emotions were high. In the end we made sure everyone had a vote and we announced the result. We lacked consensus. We improved the education and communication of expansion and proposed alternative self-financing using our endowment fund. Consensus was achieved in the next voting and we proceeded to build the "Room with A View." We have also paid back our endowment and never assumed any debt.

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

Staff member's name	Years of service	UCC Standing (Y/N)
REV DR GEOFFREY DRUTCHAS	35	Y
ASSOCIATE PASTOR CHERYL SCHALM	10	Y
ASSOCIATION PASTOR LARRY CAMERON	2	N
ASSOCIATIE PASTOR ANNA T SOUTO	1	N

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

SENIOR PASTORS

1883-1885 C. FITZER
 1885-1887 REV H LUDWIG
 1887-1893 HUGO W SCHAARSCHMIDT
 1893-1895 REV. L SHULTZ
 1895-1911 HUGO W SCHAARSCHMIDT
 1911-1913 REV GREUTER
 1913-1916 FRITZ C LUECKHOFF
 1916-1922 REV K. BUFF
 1922-1939 E.H. BRENTON
 1939-1950 WILLIAM J KUHLMAN
 1950-1965 L.F. WEIGEL
 1965-1973 STANLEY R HARTMANN
 1974-1987 ALVIN D KAUFFMAN
 1987-1988 LARRY HAWKINS (INTERIM)
 1988-2022 REV DR GEOFFREY DRUTCHAS

ASSOCIATE PASTORS

1961-1965 R.T. BIZER
 1980-1983 B.P BURNHAM
 1985-1986 R.S. BALDWIN
 1992-1994 LARRY CAMERON
 1994 ANNA T SOUTO
 2012- CHERYL SCHALM

We have learned since the founding of the church that consistency in church leadership leads to a stable church environment. The longevity of pastoral service has led to the church existing for nearly 140 years. Since 1939 pastors have served several years with the longest tenure served by Rev Dr Geoffrey Drutchas. In St. Paul's history we have record of 15 Senior Pastors and 6 Associate Pastors serving over the last 137 years. Rev Dr Geoffrey Drutchas has served just over 25% of the

church history marking him as the Pastor with the longest service in the church history. Pastor Cheryl Schalm holds the longest tenure for an Associate in the history of St. Paul UCC with 10 years and counting. Many churches have closed their doors, but the staying power of our pastors have served the congregation and allow its life to enjoy the longevity it has been blessed with. The congregation relies heavily on its pastor for leadership in the community of faith and having a strong ministry. The relationships with Pastor have truly made the congregation an extended family for its members and we look to continue this pattern with the next pastor called to serve St. Paul United Church of Christ in the name of Jesus the Christ. Being led by the Holy Spirit, our goal is for the congregation to elect, in a unified way, a new pastor whose gifts God can use with us and among us to the Glory of God and affirm the Gospel of Jesus the Christ.

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

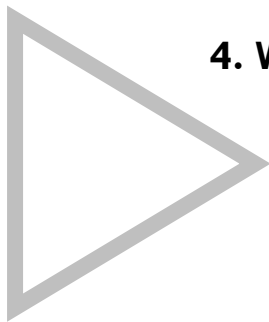
No

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



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

The St. Paul Congregation are founders of ChristNet and Fish & Loaves which both serve the needs of the homeless and the food insecure peoples of the Downriver Area. Christian Education plans annual Mission Trips to both local and distant locations. Support Cass Community Social Services.

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

Minimal participation in the meetings on a national setting. We have had representation at the conference and association level.

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

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

- | | |
|---|--|
| <input checked="" type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input checked="" type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input checked="" type="checkbox"/> Inter-cultural/Multi-racial (I’M) | <input checked="" type="checkbox"/> OCM |

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?

The items marked with x

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

ChristNet and Fish & Loaves are exemplary mission work of St. Paul UCC ecumenical outreach

Confirmation classes visit Temple Beth El

Sponsors church tours of Southeastern Michigan

St. Paul UCC has been an ecumenical leader for the Downriver communities.

<http://stpaulucctaylorpics.org/gallery/tour2019/index.html>

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.

