

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

Old South Church, United Church of Christ
Kirtland, Ohio

Settled Pastor
Living Water Association, of Northeast Ohio

[Validation Date]

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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.

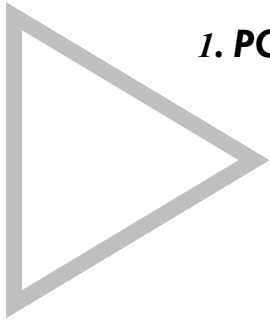
*The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5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

Church name: **Old South Church, United Church of Christ**

Street address: **9802 Chillicothe Road, Kirtland, Ohio, 44094**

Supplemental web links: [Old South Church Kirtland - oldsouthchurch.org](http://OldSouthChurchKirtland-oldsouthchurch.org)

<https://www.facebook.com/OldSouthUnitedChurchofChrist/>

Additional ecumenical affiliations (e.g. denominations, communions, fellowships): None

Conference: **Heartland Conference United Church of Christ**

Association: **Living Water Association, of Northeast Ohio**

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

Rev. Nayiri Karjian, Association General Minister

c. 203.722.9174; o. 330.940.2220 x102

agm@livingwaterone.org

Summary Ministry Description:

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

We would like Old South to continue its journey as a welcoming, inclusive and diverse church. We practice what we preach and believe that our faith leads our actions. However, to continue this journey we believe we need a better understanding of what faith means in a modern world. We recognize that we have to adapt and change, Our path forward will be rooted in our faith and allow us to grow to a new understanding of God's love in action in a changing world.





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

Kirtland is aptly named the City of Faith and Beauty. We are on the boundary of both city and rural areas, having the advantages of both. It is warm and loving community. We are also blessed with an excellent public school system.

Current size of membership: **128**

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

Position Title: **Pastor**

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

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

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

$\frac{3}{4}$ Time

Does the total support package meet conference compensation guidelines?

Yes and open to negotiation.

1b. SCOPE OF WORK

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

We have never called a ¾ time minister before, so this is a difficult question for us to answer. We recognize that we need to set priorities and share the workload. We also recognize that we will need to be flexible, and we hope our new pastor will be open to change and willing to adapt. After much discussion, we would like our new pastor to focus on: (1) Strong leadership and spiritual guidance from the pulpit; (2) A path forward for growth; (3) Pastoral care for our members; and (4) Guidance for our ministries. The four ministries (Deacons, Trustees, Missions, and Children's Youth and Faith) plus Women's Fellowship are well organized and very active both within Old South as well as in the community. They have strong leadership and function very well with little oversight. We also have a very active care teams, whose goal is to reach out and stay connected with our Old South family members that may be in need of pastoral care.

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

Empathy. We seek a minister who is empathetic and responsive to the needs of the Church, our members and the greater community.

Our Pastoral candidate will boldly lead our congregation with a courageous conviction that demonstrates care for our internal and external communities. We look for a candidate who will lead us to established an agreed-upon goals. The ideal candidate will have an appropriate sense of give and take with others. Thus, being open to change and willing to adapt to people who see the world differently.

1c. COMPENSATION AND SUPPORT

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

Conference Guidelines and negotiable.

Benefits (choose one):

Salary includes Optional Benefits

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

Living in close proximity to the Church would be ideal, but we are completely flexible on location, allowance, etc.

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

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 Living Water Association offers a variety of opportunities for professional support and development, including Communities of Practice for support and connection, Healthy Practices for Ministry as lifelong learning, and an ecumenical ministerium in the area, and more.

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

Our interim minister has led us in exploring various aspects of full and part time pastoral care. As a result, we think we have a better understanding of the need to be flexible.

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

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

We would like our next minister to lead us on a path of meaningful growth. Our members are very generous with their time and talents. Our welcome is extravagant, and we hope our next minister will lead us in being the church in this day and time. We do not seek growth for growth's sake. We seek growth to do the

ministry and the mission to which God calls us. Based on a recent survey of members of Old South, members have a desire to “be the church” in social justice outreach. We are searching for a pastor that has a passion for social justice and will work with us to engage us in community and help us improve our ministry. In a recent Church survey, 70% of our members said they were progressive or progressive leaning in their theological beliefs. Our ideal Pastor will come to us as a self-motivated person who will assist us in reaching these shared goals.

