

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who  
are  
we

Who  
is our  
neighbor

Who is  
God  
calling us  
to become

?

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

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION  
**UNITED CHURCH  
OF CHRIST**



UNITED CHURCH OF CHRIST  
**LOCAL CHURCH PROFILE**

St. John's United Church of Christ  
1213 Washington St, Genoa, OH 43430

Full-Time Pastor

Heartland Conference (Ohio) Northwest Ohio

March 12, 2023

**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."3  
(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 Mission Insite 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. John's United Church of Christ  
Street address: 1213 Washington St. Genoa, OH 43430  
Supplemental web links: [www.stjohnsgenoa.org](http://www.stjohnsgenoa.org)

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

Conference: Heartland Conference (Ohio): Northwest Ohio  
Association: Northwest Ohio  
UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email): Daniel L. Busch, Association Minister, 419-447-8323, Email: [dlbusch@nwoa.org](mailto:dlbusch@nwoa.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?*

St. John's is a community-focused church which currently offers a traditional service. According to a recently completed survey of the congregation, people attend our church because of their relationship with God, to become better people, and to be a part of the community. Thoughtful sermons, inspirational music, and a welcoming atmosphere are important components of Sunday services.

During this time of transition, the Consistory is diligently working to maintain and grow itself and the church teams. We are excited about the future of our church and the opportunity to proclaim God's Word, strengthen our witness, and demonstrate our compassion and concern for others.

St. John's is seeking a leader who can act as a pastor, counselor, teacher, visionary, and preacher. Visitation, involvement in the community, focus on growth of the church, and

collaboration with Elderlife (an on-property community for seniors 55 and older) and the on-campus Nurturing Center (preschool and childcare) are essential.

**Photographs:**

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



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

We value our small and family-oriented community. The geographical location is ideal because it is rural, but in close proximity to larger cities and is close to Lake Erie and all it has to offer.

Current size of membership: 336

Languages used in ministry (other than English):

Position Title: Full-time, settled 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*):

Full-Time

Does the total support package meet conference compensation guidelines?

Negotiable based on utilizing UCC guidelines.

## 1b. SCOPE OF WORK

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

Core Competencies:

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

We would like our new pastor to possess core competencies that include being a: counselor, visionary, and sociable.

## 1c. COMPENSATION AND SUPPORT

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

Benefits (*choose one*):

Salary plus 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*)? We have a parsonage but are open to offering a housing allowance if that is preferred.

Comment on the residential/commuting expectations for your next minister. We would like our new pastor to live in or near Genoa.

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



Describe peer and professional supports available for ministers in your association/conference: Some pastors prefer to join "Excellence in Ministry" a local group of colleagues. We are 45 minutes away from our association office.

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

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

---

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve? We expect our new pastor to create a larger footprint within our community. Collaboration with Elderlife, our senior living community and our Nurturing Center is imperative. Growing the number of members/church participants, especially younger ones is crucial. We also would like to see growth in the number and variety of programs offered by our church.

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

He or she will be present and active in the community by joining local groups or attending local events, and visiting members and non-members at Elderlife, Genoa Care Center, etc. We would also like our new pastor to be active in the Nurturing Center by forming relationships with the staff and students.

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

N/A

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.

- A thorough knowledge of, and personal engagement with, the Bible.
- To provide effective and appropriate pastoral care and Christian education, and to equip and motivate others to share in these ministries.
- To organize and implement programs, administer the operations of a complex organization, and initiate change when appropriate.
- Commitment to life-long spiritual growth and practice individually and in the community.
- To take initiative in leadership, and to frame and test a vision in community.
- To function as part of a team, to give and receive supervision, and to mentally equip and motivate the community of faith.

## 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? Growing and active.

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 are reaching out and growing our nurturing center. We have Elderlife which is a well-elderly community that provides housing at a discounted rate.

## 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?*

No matter where you are on life's journey:  
Single, married, or divorced; rich, poor, or in between  
If you can sing well or can't carry a note  
If you're here browsing or if you've just awakened  
If you come every week or haven't been here in years  
You are welcome.



Welcome! The Bible reminds us that we are the church - the family of God with great diversity. We don't go to church. We ARE the church.

Describe several strengths or positive qualities of your congregation?

We have a diverse group of parishioners who are active in our groups and fundraising. Our church family is kind and welcoming.

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 takes place in our climate-controlled, beautiful sanctuary. Our sanctuary is typically filled with live music from our choir and recently renovated pipe organ. We have special music from time-to-time provided by our parishioners.

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?*

There is a core group of young adult members starting an active group for themselves. There are people starting monthly youth activities as well. An example of a younger adult-leadership class would be our Financial Peace class that is being led by a young adult couple. Our youth group took a mission trip to Pittsburgh last summer.