<https://www.stpaulucctaylor.org/about-us/what-we-believe/>

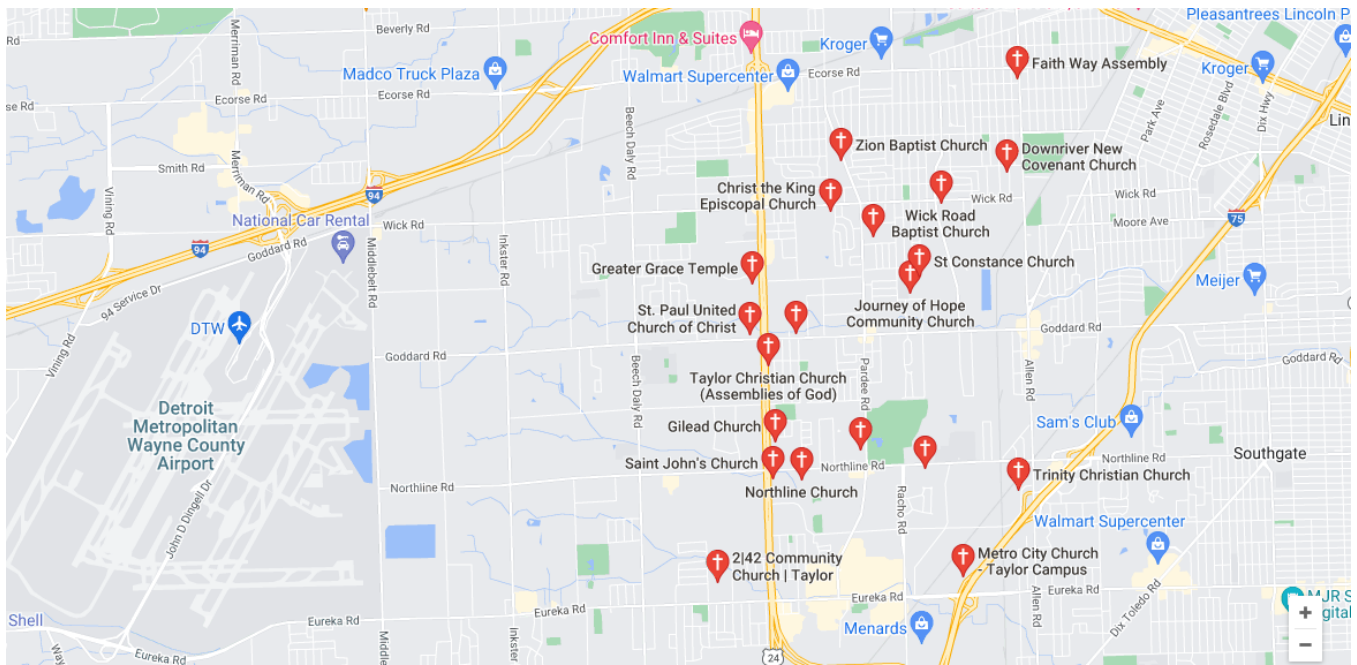
Different activities include: Fish Dinners, Spaghetti Dinners, Wild-Game Dinners, Advent By Candlelight, Annual Church Pilgrimage Tour, Easter Morning Breakfast, Father-Child Tailgate Outing, Annual Church Picnic, Tiger Game Outings, Mission Trips, Confirmation Retreats, Scrap-Booking, Volunteering For ChristNet, Volunteering For Fish & Loaves, Cass Community Social Services, Rummage Sale, Craft Shows, Mother/Daughter Banquet, Women's Retreat.

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? **Pastors submit monthly, semi-annual, and annual ministry reports of their activity. How much time is spent in community and/or other UCC ministries or events is planned with the council. We expect the new pastor to bring their creativity and new ideas for ministry inside and outside the church.**

Everything of significance we do is accomplished in cooperation with each other. We do not fixate on percentages of time spent on these ministries. We place trust in the new pastor to provide us sound, creative direction to glorify Jesus the Christ.