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

We seek a minister who shares our beliefs and vision. We would like our next minister to lead us in getting our message out to the community so that we can be more effective in extending our extravagant welcome and connecting with like-minded people to join us.

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

Our congregation appreciates language that is culturally sensitive, inclusive and relevant to our days.

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. Demonstrating excellent communication skills.**
- 2. Exhibiting a commitment to the core values of the United Church of Christ, including continuing testament, extravagant welcome, and changing lives.**
- 3. Bringing life to the sacred stories and traditions in worship, proclamation, and witness.**
- 4. Empowering the church to be faithful to God’s call, reflective of God’s Christ’s mission, and open to the surprises of the holy spirit.**
- 5. Drawing on the ministry of Jesus Christ to confront injustice and oppression.**
- 6. Experiencing and appreciating a variety of theological perspectives.**



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?

To be an intentionally welcoming, inspiring, compassionate and justice building community, committed to spreading God’s radical love”

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

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

We recently added a Witness for Justice component to our weekly worship service. Each month a topic is selected by members. Interested members study the topic and make short presentations during service, followed by a lengthier discussion after service. Recent topics include health care equity, voting rights, environmental justice, and minimum wage.

In 2021 many OSC members expressed a desire to help the Afghan Refugees that were being relocated to Cleveland area. US Together in Cleveland helped OSC organize a drive to provide Kitchen Kits for these families. Each Kit contained items needed to start a “new” kitchen – including pots and pans, cutlery, knives, utensils, handmade scrubbies and potholders, microwave and pressure cooker. Each kitchen kit was valued at \$525 – and OSC donated 10 kits. OSC had tremendous support for this project. At least 25-30 donors from OSC, family, friends and Facebook friends made donations.

Along with the self-awareness gained through the putting together the profile for search process, the Church has recently engaged in “congregational conversations” this summer. These conversations are ongoing, and are helping us decide on an intentional path forward. These discussions include the “Who”, “What” and “How” elements of this profile, as well as strategic priorities, financial issues, leadership and more.



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.

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

The best description of our faith and commitments are found in our Covenant and welcome statement.

Covenant

As members of Old South Church, United Church of Christ we are united in sharing God's love and acceptance. We welcome believers, questioners and questioning believers. We work to create a safe space where all are free to risk being their authentic self. We covenant with one another:

To talk honestly about scripture and embrace the teachings of Jesus;

To express the message of giving and compassion;

To listen and learn from one another;

To take a stand for justice and peace; and

To seek spiritual depth and wisdom.

We acknowledge that our house is God's house, and God welcomes all ages, colors, cultures, gifts and abilities so that together we may choose love and seek justice for all.

Every service starts with our welcome statement:

Welcome to believers, to questioners, and to questioning believers. We gather in the hope of creating a safe space where you are free to risk being your

authentic self. No matter how you identify or express your race, gender, or sexuality, you are welcome here. For this is God’s house, and God welcomes all ages, colors, cultures, gifts and abilities. Your presence here is a gift that challenges us to open our doors as wide as God’s welcome. No matter who you are or where you are on life’s journey you are welcomed here by the God who made you and loves you just the way you are and loves you enough to challenge you to keep growing toward that person God made you to be, that together we may choose love and seek justice for all.

Many recent members say our welcome statement is what brought them to the Church. God is always described in worship as a Still Speaking and Loving God. The Holy Spirit motivates and guides us in our spiritual journey.

Describe several strengths or positive qualities of your congregation.

Our members and friends are very generous with their time, talents and resources. We may be small in number, but we are mighty in the accomplishments. We live and breathe a “radical welcome” of unconditional love and acceptance of all.

Describe what worship is like when your congregation gathers.

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

Our worship services are a gathering of friends, old and new. Although our theology is progressive, our members enjoy a more traditional service. In colder months worship takes place in our beautiful sanctuary, built in 1859. In warmer weather, we gather in our gorgeous outdoor Dell. Old South has over 9 acres of property, and our Dell sits on a hillside overlooking a ravine. Our members actively participate in all services through reading the welcome statement, scripture, and presentations such as Witness for Justice. We have a small but mighty choir that sings each Sunday when services are in the Sanctuary. We also have an organ and piano accompanist all year who performs a prelude and postlude, as well as accompanying hymns. Since the pandemic, all services are live streamed on zoom and YouTube. We believe good preaching should be interesting, inspirational, empowering, and nurturing.

