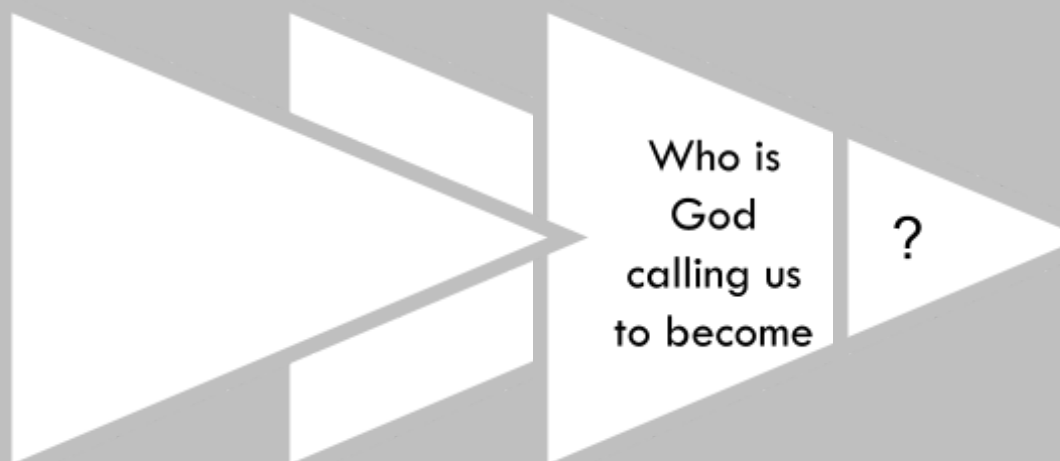


INTRODUCING THE NEW LOCAL CHURCH PROFILE



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!

Rachel Hackenberg

**UNITED CHURCH
OF CHRIST**



**UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE**

St. Paul United Church of Christ

New Bremen, Ohio

Senior Pastor

Northwest Ohio Association Heartland Conference United Church of Christ

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

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

INSTRUCTIONS

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

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

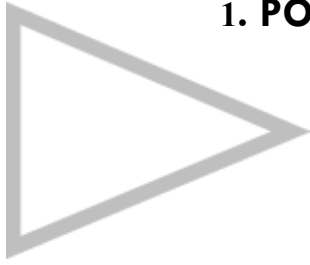
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

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

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

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

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: **St. Paul United Church of Christ**

Street address: **119 North Franklin St., New Bremen, Ohio 45869**

Supplemental web links: **www.stpaulnb.org**

<http://www.ucc.org>

Additional ecumenical affiliations

St. Paul's has a strong tie to community ecumenical service agencies and the many service programs they provide:

- **Agape Missions**
- **Baccalaureate Service**
- **Mission Trips (El Salvador, Back Bay Mission)**
- **Camp Washington**
- **Church World Service**
- **Widow and Widower Luncheon**
- **Blue Christmas Service**

Conference: **Heartland Conference**

Association:

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

Rev. Daniel L. Busch, Association Minister

o.419-447-8323

c.419-934-5386

dlbusch@nwoa.org

Summary Ministry Description:

We are a church that is headed into the future with a multi-faceted and wide-reaching ministry. Our Art Camp Festival and Community Pantry spread the message that we welcome all and provide ministries to enrich life. Upgrades to our video and sound systems have provided the technology, as well as offering in person traditional services, to offer on-line and recorded services to our congregation and community. We offer youth programs for preschool through high school youth and focus groups that offer many ways to make ourselves available and open to all. Our vision is to maintain the ministries happening now and expand the interest and spiritual growth of our youth, young adults and couples. We have many working programs now, and are looking for a leader who is organized, enthusiastic and has the skills to consolidate tasks to focus on the continued growth of our congregation, maintaining the importance of mission, and being a vital part of the community.



What we value about living in our area:

New Bremen, Ohio truly is the idyllic version of small town living, but with the advantage of living within an hour or two from Dayton and Columbus. We also are ideally situated within a thirty mile radius of three of Ohio's state parks. With our great schools, ample employment options, beautiful parks, and quiet and safe neighborhoods, New Bremen is a place you would be proud to call home.

Current size of membership:

- **766 - Official Record**
- **75 – Average Attendance in person for Sunday Worship (post pandemic) 200+ online**
- **350 - Currently contributing or attending**

Languages used in ministry (*other than English*):

None

Position Title: **Senior Minister**

Position Duration:

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

Compensation Level:

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)

- **Responsible for preparation and leadership of worship**
- **Supervise church staff**
- **Regularly involve the community with activities at St. Paul**
- **Faith formation and vitality of lay leadership through prayer and service**
- **Energize and deepen the spiritual faith and understanding of others**
- **Counsel, listen, and refer for appropriate services**

- **Participate in wider church activities such as conference and association meetings**
- **Pastoral Care**

Core Competencies:

- **Compassionate and able to lead and administrate**
- **Devotes time and attention to personal spiritual growth and leads others in their growth**
- **Intellectually challenging and spiritually grounded**

1c. COMPENSATION AND SUPPORT

Salary Basis

- **Follow the Compensation Guidelines from the Heartland Conference(negotiable)**

Benefits (*choose one*):

Salary plus Benefits

- **Base Salary (payable monthly or semi-monthly)**
- **Social Security Offset**
- **Paid Vacation**
- **Medical, Dental, Life & Disability Insurance**
- **Pension Plan**
- **Professional Expenses**
- **Mileage Reimbursement**
- **Continuing Education**

What is the expected living situation for your next minister

- **Parsonage on grounds is provided**

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

- **No commute should be necessary as the parsonage sits next to the sanctuary**

State any incentives

- **Sabbatical leave for the purpose of spiritual and /or intellectual enrichment based on Heartland Conference guidelines. Continuing education time.**

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

- **The offices of the Northwest Ohio Association Heartland Conference are available to provide support to the pastoral staff and congregation as needed.**

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.