4b. MISSION InSite

Below is a map indicating faith communities around St. Paul United Church of Christ in Taylor, Michigan

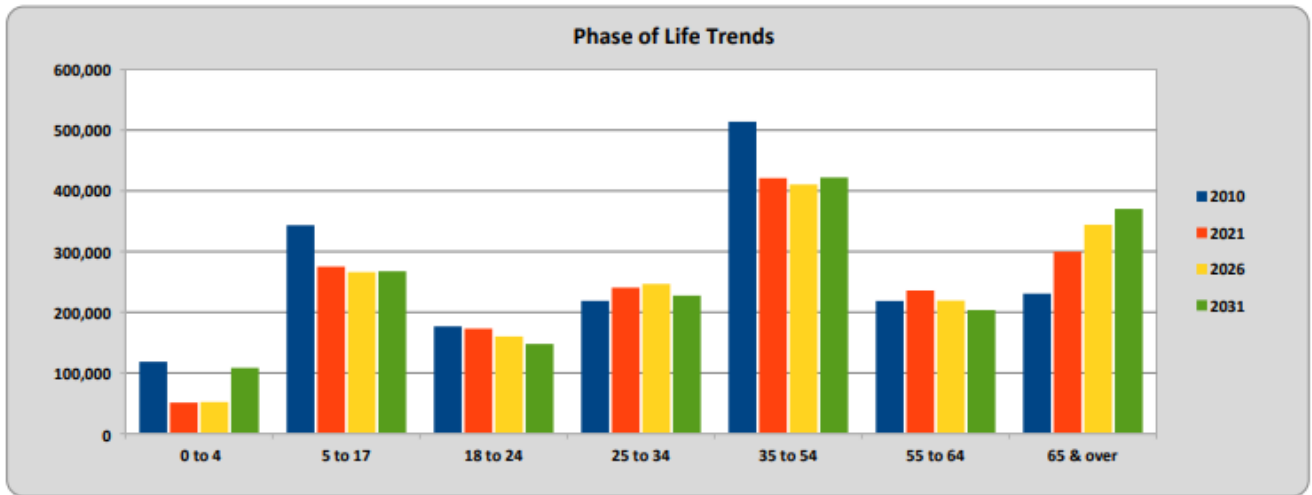


Comment on your congregation's MissionInSite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

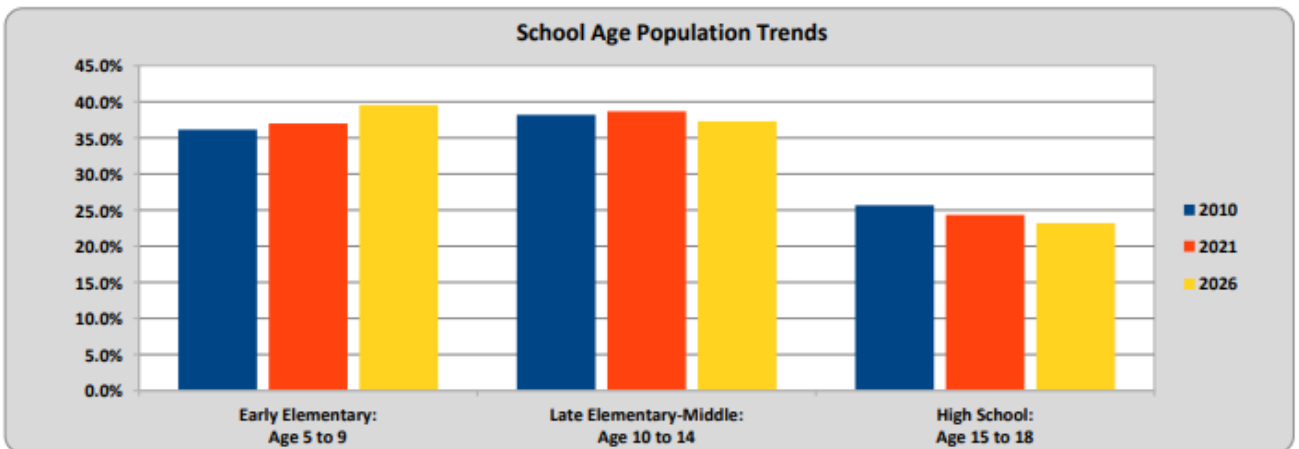


1. Population and households in the next 10 years expects little change
2. Compared to the state, families with children are less likely to live in two parent households
3. General level of education of the adults 25 and older is mixed
4. Racial mix and diversity of the area is homogenous
5. Median family income compare to the state for this area is somewhat less
6. Compared to the state, the number of families in poverty are significantly above the average
7. Continuum between blue collar and white collar occupations is closely split
8. Racial/ethnic group largest percentage of the population is white