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?  
Consistory two hours per month; committees each two hours 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? Staff/Consistory working together.
- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? Yes.

### **3b. 11-YEAR REPORT**

---

*(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#: 522550

Assoc: 568

Schedule: 0

St. John's UCC

Genoa

OH

49430

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	648	180	70	2	0	3	15	0	-10
2012	661	175	95	9	9	6	11	0	13
2013	667	168	60	8	6	6	8	6	6
2014	667	150	422	0	4	3	7	0	0
2015	667	163	90	5	3	2	10	0	0
2016	664	125	85	3	7	2	15	0	-3
2017	669	132	160	8	12	3	18	0	5
2018	658	156	100	0	2	0	13	0	-11
2019	650	139	110	6	6	0	20	0	-8
2020	651	87	77	7	6	0	12	0	1
2021	651	87	77	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2011	\$255,808	\$16,694	\$12,230	\$2,596	\$14,826	\$22,089	\$36,915	4.78	\$309,418	\$250,368
2012	\$274,136	\$18,826	\$11,451	\$1,149	\$12,600	\$27,324	\$38,924	4.18	\$332,886	\$305,410
2013	\$264,116	\$88,523	\$10,432	\$235	\$10,667	\$22,668	\$33,335	3.95	\$365,974	\$244,672
2014	\$257,718	\$112,284	\$9,057	\$9,591	\$18,648	\$20,853	\$39,501	3.51	\$409,503	\$249,510
2015	\$271,725	\$83,208	\$8,599	\$9,252	\$17,851	\$105,437	\$123,288	3.16	\$478,221	\$239,219
2016	\$272,965	\$18,734	\$5,198	\$6,600	\$11,798	\$1,636	\$13,634	1.90	\$305,333	\$243,111
2017	\$131,824	\$147,537	\$4,890	\$7,636	\$12,526	\$12,829	\$25,355	3.71	\$157,179	\$259,439
2018	\$414,010	\$0	\$3,954	\$958	\$4,912	\$0	\$4,912	0.96	\$418,922	\$260,150
2019	\$331,264	\$0	\$4,223	\$468	\$4,691	\$0	\$4,691	1.27	\$335,955	\$245,128
2020	\$288,121	\$0	\$4,362	\$4,292	\$8,654	\$70	\$8,724	1.51	\$296,845	\$243,016
2021	\$253,463	\$0	\$3,691	\$590	\$4,281	\$1,905	\$6,186	1.46	\$259,649	\$224,804

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	-1.96	-30.40	-9.41	-100.00	-100.00	-7.14	-63.71	-14.96
2011-2021	0.46	-51.67	10.00	-100.00	-100.00	-0.92	-71.13	-16.08

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

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	130	Yes
Number of active non-members:	15	Yes
Total of church participants (sum of the numbers above):	145	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	75%	Yes, from a recent survey.
Less than 10, more than 5 years:	15%	Yes, from a recent survey.
Less than 5 years:	10%	Yes, from a recent survey.

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>
7	8	6	6	6	7	31	52	22	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	8	Yes
Households with minors:	7	Yes
Single adults age 35-65:	10	Yes
Joint households with no minors:	60	Yes
Single adults over 65:	15	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	98	Yes
College:	60	Yes
Graduate School:	20	Yes
Specialty Training:	20	Yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	60%	Yes
Adults who are retired:	30%	Yes
Adults who are not fully employed:	10%	Yes

Describe the range of occupations of working adults in the congregation: Laborers to CEOs.

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

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: Not at this time.

### 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	50	Pastors/Lay Leaders
Baptisms <i>(number last year)</i>	2	Pastor
Children's Groups or Classes	15	Christian Education Board
Christmas Eve and Easter Worship	200	Pastor & Worship Committee
Church-wide Meals	50	Committees of the Church
Choirs and Music Groups	15	Choir Director
Church-based Bible Study	12	Lay Leader
Communion <i>(served how often?)</i>	80/1x month	Minister
Community Meals	--	
Confirmation <i>(number confirmed last year)</i>	3	Pastor & Christian Education Board
Drama or Dance Program	--	
Funerals <i>(number last year)</i>	16	Pastor
Intergenerational Groups	--	
Outdoor Worship	--	-
Prayer or Meditation Groups	30	Pastor at School
Public Advocacy Work	20	Lay Leader
Retreats	30	Evangelism Team
Theology or Bible Programs in the Community	VBS 85+	Board of Christian Ed
Weddings <i>(number last year)</i>	4	Pastors

Worship (time slot: 10AM)	100	Pastor/Worship Team
Worship (time slot: _____)	--	
Young Adult Groups or Classes	12	Lay Leader
Youth Groups or Classes	30	Lay Leader
Other	--	

Additional comments:

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Dawn Balduf	4 way	Pastor, Chaplain @ Hospital	Interim Chaplain	N
Lowell Peters	4 way		Small group leader	Y