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

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

Our Children's Youth and Faith Program is a work in progress. Over the past twenty years the number of young families attending Old South has shrunk considerably. Our Sunday service regularly includes a children's moment. We also have monthly family fun days. One of our newest members recently took the responsibility for reestablishing our Children's Youth and Faith Program and is doing a great job. This summer we had five Sundays of Compassion Camp. Adult Bible study meets twice a month. We also have a Spirituality group that meets monthly. As highlighted elsewhere in this profile, we have recently added a Witness for Justice moment in each service, with more conversation on the topic after service. Members have greatly enjoyed these programs.

Describe how your congregation is organized for ministry and mission.

- *For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*
- *When it comes to decision-making, how many hours are spent in meetings per month?*
- *Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?*
- *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*

Old South follows a Congregational model for governance. The authority of the Church is vested in its members. We have four official ministries: Deacons, Missions, Christian Education (recently changed to Children's youth and Faith), and Trustees. We also have an active Women's Fellowship ministry with a representative on Cabinet. The responsibilities of each ministry are clearly spelled out in our Constitution. The ministries are very motivated and competent in conducting their activities. Overall leadership is provided through a Cabinet and led by the Moderator. Cabinet is comprised of a representative from each ministry, a Moderator and Vice-Moderator (currently vacant) plus at-large members (minimum of 7 members). Decisions are made by the ministries and Cabinet through consensus. The ministries and Cabinet meet formally once a month for approximately 1½ hours. Day-to-day issues are handled informally through regular communications among members, the Pastor and Moderator. We have a monthly newsletter called *Steepleviews* that is available electronically or via US mail to those without computer access. The Pastor and each

ministry contribute a written update of their activities in *Steepleviews*. We also have a weekly bulletin called *Heavenly Herald* that provides information on Church activities. We maintain a website and Facebook page with a great deal of information about the Church and our activities. Emergencies, (such as the fire in one of our meeting rooms several years ago) are handled by members willingly stepping forward and doing the job. In October of this year, we held a leadership retreat to consider modifying our governance structure. We hope the new structure will be simpler and less formal, thereby encouraging more members to participate. We anticipate approving these changes at our December congregational meeting.

3b. 11-YEAR REPORT

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

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



Church#: 523120

Assoc: 566

Schedule: 0

Old South Church UCC

Kirtland

OH

44094

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2011	239	104	60	0	13	4	3	0	14
2012	243	104	60	0	5	1	2	0	4
2013	203	104	60	0	12	0	0	52	-40
2014	203	104	60	0	0	0	0	0	0
2015	210	75	35	3	0	0	7	0	-4
2016	211	75	30	0	6	1	4	2	1
2017	211	75	30	3	6	0	8	1	0
2018	209	77	25	0	2	0	4	0	-2
2019	134	78	25	0	0	0	3	0	-3
2020	151	75	30	0	0	0	0	0	0
2021	146	50	25	0	0	0	5	0	-5

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
2011	\$192,898	\$230,000	\$6,000	\$5,383	\$11,383	\$1,000	\$12,383	3.11	\$435,281	\$216,787
2012	\$198,266	\$0	\$6,000	\$4,920	\$10,920	\$0	\$10,920	3.03	\$209,186	\$194,985
2013	\$198,266	\$0	\$3,000	\$2,542	\$5,542	\$0	\$5,542	1.51	\$203,808	\$0
2014	\$198,266	\$0	\$7,500	\$3,645	\$11,145	\$0	\$11,145	3.78	\$209,411	\$0
2015	\$201,388	\$0	\$3,500	\$5,792	\$9,292	\$0	\$9,292	1.74	\$210,680	\$183,449
2016	\$194,479	\$0	\$2,000	\$3,795	\$5,795	\$0	\$5,795	1.03	\$200,274	\$187,207
2017	\$189,274	\$0	\$2,000	\$3,632	\$5,632	\$0	\$5,632	1.06	\$194,906	\$176,385
2018	\$210,424	\$0	\$2,000	\$5,227	\$7,227	\$0	\$7,227	0.95	\$217,651	\$180,428
2019	\$195,152	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$195,152	\$166,041
2020	\$193,033	\$0	\$4,000	\$4,572	\$8,572	\$0	\$8,572	2.07	\$201,605	\$159,156
2021	\$162,920	\$0	\$2,000	\$3,700	\$5,700	\$0	\$5,700	1.23	\$168,620	\$143,279