- 9. Population in this region in 2000 was above 2 million and is projected to fall to 1.7 million by 2031
- 10. Average age of population in 2000 was 35 and is expected to be 41 by 2031



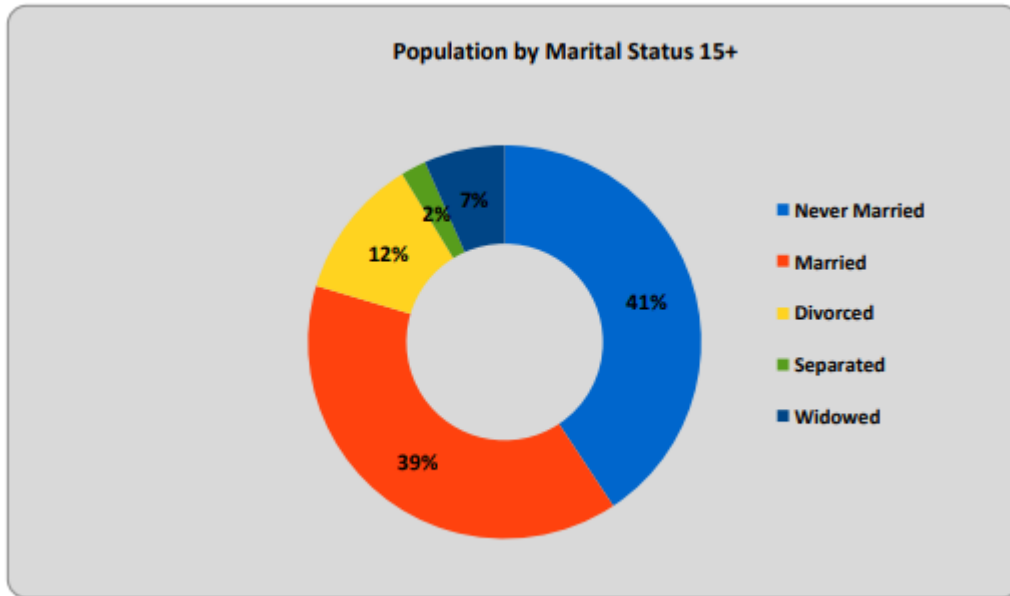
- 11. See Phase of life Trends above
- 12. See school age trends below



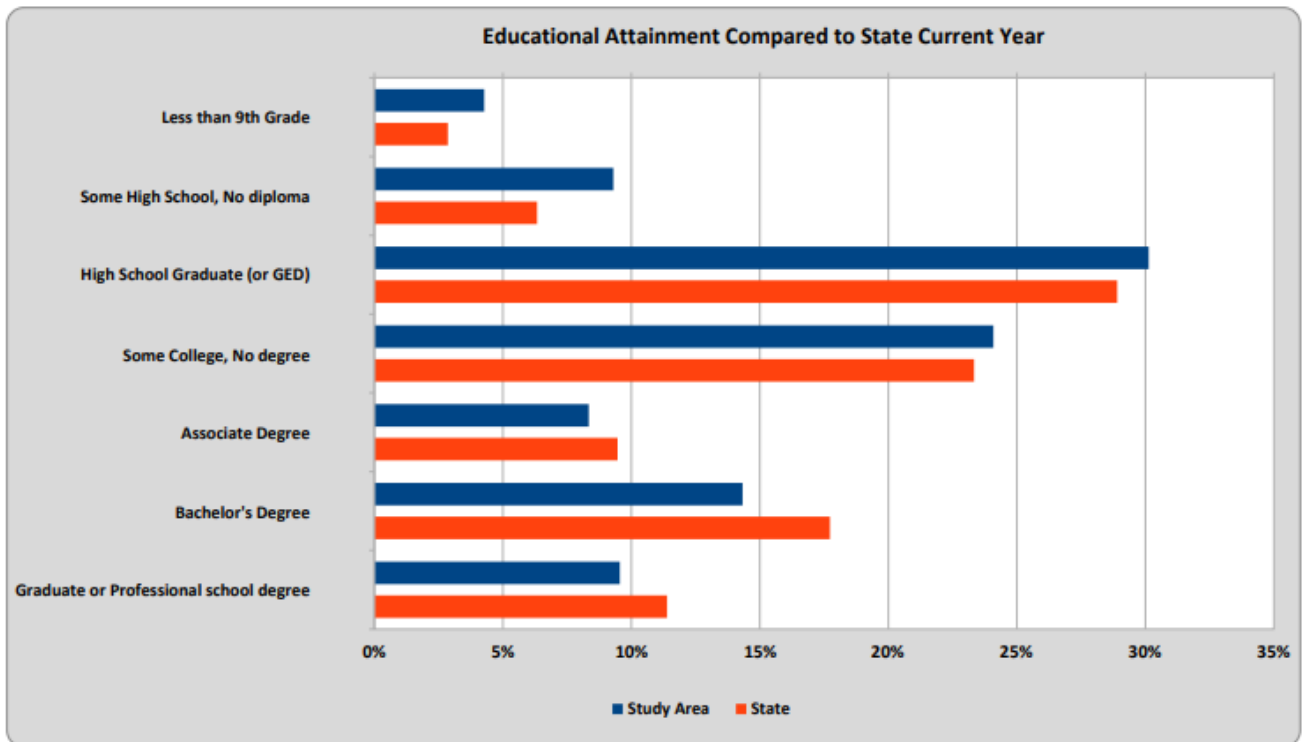
- 13. See population by age forecast below