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

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
Dawn Balduf, Interim Pastor		PT	Consistory	December 2022
Marsha Mihalko, Treasurer		PT	Consistory	April 2019
Julie Humbarger, Office Manager		PT	Consistory/Pastor	Jan 2023
Stacey Depner,		PT	Consistory/Worship	Feb 2022



Choir Director			Team	
Deb Auer, Organist		PT	Consistory/Worship Team	2011
Bobbie Kehlmeier, Nurturing Center Admin		FT	Consistory	2018
Bruce Auer, ElderLife Director		FT	Consistory/Elder Life Board	

### REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry? Our community outreach and music are important to us.

### 3e. CHURCH FINANCES

---

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

Source	Amount
Annual Offerings and Pledged Giving	\$201,300
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$2,062
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$0
Fundraising Events	\$500
Gifts Designated for a Specific Purpose	\$21,984
Grants	\$--
Rentals of Church Building	\$862
Rentals of Church Parsonage	\$--
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$--
Transfers from Special Accounts	\$--

Other (specify):	\$--
Other (specify):	\$--
TOTAL	\$226,708

Current annual expenses (dollars budgeted for most recent fiscal year): \$ See attached annual report.

*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 here.*

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 33%

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) **No.**

- 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%) from member donations.

What is the church's current indebtedness? \$0

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. New roofing on parts of church.

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

Year(s)	Purpose	Goal	Result	Impact
---------	---------	------	--------	--------

2014-2015	Organ	\$76,000	\$76,000	Money that was donated & fundraising campaign.
2017	Roof Peaks	\$76,760	\$76,760	Goetz fund

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2023	New roofing on part of the church	\$200K	\$	Bids and campaign just starting.
		\$	\$	

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

To maintain the church grounds and facility in order to serve the community.

Does your church have an endowment? Yes

What is the market value of the assets? \$154,077 as of 12/31/2022

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

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

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

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

Please comment on the above calculations or estimates: Goetz estate (no strings), Asmus (strings) Student Aid, Disaster

Other Assets

Reserves (savings): \$

Investments (other than endowment): \$

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$1,900/rent

How is the parsonage used? Empty now.

Street / City / State / Zip: 1111 West Street, Genoa, OH 43430

Finished square footage: 2,279 sq ft

Number of Bedrooms, 4 Number of Bathrooms: 1.5

Assessed real estate value: \$157,030

Available for minister residence: Yes

Expected minister residence: Negotiable

Condition of structure, systems, and appliances: Average

Entity in the church responsible for review and needed repairs Consistory (trustees)

Describe all buildings owned by the church: Church, garage, parsonage, Elderlife facilities and 10 acres of land.

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.*). All areas but the pulpit area.

Reflection: After reviewing the church's finances and assets described, what does this information reflect about your congregation's mission and ministry? Maintain grounds and building, the staff, and missions.

*For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed? Finance Committee and Treasurer. Didn't fill the Christian Ed position. Also, church secretary position went from full-time to part-time. None at the present time.*

### 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. Goetz estate \$450K. Built a new education wing and sanctuary; started our very successful nurturing center; built an Elderlife (well-elderly) complex.

Describe a specific change your church has managed in the recent past. Christian Ed position; Covid-related changes.

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? All concerns are handled through our Parish/Staff Committee.*

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev Dawn Balduf, Current Interim Pastor	4+ (present)	Y
Rev Don Giesmann	11 years	Y
Ryan Shields, Asst Pastor	7 years	Y
Rev. Thomas Steensman	<1 year (Interim)	Y
Rev. Winfield Stout	3 years (Interim)	Y
Rev. Steven Simpson, Sr. Pastor	6 years	Y
Rev. Don Corbin	1.5 yr (Interim)	Y
Rev. Devin Erickson	1 year	Y
Rev. Mark Katrick (Associate Pastor)	4 years	Y
Rev. Bob Waidmann, Sr. Pastor	27 years	Y Retired
Rev. Paul Deppen, Sr. Pastor	51 years	Y Retired, Deceased

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: We need to keep the lines of communication open.

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?

Area teams hold youth sports practices in our fellowship hall. Genoa Area High School athletics; Jay Herman, CRU Campus Crusader-Slovenia; GrandLove, Vacation Bible School, Heidi's Twirlers, Back Bay Mission, Genoa Food Pantry, Elderlife, Genoa Homecoming and more.

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting)? Discussions with NWOA UCC Associate Pastor as needed. Attend annual Association Meeting.

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

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

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)           | <input type="checkbox"/> Just Peace                            |
| <input type="checkbox"/> Creation Justice                  | <input type="checkbox"/> Global Mission Church                 |
| <input type="checkbox"/> Economic Justice                  | <input type="checkbox"/> Open and Affirming (ONA)              |
| <input 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 checked="" 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? Not at this time.