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	-30.81	-33.33	-16.67	-100.00	-16.67	-16.23	-1.64	-15.81
2011-2021	-38.91	-51.92	-58.33	-100.00	66.67	-15.54	-49.93	-61.26

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.

		Is this number an estimate? (check if yes)
<i>Number of active members:</i>	89	No
<i>Number of active non-members:</i>	39	No
<i>Total of church participants (sum of the numbers above):</i>	128	No

Ages

Percentage of total participants who have been in the church:

		Is this number an estimate? (check if yes)
<i>More than 10 years:</i>	51%	Yes
<i>Less than 10, more than 5 years:</i>	35%	Yes
<i>Less than 5 years:</i>	14%	Yes

Number of total participants by age:

<i>0-11</i>	<i>12-17</i>	<i>18-24</i>	<i>25-34</i>	<i>35-44</i>	<i>45-54</i>	<i>55-64</i>	<i>65-74</i>	<i>75+</i>	Are these numbers an estimate? (check if yes)
5	9	2	3	11	21	18	26	33	Yes

Percentage of adults in various household types:

		Is this number an estimate? (check if yes)
<i>Single adults under 35:</i>	3	Yes
<i>Households with minors:</i>	8	Yes
<i>Single adults age 35-65:</i>	12	Yes
<i>Joint households with no minors:</i>	39	Yes
<i>Single adults over 65:</i>	25	Yes

Education level of adult participants by percentage:

		Is this number an estimate? (Check if yes)
<i>High school:</i>	100%	Yes
<i>College:</i>	49%	Yes
<i>Graduate School:</i>	11%	Yes
<i>Specialty Training:</i>		
<i>Other (please specify):</i>		

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
<i>Adults who are employed:</i>	35%	Yes
<i>Adults who are retired:</i>	51%	Yes
<i>Adults who are not fully employed:</i>	2%	Yes

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

Engineers, doctors, pharmacist, lawyers, marketing reps, systems engineers, and small business owners.

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 vast majority of our congregation is white and of European ancestry. We have one black member. We would love to have more racial diversity, but the surrounding community is mostly white. However, our ministries serve a very diverse community through our Food Bank, participation in Project Hope, and outreach to immigrant communities through our Missions ministry.

Congregation wide discussions

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:

We have had ongoing informal discussions within several ministries on the issue, but no congregation wide discussions in recent years.

3d. PARTICIPATION AND STAFFING

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

<i>Ways of Gathering</i>	<i>Estimated number of people involved in attendance</i>	<i>Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
<i>Adult Groups or Classes</i>	25	Women’s Fellowship
<i>Baptisms (number last year)</i>	0	
<i>Children’s Groups or Classes</i>	5	Christian Education
<i>Christmas Eve and Easter Worship</i>	60	Pastor and Deacons
<i>Church-wide Meals</i>	30	Women’s Fellowship
<i>Choirs and Music Groups</i>	8	Choir director

<i>Church-based Bible Study</i>	6	Pastor
<i>Communion</i> (served how often?)	monthly	Deacons
<i>Community Meals</i>	10	Missions/Project Hope
<i>Confirmation</i> (number confirmed last year)	2	Children's Youth and Faith and Pastor
<i>Drama or Dance Program</i>	na	
<i>Funerals</i> (number last year)	2	Pastor and Deacons
<i>Intergenerational Groups</i>	na	
<i>Outdoor Worship</i>	60	Pastor and Deacons
<i>Prayer or Meditation Groups</i>	10	Members
<i>Public Advocacy Work</i>	6-8	Missions and Witness for Justice
<i>Retreats</i>	0	
<i>Theology or Bible Programs in the Community</i>	na	
<i>Weddings</i> (number last year)	0	
<i>Worship</i> (time slot: <u> 10:00 </u>)	winter	Sanctuary Pastor and Deacons
<i>Worship</i> (time slot: <u> 10:00 </u>)	Summer	Dell Pastor and Deacons
<i>Young Adult Groups or Classes</i>	na	
<i>Youth Groups or Classes</i>	na	
<i>Other</i>	na	

