

Advancing the Spirit's guidance into God's future

LOCAL CHURCH PROFILE



MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

UNITED CHURCH
OF CHRIST



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LOCAL CHURCH PROFILE



Laurel Hill United Church of Christ
Suffolk, Virginia

Name of Position Opening - Pastor

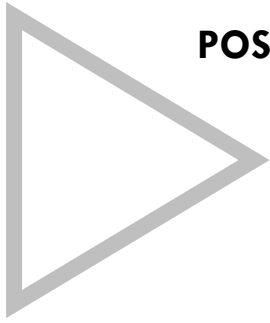
Southern Conference, Eastern Virginia Association

March 14, 2023

LOCAL CHURCH PROFILE CONTENTS

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



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Laurel Hill United Church of Christ

Street address: 8001 South Quay Rd., Suffolk, VA 23437

Supplemental web links: www.laurehillucc.org

Additional ecumenical affiliations:

- Holland Ministerial Alliance
- Holland Community Food Giveaway

Conference: Southern Conference

Association: Eastern Virginia

UCC Conference or Association Staff Contact Person :

Rev. Dr. John T. Myers

Associate Conference Minister, Eastern Virginia Association

757-676-7068

johnmyers2122@gmail.com

Summary Ministry Description:

- We want to expand our membership to reflect a more diverse congregation generationally. We are looking for a pastor to aid in our expansion efforts with nurturing care, knowledgeable leadership, and commitment.

Photographs:

[*Laurel Hill United Church of Christ Photo Album*](#)

What we value about living in our area:

- Residents enjoy a sense of security.
- Citizens can develop strong community ties.
- People gravitate to our area for the opportunity to experience rural living.

Current size of membership: 155

Languages used in ministry (*other than English*): N/A

Position Title: Pastor

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: ½ Time

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK

Core Competencies:

- Preparation and leadership of Sunday worship including scripture study, sermon preparation, preaching, offering of prayers, etc.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- Pastoral care in collaboration with lay people (at least to those who are sick, elderly, or grieving)
- Participate in wider church activities such as conference and association meetings
- Study and prayer to increase faith and to improve skills so as to lead, teach, preach more effectively
- Energizing and deepening spiritual connections and faith understandings of others in all they do

COMPENSATION AND SUPPORT

Salary Basis: \$26,000

Benefits:

- Vacation – Two (2) weeks in the first year as pastor; increase to four (4) weeks in the 2nd year.
- Sick Leave (as needed)
- Travel Budget
 - UCC related travel to meetings, conferences, etc.
 - Visits to Sick and Shut-in
 - Weddings and Funerals

What is the expected living situation for your next minister?

- We do not have a parsonage and expect our pastor to commute as needed.

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

- The next minister should be in attendance for the activities related to the functions of the position.

State any incentives:

- Incentives will be discussed during the performance review after the pastor has been with the church for nine (9) months.

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

- Eastern Virginia Clergy Association – Meets every third Tuesday of the month at 10 a.m. for professional development, fellowship, and membership growth.
- Tidewater Pastoral Counseling Services – The Eastern Virginia Association has been in partnership with TPC for the past two years to offer counseling services to clergy, congregations, and lay members.
- Communities of Practices – These circles of trust are offered through a partnership with Catawba College in NC. There are four active EVA clergy-led communities now practicing. These communities give ministers a safe, confidential place to discuss all aspects of their ministries.
- Commission on Ministry – Commission provides periodic vocational support to encourage vocational development and ongoing discernment of those with ministerial standing. Commission also offers situational support to address in-depth a particular relationship or situation of concern that has arisen between a person with standing and ministry setting.

- One on one consultation and coaching with Associate Conference Minister and/or Conference Minister.

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

- We understand the need to have transparency about the pastor's schedule because of this situation. We want to make sure that the pastor's needs will align with the needs of the church. These are matters that we have worked through during the past 40+ years with pastors who were bi-vocational. This must be a trusting relationship. This is not new to us.

WHO IS GOD CALLING TO MINISTER WITH US?