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional)? Shared Good Friday and Thanksgiving



worship services with area churches. Women's Ecumenical Service with area churches (all denominations). Dartball group meets with local churches of all denominations from Sep-March. We volunteer at the Genoa Food Pantry. Our missions team partners with Haskins Community Church for UCC Back Bay Mission.

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? We could use some leadership in this area.

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? We are looking for a pastor who is community-minded.

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

---

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

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

How are the demographics of the community currently shaping ministry, or not? We are serving the needs of the community from youth to elderly.

What do you hear when you talk to community leaders and ask them what your church is known for? The big church on Washington Street.

What do new people in the church say when asked what got them involved? Invited, came with a friend, welcoming. Enjoyed Christmas and or Easter service.

Nurturing  
Center

## Financials

February	2023	
Beginning Balance		\$117,171.45
<b>Income</b>		
Pre School	\$6,440.00	
Day Care	\$10,511.00	
School Age	\$8,567.79	
Registration		
School Fees		
Costco Reimbursement		
Key Fobs		
Grant – Covid-19		
Refund		
Fund Raiser		
Interest	\$9.35	
<b>Total Income</b>	<b>\$25,528.14</b>	
<b>Expenses</b>		
ACH Charges	\$189.09	
Costco Membership		
Cleaning Supplies	\$163.13	
Computer Exp	\$76.94	
Copier	\$354.38	
VISA	\$885.65	
Payroll	\$23,481.32	
St John's Billing	\$1,819.26	
Food	\$420.38	
Supplies		
Fund Raiser		
Advertisement		
Lock System		
Donation and Gifts		
Refund		
Finger Prints	\$130.00	
Training	\$30.00	
Field Trips		
Donation Back Bay		
Repairs		
Health Dept Fee	\$128.10	
Transfer to Savings		
<b>Total Expenses</b>	<b>\$27,678.25</b>	
<b>Ending Balance</b>		<b>\$115,021.34</b>
Savings Acct Beginning Bal		\$5,416.64
Interest & Deposit		
Savings Acct Ending Bal		

**St. John's Nurturing Center  
Consistory Report  
March – 2023**

The Nurturing Center has been busy the last couple of months! January and February were busy months with winter projects for the kids. The Dramatic play area was turned into an ice house complete with ice fishing, ice blocks, winter animals, and even a fire ring. Each end of the month they have a celebration, celebrating all of the accomplishments for the month. Popcorn and a movie or special games in the gym and of course balloons! We have begun the task of assessments on all of the preschool children in our care. Parent Teacher Conferences will be the end of March.

With two weeks in a row with a Friday and Monday off, the kids enjoyed the mild winter weather! On President's Day the kids enjoyed lunch outside on the lawn! How can that happen in February? We made snowman key chains. They have had so much fun with the Vet Clinic set up in one of the room. It is complete with puppies in cages, Surgery table, litter box for the kitties, adoption forms, get well cards for sick animals, all tools for animal surgeries, and it even has a small grocery where they can purchase animal food for their pets. They also have a snake habitat, a fish aquarium and a tarantula! They are busy painting shamrocks this week getting ready for St. Patrick's Day. We have been having fun days in the gym with the large parachute. They hatched moths from last Summer too!

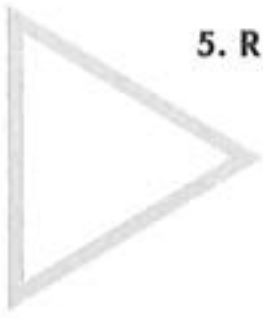
Day care is forever busy! The daycare kids have been busy making wood projects. They are practicing writing names and patterns. You can visit anytime and see the kids building in their construction zone or rocking and feeding babies in the house area.

Our finances remain good! We are gearing up for the Summer spending a lot of time on field trips for the Summer!

We have a popcorn fundraiser starting March 13<sup>th</sup>. There are a couple of flyers in the office for our consistory to look at!!! Ha Ha....no pressure.

We love Kindergarten Adventures, and are looking forward to the youth event on the 25<sup>th</sup> of this month.

*Blessings  
Bobbie*



## 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 people 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

Jeanne Davies

419-367-0089, [Jeanne.davies2005@gmail.com](mailto:Jeanne.davies2005@gmail.com), Local Pastor

### REFERENCE 2

Stacey Depner, Choir Director

419-704-6577, [staceydepner@gmail.com](mailto:staceydepner@gmail.com), Choir Director

### REFERENCE 3

Mitch Hoyles, Funeral Director

419-855-0220, [mitch@walkerfuneralhomes.com](mailto:mitch@walkerfuneralhomes.com). Plans the details of funeral for our congregation’s loved ones.