- **Increase membership, especially young families**
- **Promote engaging worship services**
- **Support members' spiritual growth outside of worship**
- **Pastoral Care**
- **Expand opportunities for the children and youth, particularly for middle and high school ages**
- **Continue to open our doors for community events and participate in ongoing ecumenical activities**
- **Maintain St. Paul's leadership in mission work**

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

It is important to us to have a minister who can help the congregation continue to be active and engaged. We hope to expand our mission outreach activities to engage more members. We hope to present a clear vision and mission for the greater New Bremen community, along with our surrounding communities. We want to know our neighbors better, and offer programs that are relevant to improving our community. The characteristics we feel are important for our new pastor to help us achieve these goals are that he/she:

- **Empowers the congregation – encourage members to become active**
- **Leads by example**
- **Has a clear and collaborative vision – Helps to identify ways we can move in the community**

Language requirements: **None**

Marks of Faithful and Effective Authorized ministry:

- **Loving God, following Jesus Christ, and being guided by the Holy Spirit, living a life of discipleship**
- **Building transformational leadership skills**
- **Exhibiting strong moral character and personal integrity, while respecting the dignity of all God's creation**
- **Working together for justice and mercy**
- **Strengthening inter-intra-personal assets**



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 endeavors to be a mission-oriented church, showing the love of Christ to people in our community and beyond through our church services, discipleship, and historically strong mission and outreach.

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

We recently have expanded our community and area outreach with the development of a Blessing Pantry and community garden. This endeavor started as a hallway cabinet and has expanded into a room to meet ongoing needs. The Blessing Pantry sees about 30-35 families or around 100-130 people a month. There are currently 20 volunteers who help to run it.

We have active mission and discipleship teams, but sometimes lack volunteers to take leadership roles to keep everything running smoothly. At one time, we did outreach dinners on Monday nights, but due to a lack of leadership we discontinued that activity. Another area of challenge is our youth programming. At one time we had a Youth Director for a number of years and our youth program flourished. We even pulled in youth from other churches to attend our activities. Recently it has been on the shoulders of mostly volunteers and has been difficult. We are looking to strengthen and invigorate our youth ministry in the years ahead.

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 avowed purposes of this church are:

- **Worship God**
- **Preach the Gospel of Jesus**
- **Celebrate the Sacraments**
- **Strive for Christian fellowship within this church and the Church Universal**
- **Offer loving service to all people**
- **Work toward righteousness, justice, and peace**

Describe several strengths or positive qualities of your congregation.

- **Family/Community Oriented**
- **Giving of Time & Talents**
- **Open to New Ideas**
- **Mission Focused**
- **Financial Stability**

Describe what worship is like when your congregation gathers.

Worship: Saturday evening 5:00 pm, first Saturday of the month in the Chapel

Sundays 10:15 am in the Sanctuary

Communion: First Saturday and Sunday of each month

Based around worship, fellowship, music, mission work, and stewardship

Baptisms and funerals: Personalized

Good preaching:

- **engaging**
- **personable**
- **relatable**
- **inclusive**

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

- **At a young age, we begin to teach our children in Sunday School about the Bible. This faith formation helps to shape the youth of our congregation to be Bible literate.**
- **Our youth lead worship 3-4 times a year.**
- **Children use sign language to help lead familiar songs that are sung each week during worship.**
- **We have a weekly Wednesday evening youth program for grades three-twelve. We also enjoy a meal as a whole group each Wednesday.**
- **The curriculums for youth, Confirmation, and adult Bible study have been created by our Pastor. This curriculum has been relatable to our youth's real world experiences.**
- **Recent Women's Bible Study used curriculum by Beth Moore.**
- **Book studies for adults that meet monthly for discussion**
- **Daily devotionals given by various members are shared through our Facebook page**

Describe how your congregation is organized for ministry and mission.

- **Decisions are communicated through our church bulletins, mailers, congregational meetings, and online.**
- **Teams and committees are mainly launched through our Discipleship Team. We now have Ministry Champions for many of the social, mission, and ministry activities at St Paul Church. The Discipleship Team is now a meeting of these Champions to check in and get support & encouragement.**

When it comes to decision-making, how many hours are spent in meetings per month?

Church council meetings: 1 hour once a month

Discipleship Team: 1 hour every 3-4 months

Mission Team: 1 hour every 3-4 months

Worship Team: 1 hour every 3-4 months

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

COVID-19:

The pandemic made us look inward as a church. It required us to come into the 21st century with technology and communication. It helped to make us a more accessible church whether in person or virtual.