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

- Developing and supporting religious education programs for youth
- Planning and leading worship sensitive to the needs of the congregation
- Attending to the spiritual development of members
- Planning and leading a program of new member recruitment

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

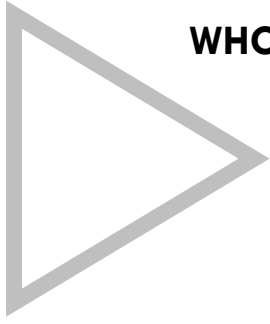
- We are looking for a pastor that will work with us to attract new members, tend to the spiritual needs of members, and focus on religious education programs for our church and for the community.

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

- Our next ministerial leader should be called to preach and teach the gospel, to administer the sacraments and rites of the church, and to exercise pastoral care and leadership. The person should also be a strong orator and authentic communicator capable of relating Biblical truths in meaningful, practical, and creative ways to current times. We are looking for a pastor who is a genuine Christian leader who will help us to fulfill our vision for the future of Laurel Hill UCC and who will respect the culture of the church and the community. More importantly, our pastor should love God and His people, have knowledge of the Word of God by studying and preparing, and living by the Word.

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.

- Exhibiting a spiritual foundation and ongoing spiritual practice
- Building transformational leadership skills
- Working together for justice and mercy
- Strengthening inter- and intra- personal assets



WHO IS GOD CALLING US TO BECOME?

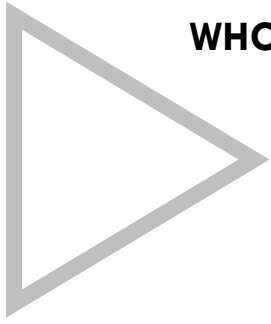
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

- God is calling us to help members to understand their resources as expressions of Christian stewardship.
- God is calling us to expand worship services by providing contemporary worship experiences.
- God is calling us to focus on Christian Education for youth.
- God is calling us to share the good news of the Gospel with the unchurched.

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

- God is calling us to increase our community engagement with social justice issues and reform. We see a need to be more proactive in these challenging times.



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11 – YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

- We are called to proclaim the Gospel of Christ and to lead a purposeful life. We pledge our lives to Christ in covenant with each other to demonstrate His spirit through worship, witnessing, and ministering to the needs of the people of this church, the community, and the world.

Describe several strengths or positive qualities of your congregation.

- Supporting the world mission of the church through study and giving.
- Engaging in acts of charity and service for persons in need.
- Providing worship that deepens members' experience of God and the Christian tradition.
- Encouraging members to act on the relationship of the Christian faith to social, political, and economic issues.

Describe what worship is like when your congregation gathers.

- Members are free to worship and respond in their own way – ranging from meditative to passionate.
- Worship takes place in our sanctuary on every Sunday, apart from fifth Sunday.
- Norms of a service at Laurel Hill include – the Affirmation of Faith, a variety of religious based music, quarterly communion, and thought-provoking sermons.

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

- We encourage youth participation and leadership through worship.
- We provide opportunities for continued Christian Education through Bible Study, Sunday School, Vacation Bible School, Advent Presentations, Ash Wednesday Service, Black History Month Presentations, field trips, and workshops.

Describe how your congregation is organized for ministry and mission.

- When it comes to decision-making, how many hours are spent in meetings per month?
 - Official Board meets in January, May, and September for about an hour, and call meetings as necessary.
 - Church Conference occurs six times a year for about an hour.
 - Boards and Auxiliaries set their meeting times as necessary.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
 - When the Covid-19 pandemic presented itself, we had to arrive at a decision about holding services quickly. The Official Board met and came to a conclusion. There were many factors that had to be considered for the safety and well-being of our members. After much deliberation, the final decision was shared with the congregation. A plan was formed for virtual worship. A plan for continued worship was also organized as we returned to worship in person.
 - 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