	2010		2021		2026		2031		10 Yr Change
Population by Age Forecast									
0 to 4	118,450	6.51%	51,142	3.01%	52,189	3.07%	108,354	6.20%	3.19%
5 to 13	228,427	12.55%	187,266	11.04%	184,297	10.85%	185,337	10.61%	-0.43%
14 to 17	114,918	6.31%	87,906	5.18%	81,793	4.81%	82,188	4.70%	-0.48%
18 to 21	107,394	5.90%	96,522	5.69%	88,961	5.24%	82,918	4.75%	-0.94%
22 to 24	69,378	3.81%	76,489	4.51%	71,142	4.19%	64,840	3.71%	-0.80%
25 to 29	109,100	5.99%	129,740	7.65%	119,332	7.02%	110,590	6.33%	-1.32%
30 to 34	109,693	6.03%	110,810	6.53%	127,311	7.49%	116,848	6.69%	0.16%
35 to 39	120,888	6.64%	100,293	5.91%	108,718	6.40%	124,655	7.14%	1.22%
40 to 44	124,004	6.81%	99,945	5.89%	98,381	5.79%	106,476	6.09%	0.20%
45 to 49	131,621	7.23%	108,595	6.40%	97,707	5.75%	96,028	5.50%	-0.90%
50 to 54	137,378	7.55%	112,112	6.61%	105,708	6.22%	94,857	5.43%	-1.18%
55 to 59	120,422	6.61%	116,784	6.88%	107,984	6.36%	101,358	5.80%	-1.08%
60 to 64	98,208	5.39%	119,090	7.02%	111,273	6.55%	102,321	5.86%	-1.16%
65 to 74	117,555	6.46%	186,013	10.96%	205,838	12.12%	204,367	11.70%	0.73%
75 to 84	78,829	4.33%	85,007	5.01%	109,684	6.46%	132,404	7.58%	2.57%
85+	34,319	1.89%	28,752	1.69%	28,671	1.69%	33,481	1.92%	0.22%
Totals:	1,820,584	100.00%	1,696,466	100.00%	1,698,989	100.00%	1,747,022	100.00%	