We began streaming our Saturday evening and Sunday services online through Facebook.

Daily Devotions can be found on Facebook as well.

We hold many online meetings through the technology of ZOOM.

We added two television monitors in the sanctuary to be used during services.

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, we can provide a copy of the Constitution and By Laws, Annual Reports and Financial Reports upon request**

3b. 11-YEAR REPORT

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



Church#: 523970
Assoc: 568

Schedule: 0 Saint Paul UCC New Bremen OH 45869

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	808	164	73	10	12	0	16	0	6
2012	809	153	64	15	0	6	20	0	1
2013	803	184	64	6	0	13	25	0	-6
2014	805	192	64	12	0	5	15	0	2
2015	800	190	65	13	0	5	22	1	-5
2016	787	240	82	7	1	5	20	6	-13
2017	771	200	70	12	1	4	24	9	-16
2018	767	155	70	11	0	3	18	0	-4
2019	778	145	80	13	0	3	5	0	11
2020	776	50	20	6	0	12	20	0	-2
2021	780	75	45	12	0	7	15	0	4

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	\$360,708	\$0	\$39,953	\$9,971	\$49,924	\$3,334	\$53,258	11.08	\$413,966	\$313,318
2012	\$239,942	\$0	\$40,337	\$12,440	\$52,777	\$32,598	\$85,375	16.81	\$325,317	\$303,009
2013	\$410,934	\$0	\$42,241	\$9,180	\$51,421	\$3,682	\$55,103	10.28	\$466,037	\$306,561
2014	\$393,971	\$0	\$35,375	\$8,856	\$44,231	\$22,448	\$66,679	8.98	\$460,650	\$353,016
2015	\$347,748	\$0	\$36,288	\$11,064	\$47,352	\$13,273	\$60,625	10.44	\$408,373	\$377,826
2016	\$299,418	\$0	\$32,583	\$13,578	\$46,161	\$8,150	\$54,311	10.88	\$353,729	\$386,435
2017	\$298,386	\$0	\$28,315	\$13,567	\$41,882	\$6,905	\$48,787	9.49	\$347,173	\$362,170
2018	\$338,349	\$0	\$26,389	\$7,899	\$34,288	\$2,591	\$36,879	7.80	\$375,228	\$365,132
2019	\$333,208	\$0	\$0	\$16,211	\$16,211	\$36,219	\$52,430	0.00	\$385,638	\$363,406
2020	\$350,756	\$0	\$22,771	\$8,041	\$30,812	\$37,427	\$68,239	6.49	\$418,995	\$385,679
2021	\$349,955	\$0	\$25,040	\$14,621	\$39,661	\$38,810	\$78,471	7.16	\$428,426	\$395,936

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	-0.89	-68.75	-45.12	46.15	-42.31	16.88	-14.08	21.12
2011-2021	-3.47	-54.27	-38.36	-13.64	-6.25	-2.98	-20.56	3.49

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	300	✓
Number of active non-members:	50	✓
Total of church participants (sum of the numbers above):	350	✓

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	70%	✓
Less than 10, more than 5 years:	20%	✓
Less than 5 years:	10%	✓

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>
85	50	75	97	86	91	105	90	112	✓

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	22%	✓
Households with minors:	25%	✓
Single adults age 35-65:	15%	✓
Joint households with no minors:	24%	✓
Single adults over 65:	14%	✓

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	34%	✓
College:	34%	✓
Graduate School:	13%	✓
Specialty Training:	15%	✓
Other (please specify):	4%	✓

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	55%	✓
Adults who are retired:	43%	✓
Adults who are not fully employed:	2%	✓

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

Occupations range from trades people, manufacturing laborers, business, clerical, and professional. There are also some farming and ranching operations in the area.

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?

Our ethnic heritage is primarily German Caucasian with a very small percentage of Hispanic, Asian and African American. We promote diversity within St. Paul UCC. Our motto is “All Are Welcome”.

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

Please note the date. Comment after the exercise:

A series of discussions were conducted in the fall of 2015 and 2016 which resulted in a successful affirmative marriage vote in 2017.

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	30	Lay Leaders
Baptisms <i>(19 last year)</i>	Varies	Pastor and lay leaders
Children's Groups or Classes	30	Pastor, Ministry Assistant and lay leaders
Christmas Eve and Easter Worship	Christmas 120 and 228 online, Easter 300 and 225 on line	Pastor, Worship Team, Musicians
Church-wide Meals		
Choirs and Music Groups	12	Pastor, Choir and Bell Director, Musicians
Church-based Bible Study	8	Pastor, Lay Leaders
Communion <i>(served 30 times a year)</i>	Served monthly, 120 and 228 online	Pastor, Worship Team and Lay Leaders
Community Meals	300	Community groups
Confirmation <i>(number confirmed last year)</i>	8	Pastor and three Lay Leaders

Drama or Dance Program		
Funerals (19 <i>last year</i>)	Varies	Pastor, Funeral Luncheon Committee, Musicians and custodial staff
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups	35	Lay Minister of Visitation
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (4)	Varies	Pastor, Musicians, Custodial Staff
Worship (time slot: _5:00PM First Saturday of each month))	30	Pastor, Musicians, Custodial Staff
Worship (time slot: 10:15 AM Sunday)	75, and 200 online	Pastor, Musicians, Music Director, Custodial Staff
Young Adult Groups or Classes		

Youth Groups or Classes	28	Pastor, Ministry Assistant and Lay Leaders
Other		

Additional comments:

St. Paul has a very active community food pantry staffed by a chairperson and 20 to 25 volunteers. Items are donated by many area businesses and other pantries. The pantry currently serves a three-county area on a regular basis. The philosophy of the pantry is no one is turned away.