11 – YEAR REPORT

UNITED CHURCH OF CHRIST ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS										
Church#:	763887									
Assoc:	776	Schedule:	0	Laurel Hill United Church of Christ	Suffolk	VA	23437			
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	175	70	62	0	0	0	0	0	0	
2012	175	70	62	0	0	0	0	0	0	
2013	175	70	62	0	0	0	0	0	0	
2014	171	70	70	0	0	0	4	0	-4	
2015	171	70	70	0	0	0	0	0	0	
2016	171	70	70	0	0	0	0	0	0	
2017	171	70	70	0	0	0	0	0	0	
2018	171	70	70	0	0	0	0	0	0	
2019	171	70	70	0	0	0	0	0	0	
2020	171	70	70	0	0	0	0	0	0	
2021	171	70	70	0	0	0	0	0	0	
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	\$71,277	\$0	\$3,300	\$200	\$3,500	\$0	\$3,500	4.63	\$74,777	\$0
2012	\$71,277	\$0	\$3,300	\$200	\$3,500	\$0	\$3,500	4.63	\$74,777	\$0
2013	\$71,277	\$0	\$3,300	\$200	\$3,500	\$0	\$3,500	4.63	\$74,777	\$0
2014	\$71,277	\$0	\$3,300	\$200	\$3,500	\$0	\$3,500	4.63	\$74,777	\$0
2015	\$71,277	\$0	\$3,300	\$200	\$3,500	\$0	\$3,500	4.63	\$74,777	\$0
2016	\$71,277	\$0	\$3,300	\$200	\$3,500	\$0	\$3,500	4.63	\$74,777	\$0
2017	\$71,277	\$0	\$3,300	\$200	\$3,500	\$0	\$3,500	4.63	\$74,777	\$0
2018	\$71,277	\$0	\$3,300	\$200	\$3,500	\$0	\$3,500	4.63	\$74,777	\$0
2019	\$71,277	\$0	\$3,300	\$200	\$3,500	\$0	\$3,500	4.63	\$74,777	\$0
2020	\$71,277	\$0	\$3,300	\$200	\$3,500	\$0	\$3,500	4.63	\$74,777	\$0
2021	\$71,277	\$0	\$3,300	\$200	\$3,500	\$0	\$3,500	4.63	\$74,777	\$0
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2016-2021	0.00	0.00	0.00	0.00	0.00	0.00	-100.00	-4.68		
2011-2021	-2.29	0.00	12.90	0.00	0.00	0.00	-100.00	-4.68		



CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	145	
Number of active non-members:	10	
Total of church participants (sum of the numbers above):	155	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	98.4%	
Less than 10, more than 5 years:	0.6%	
Less than 5 years:	1%	

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>
4	3	8	27	9	22	28	33	21	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	22%	Yes
College:	43%	Yes
Graduate School:	16%	Yes
Specialty Training:	18%	Yes

Throughout the history of Laurel Hill United Church of Christ, emphasis has always been on the importance of education. The historic Nansemond County Training School (1924) was the first Black public high school in Nansemond County (now Suffolk, VA). Mr. Hannibal E. Howell, who was a member of Laurel Hill, served as its first principal. Mr. Howell served with distinction for 42 years. The school was certified by the Commonwealth of Virginia with its first graduating class in 1931.

At Laurel Hill, opportunities are provided for church members to grow educationally. The church provides scholarships for Laurel Hill youth who continue their education at institutions of higher learning after high school graduation.

The Christian Education Ministry sponsors field trips and workshops/seminars on relevant topics pertaining to church life as well as for personal growth. Members are encouraged to develop educational goals and to pursue college degrees in various fields of study. Education is considered to be a tool for improving the quality of life for our church members.

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	45%	Yes
Adults who are retired:	55%	Yes

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

- Educators
- Health care professionals
- Various vocations: planning, engineering, mechanics, etc.

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 a historically Black American congregation founded in 1877 during the Reconstruction era.

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 – 3 Sunday School Classes	16	Sunday School Superintendent, Sunday School Teachers
Youth Groups or Classes – 2 Sunday School Classes	5	Sunday School Superintendent, Sunday School Teachers
Baptisms <i>(number since 2019)</i>	0	Pastor and Deacons
Christmas Cantata	150	Music Ministry with other church members
Church-wide Meals <ul style="list-style-type: none"> • Chat & Chew Sunday School • Church Picnic • Taste of Blackness • Easter Sunday Breakfast • Men’s Day • Mother’s Day Breakfast • Father’s Day Breakfast • Ash Wednesday Potluck 	75	Hospitality Committee, Sunday School Superintendent, Christian Education Committee, Men’s Day Committee, Custodian
Choirs and Music Groups <ul style="list-style-type: none"> • Youth Choir • Inspirational Choir • Senior Choir • Combined Choir 	25	Music Ministry
Church-based Bible Study	15	Pastor and Deacons
Communion <i>(quarterly)</i>	75	Pastors, Deacons, Deaconesses, and Clerk