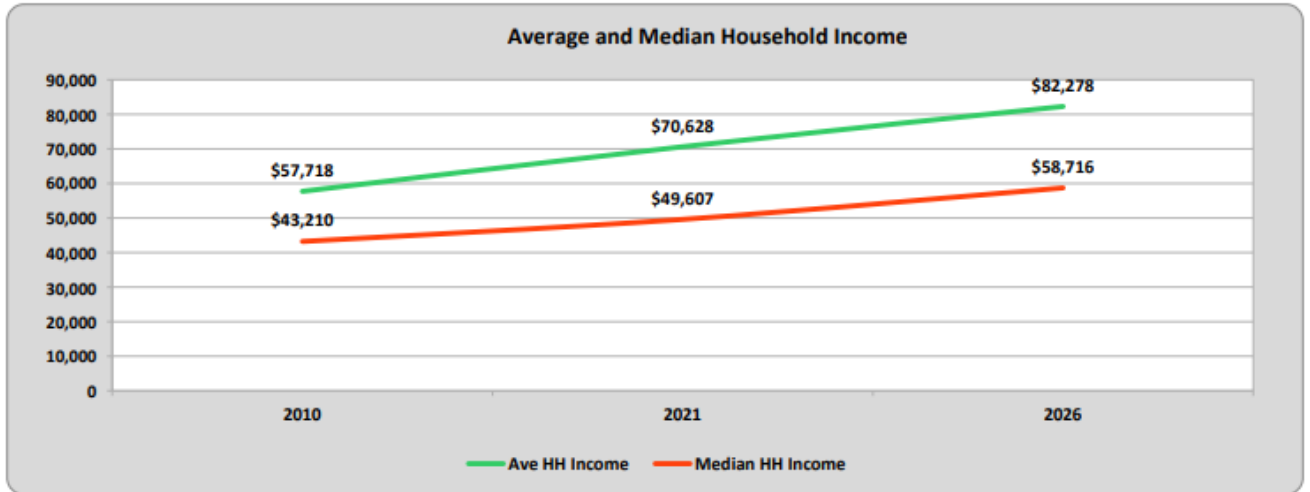
14. Population by household type



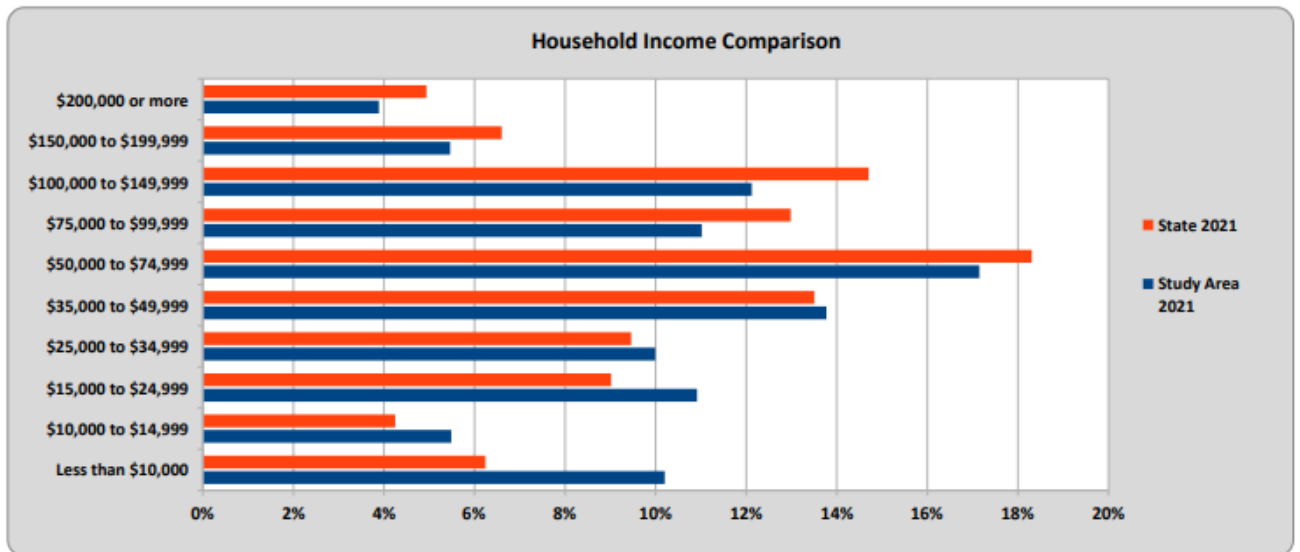
15. Educational Attainment



16. Household Income trends

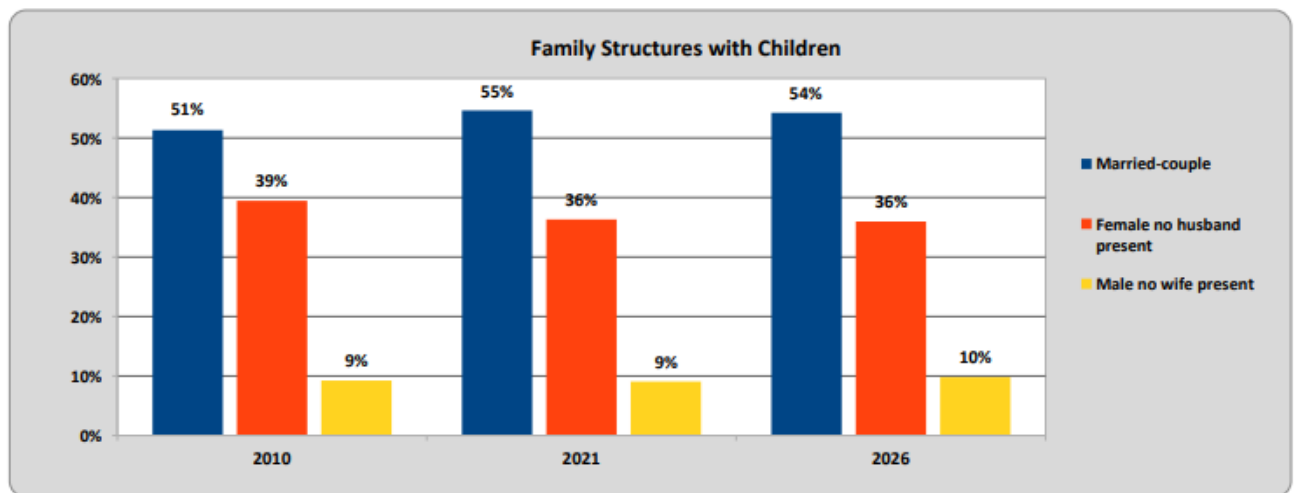


Current Year Estimated Household Income Comparison to State



17. Families with Children by Type

Families with Children by Type



Additional reports are available upon request

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?

St. Paul is a midsize congregation.

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

The Downriver area (see map above) is a highly identified region which impacts community outreach.

What do you hear when you talk to community leaders and ask them what your church is known for? **St. Paul is well-known for its ecumenical leadership, fish dinners, and rummage sales. Our live Facebook telecasts are gaining traction and giving the church wider exposure.**

What do new people in the church say when asked what got them involved? **A place for them to serve and an opportunity to make a significant contribution to the wider community.**



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 & 2 CHRISTNET

Deb Petri, Director: Deb Petri <dpetri.christnet@gmail.com>

Joan Forrest, Co-Founder: JOAN FORREST <joan_forrest@yahoo.com>

24356 Eureka Rd

Taylor, Michigan

Phone: (734) 287-8890 <https://christnetservices.org/> <https://christnetservices.org/contact-us/>

St. Paul UCC Taylor founded CHRISTNET and provides volunteers

REFERENCE 3 FISH & LOAVES

Fish & Loaves Community Food Pantry

Sue Vokal, Vice-President: SUE VOKAL <suzievok@att.net>

25670 Northline Road

Taylor, MI 48180

Phone: 734-442-0031 <https://www.flcfp.org/> <https://www.flcfp.org/contact-us.html>

St. Paul UCC Taylor founded Fish & Loaves and provides volunteers