### 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.

GENOA CHRISTIAN CHURCH  
415 MAIN ST. PO Box 116  
GENOA, OH 43430  
419-855-3464

March 15, 2023

To Whom It May Concern:

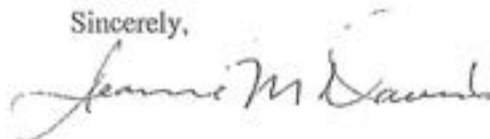
I am writing a letter of reference for St. John's UCC for their Local Church Profile. My name is Jeanne Davies and I pastor Genoa Christian Church in Genoa. I commend the members of St. John's for their community and ecumenical involvement. This has been a long standing trait of this congregation for many years, which has never changed even as pastors have changed. They are always willing to host events and their hospitality is uncompromised. Years ago, the community would do one collective VBS, and St. John's enthusiastically offered their facility and provided many workers.

Their youth group has been very helpful to my congregation. In the recent years, we have only had a handful of teenaged members and they have found a home with St. John's youth group. For that I am grateful. They have been diligent to take mission trips to areas of the United States in need, and are very involved in our community food pantry.

I have no first-hand knowledge of their internal affairs as a congregation, but I know many members and they are outstanding community participants.

I hope you find my insights helpful for this search for a new pastor. I can be reached at 419-367-0089 or [jeanne.davies2005@gmail.com](mailto:jeanne.davies2005@gmail.com).

Sincerely,



Jeanne M. Davies  
Pastor

**Stacey J. Depner**

4272 CR 44

Woodville, Ohio 43469

419-704-6577

[staceydepner@gmail.com](mailto:staceydepner@gmail.com)

To Whom It May Concern:

My name is Stacey Depner. I am the current Choir Director at St. John's UCC in Genoa, Choir Director at Terra State Community College and a recently retired music teacher of the Genoa Area Local Schools. I am writing this letter of reference for St. John's for their Local Church Profile. I agreed to write a letter for the church because I feel that I have a unique situation and a set of "fresh eyes" about the church in general.

During my years of teaching at Genoa Schools, St. John's was always one of the first churches to respond to the school in times of tragedy to show support for the students and staff. I can recall one incident in particular that one of my personal students begged me to call the Youth Pastor from St. John's to the school because this student and his friends needed to pray with him. It was literally minutes after contacting the church that not only the youth pastor, but other church representatives were there to support us all. The church did not care if any of us were members of their church, they only cared that we needed them. This type of school support from St. John's is ongoing.

My personal experience with St. John's has been nothing but a positive one as well. I have only been the choir director for a little more than a year and am a member of Solomon Lutheran Church in Woodville, therefore, I did not attend St. John's on a regular basis prior to becoming the choir director. There were many familiar faces at the church when I started, but I can truly say that every last person has been welcoming and caring. I have not once felt like the new person in the church, but instead feel like part of the family of St. John's.

The congregation at St. John's works together toward community involvement, outreach and youth programs and sincerely cares about spreading God's word and Love. It is a congregation full of the type of people that make the world a better place.

Please feel free to contact me at any time if you have any questions.

Sincerely,  
**Stacey J. Depner**



## Mitchell E. Hoyles

4004 Windsor Court

Genoa, Ohio 43430

419.855.3550

April 3, 2023

St. John's United Church of Christ

1213 Washington Street

Genoa, Ohio 43430

St. John's Pastoral Search Team,

Thank you for the opportunity and honor of asking for my feedback.

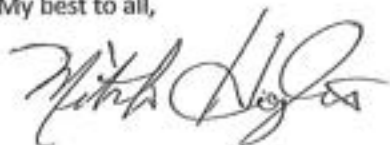
**Strengths:** St. John's is a very welcoming group of people both with their talents and their facilities. Many times the community needs a facility that is large enough to accommodate a gathering such as a funeral, bereavement meal, ecumenical event, fund raising event, celebration gathering, or even for a "rained out" community event. The facilities make for easy to access and the church family is always very welcoming, extending a hand in making events go smoothly. The church family is very much dedicated to helping the community.

**Improvements:** There is always room for improvements in a faith community, and I am sure St. John's is no exception. Today many people do not feel the need for a faith community even though they still consider themselves faithful. St. Johns needs to have a strong communicator, one who stimulates the faithful on Sunday. Giving a meaningful message from the pulpit, one that lets the people go home with something to use is imperative. A pastor that will visit the ailing at home, nursing homes and hospitals is a must. The personal/one on one contact that a pastor(s) has with people is a strong encouragement for people to become involved. This works to strengthen current members' commitments and encourages those in the community who are looking for something more.

My experience with St. John's has always been a rewarding one! There have been many times that our funeral home has asked to use the church sanctuary for a large funeral service, and was always welcomed with open arms. This is truly a selfless act of Christian kindness, especially in that critical time of need. The same can be said when a family has no church connection, the pastors have always been willing to step up and preside over a funeral to help the family start their healing process in a good way.