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)
Kathy Pforr	Retired	UCC	Hospital Chaplain	yes
Ralph Wearstler	Retired	Disciples of Christ	Pastor	yes
Gretchen Wagner	Retired	UCC	Pastor	yes

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: N/A

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which 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
Church Secretary	no	14,000/year	Pastor	8 years
Accompanist	no	\$9,400/year	Deacons	4 years
Treasurer	no	\$3,000/year	Trustees	20+ (in process of retiring)

REFLECTION

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

In spite of our small size, we are a very active and engaged Church; possibly too active. Our congregational conversations this summer opened our eyes to the amount of time and effort we expend each week. Pastor Karen has encouraged us be

more intentional in the activities we undertake, to emphasize our most important activities and to exercise restraint when needed.

3e. CHURCH FINANCES

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

<i>Source</i>	<i>Amount</i>
<i>Annual Offerings and Pledged Giving</i>	\$143,279
<i>Endowment Proceeds</i> (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	None
<i>Endowment Draw</i> (beyond what is permitted by spending policy, “drawing down the principal”)	None
<i>Fundraising Events</i>	\$1,725
<i>Gifts Designated for a Specific Purpose</i>	\$28,360
<i>Grants</i>	none
<i>Rentals of Church Building</i>	\$3,120
<i>Rentals of Church Parsonage</i>	none
<i>Support from Related Organizations</i> (e.g. Women’s Group)	none
<i>Transfers from Special Accounts</i>	none
<i>Other (SBA PPA Funds):</i>	\$16,370
<i>Other (specify):</i>	\$735
<i>TOTAL</i>	\$165,229

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

Attach most recent church budget, spending plan, operating statement, or annual treasurer’s report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here. **See attached**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **25%**

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 None in 2021, although the Church usually does.*

☒ *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%)

Budgeted as \$2000

What is the church's current indebtedness?

Total amount of loan debt: **NONE**

Reason for debt: **N/A**

Are capital and other payments current? **N/A**

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

We anticipate a future building project to restore the Bell Tower and the carpentry gothic details of the sanctuary. Due to builders/restorationists backlog and our own scheduling, we do not yet have a schedule or a project budget. However, without asking for donations or announcing a formal campaign, members have already donated more than \$24,000 towards the project.

If the church has had capital campaigns in the last ten years, describe: **n/a**

Does your church have an endowment? **Yes, we have a memorial endowment fund.**

What is the market value of the assets? **\$90,012 as of 6/30/2022**

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

What is the percentage rate of draw (last year, compared to 5 years ago)? **0% About the same.**

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

At the current rate of draw, how long might the endowment last? **N/A**

Please comment on the above calculations or estimates:

Attached is a copy of our most recent financial statements which better reflect our annual budget and finances.

Other Assets

Reserves (savings): **\$104,900**

Investments (other than endowment): **\$46,688 (market value as of 06/30/2022)**

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

Describe all buildings owned by the church:

Our physical church consists of three buildings, linked together to enable access to those in wheelchairs or with limited mobility. Our Sanctuary was built in 1859, with a basement added years later. A parsonage, built in 1945 and known as Hall House, is now home for the church office, meeting rooms and the food pantry. In 1957, a concrete-block brick-faced Education Building was built abutting Hall House. In 1995, the church added a south entrance with a handicap accessible ramp and a hallway that linked the original church to the other buildings, without seriously affecting the original appearance of the 1859 Sanctuary. In addition, our Church holds summertime worship services and other events in an outdoor facility that Church members and neighborhood volunteers built during 1972. The Dell, as it is called by members, has been lovingly maintained over the years and is one of unique assets.

Describe non-owned buildings or space used or rented by the church: **N/A**

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

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

Our finances reflect the generosity of many generations of Old South members. We have no debt, which is a testament to their stewardship and hard work. We have modest savings, which allows us to cover limited budget deficits and continue our

ministries. As the Food Pantry has expanded, so have its contributions. We currently have a balance of \$30,000 in the Food pantry account. As part of the Search process, we have carefully and prayerfully analyzed our finances and our ability to grow, and have budgeted accordingly (see financial information).