St. Paul's Disciple team is extremely active and plans many events which are open to the surrounding communities.

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)
Rev. Rebecca Erb Strang	3		Senior Minister	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:

We have two retired Associate Ministers as members who attend services occasionally but have no other active role in the life of the congregation.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Office Administrator	Senior Minister	Part Time	Senior Minister	One month
Accounts Payable/Bookkeeper	Senior Minister	Part Time	Senior Minister/Treasurer	New Position
Visitation Minister	Senior Minister	Part Time	Senior Minister	Five Months
Ministry Assistant	Senior Minister	Part Time	Senior Minister	Eighteen Months
Financial Secretary	Senior Minister	Part Time	Senior Minister	Eighteen Years
Technology Director	Senior Minister	Part Time	Senior Minister	Two Years
Music Director/Bell Choir Director	Senior Minister	Part Time	Senior Minister	Five Years
Technology Assistant	Senior Minister	Part Time	Technology Director	One Year

Organist/musicians	Senior Minister	Paid Volunteers	Senior Minister	Varies
Ed. Bldg Custodian	Senior Minister	Part Time	Senior Minister	Six to Eight Years
Sanctuary Custodian	Senior Minister	Part Time	Senior Minister	New hire started Feb. 20, 2023
Maintenance	Senior Minister	Part Time	Senior Minister	Ten Years
Groundskeeper	Senior Minister	Part Time	Senior Minister	New Hire Starting in April 2023

REFLECTION

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

St Paul is a vital part of the New Bremen community. The covid pandemic was challenging to maintain connections to the community and congregation but was managed through on-line worship and daily devotions. Weekly mailings of the church bulletin which included the sermon, scriptures and upcoming events helped maintain a connection as well. Our youth groups and activities also promote an all are welcome ministry.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$388,829

Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$24,360
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$-0-
Fundraising Events	\$-0-
Gifts Designated for a Specific Purpose	\$60,000
Grants	\$-0-
Rentals of Church Building	\$3,700
Rentals of Church Parsonage	\$-0-
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$-0-
Transfers from Special Accounts	\$2,100
Other (specify):	\$
Other (specify):	\$
TOTAL	\$478,989

Current annual expenses (dollars budgeted for most recent fiscal year):
\$363,000 General Fund Operating Expense