<p>Community Meals</p> <ul style="list-style-type: none"> • Salvation Army • Rev. Dr. Martin Luther King, Jr. Breakfast 	160	Hospitality Committee, Women's Fellowship, Holland Holy Neck Civic League
Confirmation (<i>number confirmed since 2019</i>)	0	Christian Education Committee
Funerals (<i>number since 2019</i>)	10	Pastor, Music Ministry, Deacons, Facility Coordinator, Trustees, Hospitality Committee, Clerk, Custodian
<p>Intergenerational Groups</p> <ul style="list-style-type: none"> • Women's Fellowship • Pastor's Aid • Usher Ministry • Board of Deacons • Board of Trustees 	52	Leaders of Boards/Groups
<p>Theology or Bible Programs in the Community</p> <ul style="list-style-type: none"> • Community Bible Study • Vacation Bible School 	50	Pastor and Deacons Christian Education Committee
Weddings (<i>number since 2019</i>)	1	Pastor, Facility Coordinator, Custodian
Worship (time slot: 11:00 a.m.)	75	Pastor, Deacons, Music Ministry, Ushers, Trustees, Custodian, A/V Technician
<p>Other:</p> <p>Franklinton Center Day</p>	50	Sunday School Leaders

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?	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
N/A				

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

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

Staff Position		Compensation (full time, part time, volunteer)
Minister of Music		Stipend
Clerk		Stipend
Custodian		Stipend
Facility Coordinator		Volunteer
A/V Technician		Volunteer
Digital Equipment Technician		Stipend

REFLECTION

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

- We have approximately 95% adult membership. One of our goals is to increase active youth membership.
- Our membership is very active in the community and in the denomination.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	Please click here to see notarized letter from Chairman of Trustee Board and Church Treasurer regarding financial stability of LHUCC
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ N/A
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ N/A
Fundraising Events (Women's Day, Men's Day)	\$15,000
Gifts Designated for a Specific Purpose	\$12,000
Grants	\$ N/A
Rentals of Church Building	\$1,200
Rental Property	\$6,000
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$34,200

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

**LAUREL HILL UNITED CHURCH OF CHRIST
SUFFOLK, VIRGINIA
TRUSTEES PROPOSED BUDGET REPORT
2022-2023
General Treasurer**

Receipts	FY 2022-2023
ONE-HUNDRED THIRTY MEMBERS	\$105,000.00
1. Pastor's Salary	0
Total Package	0
2. OCWM	\$3,300.00
3. Holland Ministerial Alliance (\$100.00 per Quarter)	\$400.00
4. Flowers	0
5. Southern Conference	\$500.00
6. General Synod	1,500.00
7. Electricity	\$10,000.00
8. Utilities (telephone)	\$800.00
9. Southern Conference Capital 3yr Improvement plan (500.00 per year) (5/5 Church)	\$200.00
10. Fuel	\$9,000.00
12. Insurance	\$8,000.00
12. Franklinton Center	\$1,200.00
13. Association Dues (\$3.00 per member) (130)	\$390.00
14. Scholarship	\$800.00
15. Youth Fellowship	\$1,200.00
16. Benevolent	\$1,200.00
17. Homecoming/Revival	\$1,500.00
Total	39,990.00
18. Miscellaneous	65,010.00
Total	105,000.00

**Laurel Hill United Church
Suffolk, Virginia
Building Fund**

(Please note that these funds are used for building maintenance only.)

Receipts	FY 2022-2023
<i>Captains' Report</i>	
January & July	\$4,325.00
February & August	\$2,000.00
March & September	\$1,000.00
April & October	\$1,780.00
May & November	\$1,400.00
June & December	\$2,000.00
	\$12,505.00
Totals	
Cemetery	\$5,000.00
Men's Day	\$5,000.00
Rent of house	\$6,000.00
Rent of the Land	\$160.00
Totals	\$16,160.00
Disbursements	
Cemetery	\$5,000.00
Taxes (land and house)	\$3,596.57
Fellowship Hall Payment November, February, March	\$6,000.00
Totals	\$14,596.57
Miscellaneous	\$14,068.43
Totals	\$28,665.00

Respectfully submitted,

Trustees

Joseph Stokes, Chairperson
Enoch Copeland
Rosalind Holland
Morris Evans
Craig Stokes

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

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? 3%

What is the church's current indebtedness? \$0.00

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

We do have several renovation projects scheduled during FY 2022-23 ([Click here to view specifics](#)):

1) FOUNDATION SUPPORT COMPLETED – **PROJECT A**

Cost: \$22,000

REASON FOR REPAIR:

A) Weak floor under several areas in the sanctuary and pulpit area.