REFERENCE 4 CASS COMMUNITY SOCIAL SERVICES

Cass Community Social Services

Rev. Sue Pethoud, Church and Community Relations Liaison: spethoud@casscommunity.org

11745 Rosa Parks Boulevard

Detroit, MI 48206

Phone (313) 883-2277 Fax (313)826-1391 <https://casscommunity.org/>

St. Paul UCC Taylor has a youth group of volunteers led by Pastor Cheryl Schalm

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.

Anything else you wish to share.



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. 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:

PRAYER FOR OUR NEW PASTOR

**Our Father, Who Art in Heaven, Hallowed Be Thy Name,
You are the One True Living God. You are the only source of our being. The
Heavens declare your Glory. You created the earth and the earth is your footstool,
yet you know every hair on our head.**

**We confess our many sins, Father God in that we have done much that we should
have never have done and we have left many things undone that have been your will
for us and for our good. Through the life of your Son Jesus You showed us Your
love for us. Through your Son Jesus we confess our faults and through your Son
Jesus in His vicarious atoning sacrifice on the Cross of Calvary He saved us.
Through Jesus' burial You defeated death and carried our sins far away. Through
Jesus' bodily resurrection You freed us forever from the wages of sin. Because of
your Son, sin no longer has the last word in the life of a believer.**

**We thank you for your Son's vicarious atoning sacrifice. We thank You for loving
us so much that you gave us Your only Begotten Son. We thank you for making us
righteous through your Son, justifying us through your Son, and sanctifying us in
Jesus the Christ through your Holy Word given to us by the Holy Spirit.**