St. Paul United Church of Christ - New Bremen OH

Treasurer's Report history 2019- 2022 for Operating Fund and 2023 Budget

Monday, February 6, 2023 Account Name	Actual 2018	Actual 2019	Actual 2020	Actual 2021	Actual 2022	Budget 2023
Income						
Income information is not available at this time						
Advent Gift	3,480	3,818	-	-	3,450	
CHRISTMAS ENVELOPE	1,678	2,800	1,550	1,890	2,655	
Contributions-Beacon	560	120	-	-	-	
Contributions-General Fund	243,281	239,762	266,897	272,699	285,353	
Contributions-Misc-General Fund	5,597	11,847	-	-	6	
Contributions-Sunday School	307	549	391	470	221	
Easter Offering/ Coin Folders	4,936	1,668	1,140	1,267	2,457	
Enlistment	315	365	385	580	550	
Interest Income-Minster acct	72	114	39	23	71	
Kick Off Gift	5,398	6,499	-	-	2,895	
LENTEN OFFERING	-	2,642	-	-	-	
Office Sup	180	159	114	210	161	
Postage/Stamps	-	-	-	-	200	
Rent - Misc. Building	324	625	200	125	410	
Rent - Nursery School	2,550	3,150	2,250	3,000	3,250	3250
Sr Minister Endowment Transfer	6,360	6,600	7,200	7,200	8,400	10200
Thanksgiving Offering	310	195	840	660	274	
Visitation Ministry Endowment Transfer	5,382	5,382	5,543	2,772	1,560	4680
Youth Ministry Endowment Transfer	22,500	25,200	25,200	15,700	14,400	22000
Total Income	\$303,229	\$311,495	\$311,748	\$306,595	\$326,313	\$ 40,130
Expense						
Office Administrator/Bookkeeper	29,539	29,539	30,425	30,425	31,946	32,904
Administrative Assistant	-	-	-	1,750	7,475	8,034
Associate Pastor Base Salary	33,000	33,000	33,990	5,665	-	-
Associate Pastor Business Ex	362	668	-	-	-	-
Associate Pastor Cell Phone Stipend	600	600	600	100	-	-
Associate Pastor Continuing Ed	990	452	-	-	-	-
Associate Pastor Housing	10,000	10,000	10,000	1,667	-	-
Associate Pastor Insurance	9,767	12,401	12,004	5,054	-	-
Associate Pastor Pension	6,020	6,020	6,067	6,101	-	-
BEACON Editor	2,688	2,688	-	-	-	-
Bell Choir Director Salary	1,133	1,236	175	150	300	720
BIBLE EXPENSE	414	583	434	386	316	500
Building & Property Insurance	-	-	9,538	16,612	11,402	14,000
Chancel Choir Accompanist	425	200	-	-	1,030	2,250
Church Growth & Development	4,082	4,481	2,518	3,691	3,672	4,000
Confirmation Expenses	830	1,107	573	1,013	442	1,200
Covid-19 Expenses	-	-	703	100	150	-
Custodial Supplies	1,445	1,382	1,563	1,579	1,842	2,200
Delegate's Expense	-	-	-	-	15	100
Ed. Bldg Custodian Salary	12,542	13,026	11,000	13,271	14,387	14,819
Electric-CHURCH	8,178	8,285	7,757	8,410	10,002	11,000
Enlistment Materials Exp.	2,653	2,302	2,137	2,272	2,234	2,000
FICA Taxes (Employer)	13,610	13,504	13,894	13,124	15,281	18,000
Financial Secretary Salary	5,168	5,168	5,323	5,323	5,589	5,757
Fuel Surcharge	-	-	-	-	212	400
INTERNETSERVICES	1,919	1,919	1,807	1,849	2,159	2,200
Lawn Care Salary	-	-	-	-	3,321	3,421
Maintenace Salary	-	-	-	-	9,771	10,064
Membership Dues	450	575	450	550	400	550
Mileage/Travel	8,860	11,394	3,960	4,201	4,351	8,000
Ministry Assistant	-	-	-	10,335	15,600	16,068
Miscellaneous Expenses	980	896	1,230	859	595	800
Music	-	-	-	-	160	300
Music Director	780	780	780	530	852	1,040
Natural Gas-CHURCH	8,121	7,925	6,474	8,291	10,212	11,000
NATURAL GAS-PARSONAGE	943	953	786	994	1,454	1,500
Office Equipment Maintenance	9,871	10,131	12,024	10,654	11,491	12,000
Office Supplies	3,519	3,220	7,829	7,699	9,017	9,000
Organist Salary	6,168	7,310	8,056	10,004	6,580	8,060
Pastoral Care	364	614	1,190	1,036	779	1,000
Payroll Preparation Services	502	617	1,408	1,419	1,648	1,500
Postage	4,701	4,462	5,123	6,731	9,122	8,000
Real Estate Taxes	-	-	2,882	3,458	3,362	4,000
SALT Programs	-	215	-	137	136	300
SALT Project Salary	-	2,500	-	2,500	2,500	5,000

St. Paul United Church of Christ - New Bremen OH

Treasurer's Report history 2019- 2022 for Operating Fund and 2023 Budget

Monday, February 6, 2023 Account Name	Actual 2018	Actual 2019	Actual 2020	Actual 2021	Actual 2022	Budget 2023
Sanctuary Custodian Salary	7,721	7,721	7,953	7,953	8,351	8,602
Saturday Accompanist	-	-	-	-	200	900
Senior Choir Director	1,925	1,325	925	275	1,480	2,700
Senior Pastor Base Salary (see Footnote)	61,601	61,601	63,449	68,796	78,257	78,257
Senior Pastor Business Ex	544	980	731	306	293	1,000
Senior Pastor Cell Phone Stipend	600	600	600	600	600	600
Senior Pastor Continuing Ed	494	997	117	1,871	(960)	1,000
Senior Pastor Disability/Life	1,391	1,291	1,427	1,395	1,716	1,716
Senior Pastor Insurance	13,500	13,276	13,271	7,575	-	-
Senior Pastor Pension	11,211	11,211	11,579	12,343	14,243	14,234
Shipping	327	274	368	361	276	400
Staff Cell Phone Reimburse	600	600	600	1,050	1,500	1,500
Staff Substitution	1,070	3,588	3,910	2,804	4,035	5,400
Staff-Nonclergy Disability/Life Ins	-	-	266	456	477	494
Staff-Nonclergy Retirement	-	-	-	3,000	3,150	3,290
Sunday School/Youth Programs	2,893	2,361	1,910	2,026	2,193	2,500
Technology Assistant	-	-	-	-	1,100	1,200
Technology Director	-	-	2,150	3,125	3,600	3,708
Technology/Support	-	-	-	-	-	2,000
Telephone-CHURCH	1,392	680	665	642	649	700
Trash-dumpster	734	793	874	947	1,033	1,200
Visitation Ministry Salary	5,382	5,382	5,543	2,772	1,560	4,680
Web Page Editor	1,800	773	-	-	-	-
Worker's Compensation	713	818	508	631	556	1,000
Worship Materials & Supplies	2,671	3,550	4,243	3,866	4,340	4,000
Worship Vocal Accompanist	-	-	325	975	-	-
WORSHIP-SATURDAY EVENING	2,960	3,130	-	-	-	-
Total Expense	\$310,158	\$321,102	\$324,117	\$311,712	\$328,455	\$362,768
Difference	<u>-\$6,929</u>	<u>-\$9,607</u>	<u>-\$12,369</u>	<u>-\$5,117</u>	<u>-\$2,141</u>	

If the accounts in the subtotals have changed or if ledger and subsidiary account attributes have changed, Previous YTD totals may not represent a valid comparison.