B) Sliding Curtain Petition due to weight and settling need to enhance underpinning

2) HVAC /HEATING SYSTEM INCLUDING NEW DUCTS - **PROJECT B**

ANTICIPATED COST: \$65,000.00

REASON FOR REPAIR:

A) Currently have 9 HVAC systems

B) Existing systems inefficient and deteriorated

C) Replace oil with heat pump due to energy and savings. Oil bill alone is \$2300 during winter months

D) Can reduce HVAC to 4 high energy efficient systems

3) BOILER REPLACEMENT UNDER HVAC/HEATING - **PROJECT B**

REASON FOR REPAIR: Outdated and More energy efficient system needed

4) STORM WINDOW REPLACEMENT - **PROJECT C**

ANTICIPATED COST: \$2500

REASON FOR REPAIR

- A) Consistent with upgrading heat and HVAC, keep the cool and hot air inside.
- B) Considering solar power to save money and sell power back to Community Electric

5) HEATING OIL REFILL:

COST: \$3,300.00 (DEC Thru MARCH)

6) OCWM

COST: \$3,300.00 ANNUAL

7) INSURANCE:

COST: \$8,885.00 ANNUALLY

8) TAXES

COST: \$5700 – All buildings and property

9) PROPERTY AND GROUNDS UPKEEP

COST: \$10,000

10) ADMINISTRATION: (CUSTODIAN, MINISTER OF MUSIC, CHURCH CLERK, COMPUTER ANALYST, GUEST PASTOR/SPEAKER, COVID SANITATION TREATMENT)

COST: \$23,700

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

Year(s)	Purpose	Goal	Result	Impact
2009	Fellowship Hall	\$400,000	\$ 400,000	Mortgage Paid 12/2019

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
N/A		\$	\$	

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

Does your church have an endowment? No

What is the market value of the assets? \$1.8 Million

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

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

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

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

Please comment on the above calculations or estimates: N/A

Other Assets

Reserves (savings): We have enough reserves to meet all financial obligations.

Investments (other than endowment): We have enough reserves to meet all financial obligations.

Does your church have a parsonage? No

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate tax value:

Available for minister residence:

Expected minister residence:

Condition of structure, systems, and appliances:

Entity in the church responsible for review and needed repairs:

Describe all buildings owned by the church:

- Church and Rental Property

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

- 24 acres – real property in Suffolk, VA

Which spaces are accessible to wheelchairs?

- Rear entrance, Fellowship Hall

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

- Laurel Hill United Church of Christ is in excellent financial position without major liabilities. We firmly believe our facilities and location enhance our ability for greater community outreach to expand church ministries.

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.

- 140th Anniversary Celebration – 2017
- Mortgage paid for the Fellowship Hall – 2019
- Church Foundation repair – 2022

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

- The Fellowship Hall mortgage was paid off in 12 years versus 20 years. The members made a financial commitment to ensure that the project received the necessary funds.

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.

- Members engage in open, honest dialogue to address concerns. Efforts are made to resolve issues in a timely manner before situations escalate. Traditionally, it has been our practice to rely on the pastor and lay leaders and their professional expertise to manage conflict resolution. In addition, advice and support in matters of conflict resolution can be provided by our Associate Conference Minister and/or Conference Minister.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Dr. Carl L. Sweat, Jr.	22	Yes
Rev. Dr. Joseph J. Ferguson	28	Yes

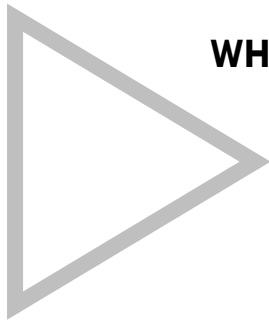
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

- In the history of our church, we have been blessed with pastors who have served the congregation for 20+ years. This consistency in ministerial leadership has been an asset to our church and its programs. Good leadership is essential to the success of a church or an organization.