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.

Old South Church congregation is proudly 202 years young. We are the oldest church in Kirtland and one of the oldest in the county. We are located in a community that is largely conservative, both politically and religiously. Against this backdrop, in 2007 the Church called an openly gay minister. Old South did not become officially Open and Affirming until after Pastor Mark was called. Looking back on it, it was a defining moment in the history of the Church.

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

The pandemic forced a great deal of change. Due to a concern for our many at risk members, we largely stopped any indoor services for over a year. Although our services had been available online for several years before the pandemic, it forced us to specifically design an online service. Fortunately, Pastor Ian and several members of Deacons were very tech savvy (including one 12-year-old who we fondly refer to as our head of technology). The online services were very creative and put together from the homes of the creators. During the late summer and fall of 2020 a lay led service was also held in the Dell. It took a lot of energy and time to create multiple services, and it demonstrates how our members step up to challenges.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

Some members had a personality conflict with our former pastor. Initially it was divisive and not handled well by some members. Overall, our Pastor was quite popular. Time healed most of the division, although a conscious effort was made by the leadership of the Church and a few members left the congregation. It was both

a learning and healing moment for the Church. The Pastor left voluntarily and on good terms to take another position closer to his children.

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

<i>Staff member's name</i>	<i>Years of service</i>	<i>UCC Standing (Y/N)</i>
Reverend Bruce Morrison	1988-1991	Yes
Reverend James Watkins	1994-2000	Yes
Pastor Mark Suriano	2003-2012	Yes
Pastor Ian Lynch	2013-2021	Yes

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

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

Y/N/Ask us

Not in recent history

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us

Not to our knowledge

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

Y/N/Ask us

Not to our knowledge



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?

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

Old South Church's Food Pantry provides food to needy families living in the five-county area. We are a member of the Greater Cleveland Food Bank (GFPB) and purchase discounted food through them. Most of our funding comes from members of the Church, although we also obtain grants and receive cash and food from local organizations, including the Church of Jesus Christ of Latter-Day Saints. The Food Pantry is open for two hours on Monday, Wednesday and Friday. It is staffed by 2-4 volunteers every day it is open. It is a choice pantry, meaning that people "shop" for food stuff and miscellaneous cleaning and personal hygiene supplies that they need, rather than receiving a bag of preselected items. Our shelves are well stocked with a large variety of items, and we also have a large freezer and refrigerator for meats and produce. Clients can receive between 25-45 items every two weeks, depending on the size of their family. During the pandemic, we asked clients to select from a list of available items while they waited in the car. Volunteers picked and packed the selections and took them to their cars. In an average year we serve approximately 4500 clients (many are repeat customers).

We provide hot meals to Project Hope, Lake County's only homeless shelter, 4 or 5 times a year, and to St Paul's Community Church once a year. We have a giving tree for Christmas to support local families in need. We regularly host Red Cross Blood Drives in our Anchor lamp room. We support Lake County LGBTQ+Allies by participating in their events. We also hosted a Drag Queen Bingo Event and raised \$2000 for their organization. At the beginning of the pandemic, we made hundreds of hand sewn face masks to be used by first responders and the GFPB.

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

Our prior Pastor was very involved with the Living Water Association and served in a leadership role. Members regularly take advantage of the various resources offered by the Association, including on-line training. Several members have attended the Lantern Fellowship Women's Retreat in recent years.

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

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

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

Old South has just recently begun the process of becoming designated as a Just Peace church. Our Witness for Justice Ministry is taking the lead in educating the Congregation in declaring itself a Just Peace church.