When showing the Previous YTD balance and excluding zero balance accounts, subtotals may not be accurate.

Effective in 2021 Senior Pastor's base salary includes a \$10,000 insurance stipend. Upon health care insurance being provided by church this stipend is revoked and the \$10,000 is used to offset insurance cost

Any budget deficit is balanced to zero from undesignated investment funds

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

Approximately 28 – 30% of the General Fund Operating Expense. See details in the budget file attached.

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

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

- Our Church's Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church

Neighbors in Need

Christmas Fund

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

Designated offering envelopes

What is the church's current indebtedness? **None**

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. **None**

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

Year(s)	Purpose	Goal	Result	Impact
2014-2018	Refurbish/Repair Sanctuary stain glass windows	\$199,000	\$199,281	Rebuild and repair all stained art glass windows in sanctuary
2017 – 2020	Replaced playground equipment, added Volleyball courts and lighting	\$54,000	\$54,427	Much needed upgrade to playground making it safe and inviting for the community to share
2020	Sanctuary air conditioning	\$46,000	\$46,400	Installed much needed air conditioning in sanctuary
2021	New roof on steeple	\$56,000	\$56,217.50	Needed new roof on steeple installed metal roofing

2022	New Electronic sign	\$15,000	\$15,100	Allows community and congregation to have real time information on events at St. Paul
2022	Sanctuary sound system	\$36,000	\$36,000	Upgrade sanctuary sound system and flat screens installed in sanctuary

If a capital campaign is underway or anticipated, describe:

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

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

The upgraded sound system and flat screens allow St. Paul to offer a better-quality worship service both in person and on-line. The sound and video upgrades aid the hearing and sight impaired as well. This upgrade allows for on-line streaming of weddings and funerals which allows for a greater participation in the event.

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

What is the market value of the assets?

\$1,105,763 as of December 2022

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

Funds are drawn regularly from designated accounts.

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

The percentage rate of draw in 2018 was 4.1% compared to 2022 of 1.9%. The associate pastor retired due to health issues in 2021 which significantly reduced the percentage of draw.

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

The draws on designated funds are used to meet the senior minister and ministry assistant's (youth) salary. Also, a draw from a designated fund pays the visiting minister's salary in total.

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

The endowment should last indefinitely. The financial board and the investment counselor meet quarterly to access the investments and make adjustments accordingly.

Please comment on the above calculations or estimates:

All information has been pulled from financial reports, the MyChurch Ministerial Support SubReport, , Edward Jones Investment Reports year end 2022 and a conversation with St. Paul's investment advisor.

Other Assets

Reserves (savings): **\$ -0-**

Investments (other than endowment): **\$92,353**

Does your church have a parsonage? **Yes**

Fair market rental value of the parsonage:

\$900 -\$1,000 a month per a local realtor and current market

How is the parsonage used?

The parsonage is used as the senior minister's primary residence

Street / City / State / Zip:

**115 North Franklin Street
New Bremen, Ohio 45869**

Finished square footage: **2,200**

Number of Bedrooms: **3**

Number of Bathrooms: **3**

Total rooms 8

Assessed real estate value: **\$231,390**

Available for minister residence: Y

Expected minister residence: Y

Condition of structure, systems and appliances

The parsonage is a two story house with an attached garage, wrap-around porch, very spacious with a large kitchen and basement (unusable) Structure is in good condition with a new furnace and A/C system installed on the second floor in 2022. The first-floor furnace and A/C replacement is scheduled for 2023. In addition, a new state of the art gas range and water heater were installed in 2022. Parsonage will be redecorated before new occupancy.

Entity in the church responsible for review and needed repairs

The church council and trustees are responsible for arranging and completion of any needed repairs.

Describe all buildings owned by the church:

In addition to the parsonage, the church owns the sanctuary and attached educational building. The sanctuary is a brick structure with stained glass windows constructed in 1897. Inside, the sanctuary is a carpeted center aisle and spacious narthex. The educational building constructed in the 1950's has large Sunday School rooms, an auditorium and assembly room adjoining a modern and well-maintained kitchen. The church offices, also located in the educational building, offer a spacious study for the minister and networked computers with internet access. Across the street is a large church – owned park which includes a shelter house equipped with electricity.

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

Which spaces are accessible to wheelchairs?

The sanctuary is handicap accessible with the exception of the pulpit. The educational building and the entire first floor of the parsonage including a bathroom, kitchen, living room and dining room are completely handicap accessible.

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

St Paul is financially stable and has been the beneficiary of several estate bequests which have funded some capital projects as well as funding investment/endowment funds. Each

October the council president, vice-president, treasurer, bookkeeper and senior minister meet to discuss and set the budget for the coming year. Considerations for current trends in expenses and known factors that could affect the budget are incorporated in the budget. We support many mission programs and established a community pantry which serves a three county plus area. Maintaining our education building allows it to act as a community center full of activity providing space for Scout and 4 H meetings, play practice for a local theater group, community meals and other activities. Recent capital improvements to our sound system allows for an enhanced experience for those enjoying our services on-line.