**We supplicate unto you Father God, that our congregation, St. Paul UCC Taylor,
with which you have blessed for 137 years is at a crossroads. We need to grow our
congregation and bring your Word to the community. We pray for the new Pastor
we call into service be according to your will and the good of the Church and the life
of the congregation. We pray for a new Pastor who will be true to your Holy Word.
We pray for new Pastor who will Biblically teach in worship. We pray for a new
Pastor who believes in your Son as Lord and Savior, who believes in your Son's
Virgin birth, who believes in your Son's bodily resurrection, who believes Jesus died
on the cross to take away our sins, who believes we are made righteous, are justified,**

and sanctified in Jesus the Christ and that the Holy Spirit indwells us. We pray for a new Pastor who will teach the Word of God in every situation. We pray for a new Pastor who believes all scripture is God-breathed. We pray for a new Pastor who will instill a strong Christian Education for all people of all ages. We pray for a new Pastor who will spend their entire pastoral career with us spanning decades to continue the longevity of St. Paul United Church of Christ. We pray for a new Pastor that will embrace the congregation and the community and our ministries and for the congregation to embrace the newly called Pastor who will lead our congregation in new directions with new leadership. We pray for the next Pastor to bring their creativity and leadership to guide us to growth and new ministries. We pray the next Pastor will bring the congregation together for an even greater future together serving in Jesus the Christ. We pray the new Pastor will know and trust that our congregation looks forward to the gifts of creativity and leadership he or she brings as Pastor and congregation grow together to glorify Jesus the Christ. In this we pray in the name of our Father God, Our Lord and Savior the Son Jesus the Christ, and the Holy Spirit. Amen.

Reinhold Niebuhr's Serenity Prayer:

**God, grant me the serenity
to accept the things
I cannot change,
Courage to change the
things I can, and the
wisdom to know the difference.
Living one day at a time;
Enjoying one moment at a time;
Accepting hardship as the
pathway to peace.
Taking, as He did, this
sinful world as it is,
not as I would have it.
Trusting that He will make
all things right if I
surrender to His Will;
That I may be reasonably happy
in this life, and supremely
happy with Him forever in
the next.
Amen**

Reinhold Niebuhr (1926)

Reinhold Niebuhr's first appearance in Detroit after arriving as a new Pastor was here at St. Paul German Evangelical Church, attending a 1915 clergy conference.

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

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

1st Vice President Aaron Johnson

Treasurer Dan Case (Financial Items and Demographics)

Review of Draft by St. Paul Council: Mark Ennis, Dan Case, Bev Gunther, Conrad Heidt, Toni Hill, Michael Isaacs, Aaron Johnson, Dave Lange, Fred Miller, Sue Mrowka, Jennifer Ruffner, Barb Schultz, Pat Staffeld, Teri Staffeld, Rev. Dr. Geoff Drutchas* (*Rev Drutchas sits on the council as an ad-hoc member, but has not directed or voted on the profile.)

2. Additional comments for interpreting the profile: **Final Version reviewed during annual retreat of the St. Paul UCC Taylor Council. Reviewed by Rev Cheryl Burke Associate Conference Minister.**

Reviewed by Search & Call Committee Members:

Mark Ennis (CHAIR), Aaron Johnson (CO-CHAIR), Barb Schultz, Kari Cappello, Tim Ruffner, Marjorie Barnard, Deborah Case, Diane Poet, John Dykowski, Kaitlyn Isaacs (Youth Delegate)

Signed: **Aaron B. Johnson, 1st Vice-President**

Date: **May 7, 2022 submitted to Michigan
Conference**

Date: **May 25, 2022** REV CHERYL BURKE COMMENTS ADDED

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: **Yes**

St. Paul UCC is a 5 for 5 congregation and is in good standing.

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


Staff Comment: **Yes**

Rev. Dr. Geoff Drutchas has served for 35 years and is loved by the congregation. The leadership continues to work with the congregation to celebrate his time with them and prepare them for a new leader in ministry.

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: Associate Conference Minister

Email: **Cheryl@michucc.org**

Phone: **(517) 332-3511 x210**

Cell: **(517) 449-3424**

Date: **5/25/2022**

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

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OF CHRIST**