My personal experience with the St. John's church family has been nothing short of wonderful! I have always been made to feel welcome and "part of the family". The friendships I have made are life-long and part of who I am. My hope and prayers for St. John's is that they continue to thrive and grow and spread the awesome word of God!

My best to all,





## 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:*

Dear God,

Your Word from Acts 17:27 tells us clearly that “those who search for You will find You, though indeed You are not far from each of us.” We know that through Your Holy Spirit in our midst, You will guide us as we welcome our new pastor. May You help us to receive our new pastor with deep love and commitment. Grant us a powerful sense of revival and spiritual awakening in the days before us. Bless our new pastor with boldness to step forward in faith to accomplish Your plans for the ministry here at St. John’s. We pray for grace, guidance and strength for the ministry of our church. In the name of Jesus who is always teaching us the way to You. 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.)*

Whole church, through a recent survey.

2. Additional comments for interpreting the profile:

A handwritten signature in black ink, appearing to read "Glenn Melter". The signature is fluid and cursive, with a long horizontal stroke at the end.

Signed: Glenn Melter

Name / Title / Date:

Glenn Melter, Pastoral Search Committee Lead, April 4, 2023

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

---

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

Staff Comment:

St. John's United Church of Christ, Genoa, is a vital church in the Genoa Area Community. The church provides important support spiritually as well as mission outreach that makes a difference in people's lives. Its Nurturing Center, church ministries, and ElderLife ministries have opportunities for members as well as community residents for all ages. Pastors and congregation provide collegial leadership for the vital welcome and outreach locally as well as to the wider church. Members and pastors have been part of various Association leadership teams and committees. St. John's Church currently is in good standing with NWOA. I highly recommend this church for consideration for the Senior Pastor position of the church.

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

Staff Comment:

The information is complete and provides an accurate picture of who they are as a community of faith.

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

The financial reporting is a transparent and full disclosure of the church's financial picture.

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Daniel L. Busch, Association Minister

Email: [dibusch@nwoa.org](mailto:dibusch@nwoa.org)

Phone: office: 419-447-8323; cell: 419-934-5386

Date: April 7, 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*

## TREASURER'S REPORT FOR 2022

<u>Checking Account Balances:</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
General Fund (A)	(29,428) \$	908 \$	(25,620) \$	(14,628) \$	42,907
Goetz Estate	35,085 \$	35,085 \$	36,085 \$	25,000 \$	25,000
Capital Improvements/Heating	9,835 \$	11,342 \$	8,142 \$	6,257 \$	5,388
Missions	5,027 \$	4,343 \$	4,282 \$	4,230 \$	3,457
Youth	4,983 \$	1,226 \$	2,192 \$	2,079 \$	2,755
Bernice LaPlantz Estate	4,763 \$	5,963 \$	7,163 \$	8,363 \$	10,163
Organ /Piano / Music	4,585 \$	5,695 \$	5,455 \$	439 \$	1,431
Forward in Faith	2,266 \$	4,191 \$	4,191 \$	4,191 \$	3,671
Media/Tech	1,965 \$	1,222 \$	831 \$	- \$	(2,511)
Back Bay Mission Trip / Haiti Trip (*18)	1,686 \$	50 \$	20 \$	- \$	500
Bibles for Children	1,642 \$	- \$	- \$	- \$	-
Women's Ministry	1,076 \$	705 \$	- \$	- \$	-
Call to Care	329 \$	470 \$	522 \$	571 \$	193
Youth Mission Trip/Fundraising	- \$	4,914 \$	54 \$	3,319 \$	3,786
Bible School	- \$	210 \$	1,889 \$	1,564 \$	1,350
Capital Imp for Sign; Storage Bldg	- \$	- \$	- \$	665 \$	2,015
Sunday School	- \$	- \$	- \$	- \$	(80)
Accts Payable/Liabilities/Pass Thru	(1,114) \$	1 \$	- \$	119 \$	2,138
<b>Total Checking Account</b>	<b>42,701 \$</b>	<b>76,325 \$</b>	<b>45,207 \$</b>	<b>42,168 \$</b>	<b>102,164</b>

(A) 2021 PPP #2 Covid Grant received \$29,053; 2020 PPP #1 Covid Grant Received \$33,112 for Grand Total received \$62,165

<u>Memorial Account Balances:</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
Undesignated	2,874 \$	972 \$	29,138 \$	36,753 \$	33,105
Designated	850 \$	850			
Parlette Compassion Fund	4,021 \$	4,664 \$	5,214 \$	5,014 \$	5,864
Outdoor Chapel/ Huss Landscaping	22,479 \$	22,479 \$	4,424 \$	4,424 \$	3,818
<b>Total Memorial Funds</b>	<b>\$ 30,224</b>	<b>\$ 28,964</b>	<b>\$ 38,776</b>	<b>\$ 46,191</b>	<b>\$ 42,788</b>