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.

1. Marriage Equality (2017)

February 2017 church voted for Marriage Equality, with $\frac{2}{3}$ majority. Opening the door for all weddings to take place in our sanctuary. Our congregation is proud of our “ALL ARE WELCOME” mentality.

2. Blessing Pantry

This mission started out as a small vision of several members of our congregation: The Blessing Cabinet. It was truly a cabinet in the educational building where members of our church and community could come and select items that they needed such as toiletries, paper products, cleaning supplies, diapers, and baby wipes. However, as we saw the growing need of our own church families and the surrounding communities, our small Blessing Cabinet morphed into the Blessing Pantry. It is now a large scale food pantry that is stocked with a variety of perishable and non-perishable food items, toiletries, cleaning supplies, diapers, and much more. All items are free for anyone in need with various operating hours throughout the week.

COVID-19

The pandemic made us look inward as a church. It required us to come into the 21st century with technology and communication. It helped to make us a more accessible church whether in person or virtual.

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

- **COVID-19**

We began streaming our Saturday evening and Sunday services online through Facebook.

Daily Devotions can be found on Facebook as well.

We hold many online meetings through the technology of ZOOM.

We added two television monitors in the sanctuary to be used during services.

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.

- **As a staff, we try to fend off conflict before it begins. We have weekly Leadership Team meetings to head things off at the pass. If conflict should arise, it is dealt with directly and in a timely manner.**

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Jeff Gerber Senior Minister	Sept. 1990 – June 1999	Y
Rev. John Tostrick Associate Pastor	Sept. 1984 – June 2002	Y
Rev. Jean Spoor Interim	July 1999 – Dec 2001	Y
Rev. Richard Weir Senior Minister	Jan. 2002 – Oct. 2007	Y
Rev. Leah Matthews Interim	Oct 2007 – July 2009	Y
Rev. Rebecca Erb Strang Senior Minister	Aug. 1, 2009 – May 21, 2023	Y
Kristine Bruback part time Youth Director	Jan. 1997	
Ellen Shellhause Assistant Youth Director	Oct. 1997	
Emily Hall Youth Minister	June 1998 -May 1999	
Kristi Van Patten Youth Minister	June 1999	
Terry Wigginton Interim Youth Leader	Oct. 2000 – Sept. 2001	
Leslie Hirschfeld Youth Ministry Director	March 2002	
Lori Winner Youth Ministries	Nov. 2005 Jan. 2007	

Terri Goodwin Youth Ministry Director	June 2006 -Jan 2007	
Carrie Cutlip Youth Ministry Director	Aug. 2007 -2009	
Katie Jackson Youth Ministry Director	Feb. 2009 – Aug 2016	
Dee Schroer Director of Youth Ministry/licensed then Associate Pastor	Sept 2016 – Dec. 2021	

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

We have learned the importance of direct communication whether it be with an individual or a group. This lessens miscommunication, conflict, and simply makes for a better church team.

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

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

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

4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

St. Paul’s has a long history of service to the community and the larger world. We continuously show support for the UCC’s OCWM, 5-FOR-5 missions, along with outreach programs to our wider community. For OCWM, St. Paul UCC, New Bremen is the third highest giver within the NWOA Churches.

- Blankets Plus

- **Back Bay Mission**
- **One Great Hour of Sharing**
- **Templed Hills**
- **Crossroads, Ft Wayne**
- **Strengthen the Church**
- **School Clothes Camp Washington**
- **New Bremen Backpacks**
- **Local Aid**
- **Neighbors in Need**
- **Camp Washington, Christmas**
- **UCC Christmas Fund**
- **Blessing Pantry**
- **Community Garden**
- **Community Meals**
- **Use of building for other groups (Boy Scouts, Girls Scouts, Crescent Players Community Theater group)**

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

Our congregation and church leaders are very involved when it comes to connecting St. Paul to the wider UCC. Currently, our pastor leads an “Excellence in Ministry” zoom meeting with other pastors throughout the association. President of the United Church of Christ Conference Minister John Dorhauer has come to speak at our church many times and will be attending again in a few months. Rev. Daniel Busch along with David Long-Higgins of the Heartland Ministries are people who frequent St. Paul’s congregation as well. We enjoy the relationships we share with these individuals and the guidance they provide our church. Continually, we send delegates to association, conference & national synod meetings. We support financially through OCWM.

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

___ Designations from other denominations

___ Non

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?

Unknown at this time

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

The people at St. Paul church work diligently to be servants in the service of others and to be good stewards of the earth's resources. To work for nonviolent solutions to local, national and international problems. To be a prophetic church. In the tradition of the apostles, God calls the church to speak truth to power, liberate the oppressed, care for the poor, and comfort the afflicted.

- **Blue Christmas Service**
- **Baccalaureate Service**
- **Community Picnic**
- **Community Thanksgiving**
- **Blessing Pantry**

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.

“God is Still Speaking. Agree to Differ, Unite to Serve, Resolve to Love.” Here at St. Paul we feel that all are welcomed. Our mission statement truly shows what we embody as a congregation. In our outreach projects and our time spent together we are consistently working to serve one another.