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

In the summer of 2019 Old South led other local churches and the community in establishing Kirtland's first CROP Walk. The CROP Hunger Walk is a nationwide movement sponsored by Church World Service to raise funds to end hunger and poverty in the U.S. and around the world. We raised \$7642, with \$1910 (25%) going to the Old South Food Pantry. In 2021 Old South worked with US Together to provide Kitchen Kits for Afghan refugees relocating to Cleveland. Each Kit contained items needed to start a new kitchen, including pots, pans, cutlery and utensils. Church members raised \$5250, enough for ten kits. We were also successful in raising moneys from families and friends for additional kits. Prior to the pandemic, we shared an annual interfaith service on Thanksgiving weekend in the historic Mormon Temple in downtown Kirtland. Our prior pastor led us on an interfaith journey with the local Turkish American society. A Muslim Cleric led one of our Sunday services. We also had several social hours with friends from the Turkish community where we shared local cuisine and friendship.

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.

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?

As we stated in the Scope of Work Section, we are very flexible on Pastoral time commitments. We believe time spent on wider church activities is largely a matter of choice for the Pastor. Pastor Ian, our last settled minister, was very involved in local community events and with the Living Waters Association. Our current interim Minister is less so. This partially reflects personal choice as well as time constraints. We are accommodating of either approach.

4b. MISSION InSite

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?

Approximately 90% of Lake County is white and has at least a high school education, roughly the same demographics as our congregation.

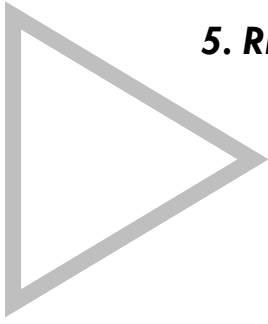
In the past, our membership was largely from Kirtland. Over the years, our membership base has expanded throughout Lake County and eastern Cuyahoga County.

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

Our Church is always referred to as the beautiful old church just south of downtown Kirtland. Although we were once the largest Church in Kirtland, our presence in Kirtland is smaller than some of the other churches. We are known for our food pantry, our annual Bazaar, and our open and affirming covenant.

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

Newer members always mention our welcome statement as one of the first things that attracted them to the Church. Our open and affirming belief is the principal reason that they got involved.



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

Seth L. Bryant

440-364-8866

Seth.Bryant@gmail.com

Seth was director of Kirtland Temple Historic Site from 2016-2020. He was a good friend of Old South and gave spoke several times at Old South.

REFERENCE 2

Betty Jacobs, Director, LGBTQ + Allies Lake County

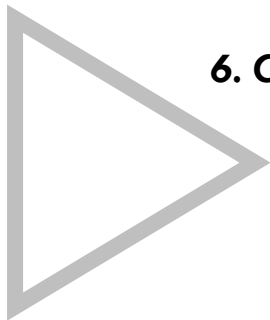
440-867-4171 info@lgbtlakecounty.org

REFERENCE 3

Judy Burr, Director, Project Hope for the Homeless

440-354-6417 x107

director@projecthopeforthehomeless.org



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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

Loving God, we are reminded of your gifts in and for all the members and friends of Old South Church. Call on our gifts now, use us, in service of your whole church. As we work to call a new pastor to our congregation, may your Holy Spirit lead us to discern the gifts we seek and see those gifts clearly in the candidates you are sending to us. In our communications, interviews and meetings with them, may we find ourselves once again who we are in Jesus, stewards of your many gifts. 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; through Jesus our lord. Amen

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.)
We formed a search committee comprised of seven (7) members. Many other members were asked for information or ideas on particular questions. We also used church surveys and three congregational conversations (held on Saturdays this summer) to help discern who we are and where we are going.
2. **NOTE --- This profile is a compilation of many members' inputs. We intentionally took a light hand to editing so that each person's ideas were reflected in the profile. Please excuse the choppy reading.**

/s/ Forrest Stanley
Chair of Search Committee
November 9th, 2022

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: An open and Affirming congregation, with progressive theology and a calling for mission and community engagement, Old South UCC has a living ministry inside and outside its building and an aspiration to continue to be the church in a new time. Old South understands that the Church is going through a transformation and a re-forming and is willing to be a part of that journey. The church is in good standing with the Living Water Association and boasts committed and faithful membership.

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:

Rev. Nayiri Karjian, Association General Minister

c. 203.722.9174; o. 330.940.2220 x102

agm@livingwaterone.org

November 21, 2022

This document is created **UNITED CHURCH**
Church's Wider Mission **OF CHRIST**
possible through the
all settings of the United Church of Christ.



through support to Our
(OCWM) and is only
covenantal relationships of

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22