<u>Investments (Edward Jones Accts)</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
Goetz Estate Fund	62,776 \$	62,575 \$	62,580 \$	76,152 \$	75,000
Asmus Estate Fund	51,706 \$	55,336 \$	54,743 \$	56,863 \$	62,824
Student Aid Fund	988 \$	342 \$	5,201 \$	4,481 \$	3,881
Disaster Fund	3,523 \$	4,048 \$	4,342 \$	4,136 \$	3,701
<b>Total Investment Balances</b>	<b>\$ 118,992</b>	<b>\$ 122,301</b>	<b>\$ 126,866</b>	<b>\$ 141,632</b>	<b>\$ 145,407</b>

<b>Beginning Balance - Cash Accounts</b>	<b>1/1/2022</b>	<b>\$ 227,591</b>
		Income \$ 579,636
		Disbursements \$ 615,310
<b>Ending Balance - Cash Accounts</b>	<b>12/31/2022</b>	<b>\$ 191,917</b>

## TREASURER'S REPORT FOR 2022 pg 2

<u>Maintenance Expenditures</u>		<u>2022</u>
Heating/Air Conditioning ( <i>J&amp;L Mechanical</i> ) & Boiler License:	\$	9,833
Fire Alarm System ( <i>Johnson Controls</i> ) & Extinguisher:	\$	2,411
Kitchen Exhaust fan & Stove Pilot Light ( <i>Wichman</i> )	\$	1,671
Plumbing Maintenance ( <i>Siglar/Sieving</i> )	\$	1,052
Lighting - bulbs/exit signs	\$	362
Bat Removal Donation	\$	177
Parsonage ( <i>Siglar/Sieving</i> ) ( <i>water heater, sump pump, water extraction from basement; plumbing issues</i> )	\$	2,462
<u>Memorial fund expenditures:</u>		<u>2022</u>
Parlette Compassion Fund Disbursements ( <i>2 individuals: \$543 utility bills and \$200 car repairs</i> )	\$	743
Upper Room Devotional Magazines	\$	205
Altar/Advent Candles	\$	65
Communion Supplies	\$	84
<u>Benevolence Funds</u>		<u>2022</u>
OCWM (NW Ohio Assoc)	\$	4,420
Genoa Food Pantry	\$	1,940
Missionary Jay Herman-CRU	\$	1,955
Toledo Gospel Rescue Mission	\$	260
Christmas - Church Family Donations GRANDLOVE	\$	300

I am always available for any questions from anyone in the congregation. Email: [treasurer@stjohngenoa.org](mailto:treasurer@stjohngenoa.org)

Respectfully Submitted, Marsha Mihalko, Treasurer



St. John's Church (UCC) - Genoa OH - Treasurer's Report as of December 31, 2022

Account #	Account Name	YTD Balance
<b>Income:</b>		
4000.0	General Giving	\$201,154
4019.0	Special Events Income	\$2,925
4003.0	Capital Improvement	\$2,620
4700.0	Womens Ministry	\$1,465
4000.5	Media Center/Tech	\$1,447
4000.7	Building Rent	\$862
4005.0	Music	\$809
4000.3	Flowers	\$746
4005.1	Piano/Organ Maintenance Income	\$380
4003.5	Maintenance Bldg/Equip/Grounds Income	\$162
4000.9	Bureau of Workers Comp Premium Refund	\$66
4098.1	Online Giving Fees Donated	\$63
4098.0	Copier Income (Copies/Lease Refunds)	\$49
4000.4	Interest	\$34
4xxx.x	Youth Trips/Retreats/Fundraising	\$8,451
4002.2	Vacation Bible School	\$3,171
4777.7	Bibles for Nurturing Center Kids	\$2,865
4002.0	Youth Ministry	\$1,900
4002.1	Sunday School	\$438
4001.0	OCWM Income	\$4,420
4004.2	Genoa Food Pantry Income	\$1,940
4004.9	Back Bay Mission Trip	\$1,636
4004.1	Jay Herman - CRU	\$755
4004.0	Local Mission	\$691
4004.5	Funerals Income/Donations	\$667
4004.8	Toledo Gospel Rescue Mission Income	\$260
4008.0	Memorial Undesignated	\$2,280
4008.2	Memorials/Parlette Compassion Fund	\$100
4008.1	Interest Memorial Fund	\$16
4010.1	Edward Jones Investment Return Asmus Fund	\$895
4010.3	Edward Jones Investment Return Student Aid Fund	\$777
4027.0	Edward Jones Goetz Income & Investment Fund	\$202
4010.2	Edward Jones Investment Return Disaster Fund	\$188
4007.1	Nurturing Center Payroll Reimbursement	\$293,774
4007.2	Nurturing Center Expense Reimbursement	\$15,247
4097.0	Christian Ed Dir Nurturing Center Reimbursement	\$9,928
4006.0	Elderlife Reimbursement	\$9,255
4011.0	Passthrough Dollars	\$6,998
<b>Total Income</b>		<b>\$579,636</b>
<b>Expenses:</b>		
5003.6	Maintenance-Equipment	\$13,897
5017.3	Insurance-Liability	\$11,234
5003.8	Janitorial Services	\$10,816
5020.0	Office-Copier	\$5,870
5003.0	Capital Improvement Exp	\$4,127
5019.4	Special Events	\$3,469
5018.3	Property Taxes	\$2,606
5018.4	Parsonage Expenses	\$2,462
5026.1	Forward in Faith Expense	\$1,925
5020.1	Office-Operating Supplies	\$1,717
5005.2	Piano/Organ Maintenance	\$1,490
5003.5	Maintenance-Building	\$1,463
5020.2	Office-Postage	\$1,431
5003.4	Janitorial Supplies	\$1,364
5000.9	Fees, Dues, & Membership	\$1,123
5700.0	Womens Ministry Exp	\$1,093
5017.1	Online Giving Vanco/Halo Expense	\$1,015
5000.7	Advertising	\$999