- **Camp Washington**
- **Back Bay Mission**
- **El Salvador Missions in association with their Lutheran Church**

4b. MISSION InSite

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

The demographic mix of New Bremen and the surrounding community follows closely with the trends for the state of Ohio. The population is stable, with modest growth projected over the next decade. The average age of the community members remains in their early 40's, but is shifting to people ages 55 and over. On average, local households consist of two-person married couples, 15% having school aged children between the ages of 5-17. The majority are educated blue and white collar workers making an average of \$55,000/year. We believe that St. Paul will need to continue its focus on the youth and young families in our community, but also continue to engage our aging population as we continue into the future.

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

The church's demographics are a good representation of the population in the area, which is primarily Caucasian, with a small population of other races.

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

Our church is known for:

- **Youth Programming**
- **Community Outreach**
- **Beliefs/Openness for all**

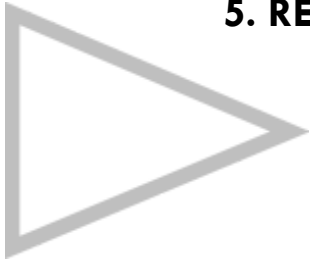
What do new people in the church say when asked what got them involved?

When asked what got you involved here at St. Paul many new members echoed the same thoughts and feelings. Some new members said that they first heard about St. Paul and became intrigued about our church by hearing our current pastor speak at public engagements throughout the community. They felt that our pastor, along with other members, had interactions which were always warm, welcoming, and so inclusive and that really made them feel welcomed when coming into our church.

Others spoke about being drawn to us because of our community outreach: the pantry, ART Camp that included all community members and people from many cities away, the community meals our church held for others. They told us that they "felt like the church walked the walk." Our willingness to welcome people with open arms wasn't just

something we posted on our walls to get people in our doors but instead was truly what we did and continue to do here at St. Paul.

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

Marcus Overman: Principal New Bremen Schools
school phone number: 419-629-8606
email: marcus.overman@newbremenschools.org

REFERENCE 2

Steve Hartwig: Funeral Director/Owner of Gilberg and Hartwig Funeral Home
Mobile: 419-305-3750
Home: 419-629-2147

REFERENCE 3

Tim Eiting: Local real estate agent and Rotary Club member
Mobile: 567-644-5829

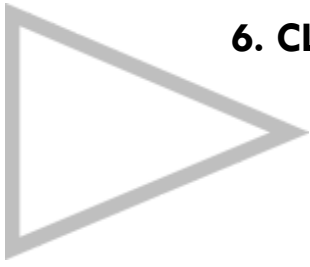
PROMPTS FOR REFERENCES

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

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:

The Spirit, to guide us on our journey

The insight, to focus on our vision

The words, to express our clear intentions

The instincts, to walk the chosen path

The patience, to wait for just the right fit

The resolve, to continue when hope is fading

The stamina, to pursue when we are weary

The wisdom, to choose our future leader

In these, we humbly ask, Lord, for your divine intervention and grace.

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.

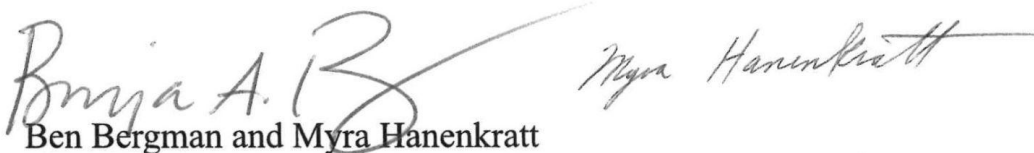
As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about 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.

Which individuals and groups in the church contributed to the contents of this Local Church Profile?

The Search Committee

Senior Pastor

Former Administrative Assistant/Bookkeeper

The image shows two handwritten signatures in cursive. The first signature is 'Ben Bergman' and the second is 'Myra Hanenkratt'. Both signatures are written in black ink and are positioned above their respective printed names.

Ben Bergman and Myra Hanenkratt

St. Paul UCC Search Committee Co-Chairpersons

Date 3/6/2023

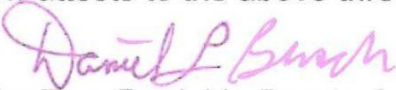
6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.
Staff Comment: St. Paul UCC, New Bremen, is in good standing with Northwest Ohio Association. The church is a leading OCWM contributor and generous to various missions and ministries in the congregation, community, and the wider church. Many members (and pastors) have provided leadership to teams, committees, and officers of the association, conference, and national church.

To the best of my knowledge, ministerial history information is complete.
Staff Comment: The ministerial history information is correct and complete.

To the best of my knowledge, available church financial information is presented thoroughly.
Staff Comment: The financial information is accurate and indicates the generous nature of the congregation. The church is a strong leader in generosity to ministries and missions and to their staff members.

My signature below attests to the above three items.

Signature: 
Name / Title: Rev. Daniel L. Busch, Association Minister
Email: dlbusch@nwoa.org
Phone: office: 419-447-8323; cell phone: 419-934-5386
Date: March 8, 2023

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

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