Expenses		
5005.0	Music Exp	\$936
5000.3	Flowers Expense	\$745
5000.5	Media Center/Tech Exp	\$704
5019.3	Honorariums/Gifts	\$518
5004.8	Mission Kitchen Misc Paper Products	\$514
5036.0	Worship Expenses	\$351
5035.0	Building Use Expense	\$250
5018.2	Mileage Allowance - all staff \$0.585 per mile	\$242
5009.0	Women's Ministry Expense	\$230
5019.2	Guest Speaker/Minister	\$200
5020.4	Health Ministry - First Aid Expenses	\$184
5003.7	Maintenance-Grounds	\$177
5000.6	Call to Care Exp	\$141
5028.0	Evangelism	\$68
5020.3	Subscriptions & Books	\$47
5000.4	Conference-Mtg Expenses	\$15
5000.x	Youth Trip/Retreat/Fundraising	\$9,460
5002.2	Vacation Bible School Exp	\$2,954
5002.1	Sunday School Exp	\$1,578
5777.7	Bibles for Nurt.Center Kids	\$1,223
5002.0	Youth Ministry Exp	\$945
5002.5	Confirmation Class Exp	\$391
5001.0	OCWM Exp	\$4,420
5004.2	Genoa Food Pantry Exp	\$1,940
5034.0	Bernice LaPlantz Estate Exp (CRU)	\$1,200
5004.1	Jay Herman - CRU Exp	\$755
5004.0	Local Mission Exp	\$407
5004.5	Funerals Exp	\$267
5004.7	Toledo Gospel Rescue Mission Expense	\$260
5008.2	Memorials/Parlette Compassion Fund	\$743
5008.0	Memorial Undesignated Expense	\$394
5012.0	Senior Pastor Salary	\$56,849
5014.2	Office Salary (Office Mgr/Treasurer)	\$38,135
5039.0	Christian Ed Salary	\$17,500
5014.1	Music Salary (Organist/Choir Dir)	\$14,033
5012.1	Senior Pension Plan	\$9,265
5012.6	Senior Health Insurance	\$4,681
5039.2	Christian Ed Dir Health Benefits	\$3,290
5029.0	Assistant Pastor (Family)	\$2,551
5012.5	Senior Equity Housing Acct.	\$2,500
	Payroll Taxes - Staff 7.65%	\$5,445
5012.4	Senior Life & Disability	\$993
5017.4	Workers Comp - Church employees only	\$359
5012.3	Senior Subscriptions & Books	\$299
5021.3	Utilities-Gas	\$10,533
5021.2	Utilities-Electric	\$10,155
5021.8	Utilities-Parsonage	\$2,639
5021.7	Utilities-Water	\$1,394
5021.1	Utilities-Internet	\$1,275
5021.6	Utilities-Telephone	\$704
5021.5	Utilities-Sewer	\$526
5021.4	Utilities-Refuse	\$63
5015.1	Nurturing Center Payroll	\$293,774
5015.2	Nurturing Center Expenses	\$11,958
5025.0	Elderlife Reimbursement Exp	\$10,154
5011.0	Passthrough Dollars Exp	\$6,998
5026.0	Nurturing Center Health Care	\$3,504
5023.1	Edward Jones Investment Loss Asmus Fund	\$3,325
5023.2	Edward Jones Asmus Fund Exp	\$1,200
5024.0	Edward Jones Disaster Fund Exp	\$713
5022.0	Edward Jones Student Aid Exp	\$132
	<b>Total Expenses</b>	<b>\$615,309</b>