Has any past leader left under pressure or by involuntary termination? No

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

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



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

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

- We participate in community worship services.
- Voter registration and election day drives
- Martin Luther King, Jr. Day Breakfast
- Holland Community Food Giveaway
- Salvation Army Community Feeding

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

- Our congregation is very active in the wider church. Many of our members have served on various boards and committees in relation to the work of the association and the conference. We have a commitment through giving. We are a Five-for-Five Congregation.
- Due to our church’s involvement in the Holland Ministerial Alliance (which is an ecumenical organization), we are participants in community worship services (Pre-Thanksgiving Service, Maundy Thursday Service, and Good Friday Service). In addition, our church participates in another ecumenical worship service – the Community Christmas Service which is traditionally held on Christmas Day (unless Christmas Day is on a Sunday). This gathering includes approximately 12 churches in the Holland community and surrounding areas.

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.

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?

- Creation Justice
- Economic Justice

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

- Holland Ministerial Alliance: Due to our church's involvement in the Holland Ministerial Alliance (which is an ecumenical organization), we are participants in community worship services (Pre-Thanksgiving Service, Maundy Thursday Service, and Good Friday Service). In addition, our church participates in another ecumenical worship service – the Community Christmas Service which is traditionally held on Christmas Day (unless Christmas Day is on a Sunday). This gathering includes approximately 12 churches in the Holland community and surrounding areas.

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.

- Our work compliments our mission statement. Our congregation is very involved in service and advocacy in the community.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

- The pastor is expected to participate in activities of the wider church. The pastor is also expected to minister to our community.

MISSION InSite

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

Trends & Opportunities

- More people are moving to this area.
 - Suffolk's population has grown by about 4,000 people since 2010.
 - There are opportunities for neighborhood gatherings.
- Families with young children are moving to this area.
 - About 26% of Suffolk's population is age 19 or younger.
 - There are opportunities for educational and social outreach for youth.

Click the following links to learn more about Suffolk:

- <https://www.suffolkva.us/1057/Demographics>
- <https://data.census.gov/profile?g=060XX00US5180095987>

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?

- Our congregation is reflective of the adjacent community. Most of our congregation lives within a 20-mile radius of the church.

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

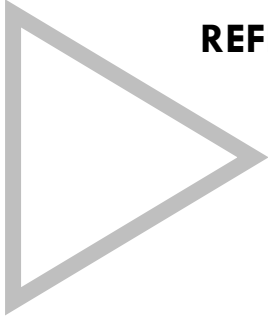
- To improve outreach to families and youth, we are becoming more in tune with technology (i.e. Zoom, Social Media, Website).

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

- Our church is known for education and civic involvement.

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

- New people often say that we are friendly and welcoming. Our grounds are even known for being inviting. Many people stop to rest at our picnic tables under the oak tree.



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 [\(Click here to view reference letter 1\)](#)

Mary A. Williams
Retired Educator Suffolk Public Schools
(757-657-6242 / mawill24@aol.com / Church’s Neighbor)

REFERENCE 2 [\(Click here to view reference letter 2\)](#)

J. Harold Faulk
Retired Planner Newport News Shipbuilding
(757-647-9313/ jhfaulk47@gmail.com / Community Leader)

REFERENCE 3 [\(Click here to view reference letter 3\)](#)

Curtis Holland
Retired International Paper
(757-377-7344 / curtisholland@charter.net / Community Leader)

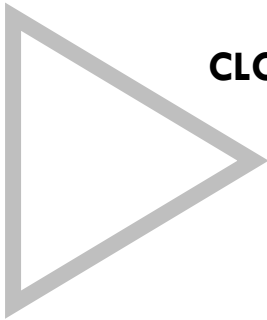
PROMPTS FOR REFERENCES

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.



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Laurel Hill
United Church of Christ

Habakkuk 2: 2 - 3

**Then the Lord answered me and said:
Write the vision;
make it plain on tablets,
so that a runner may read it.
For there is still a vision for the
appointed time;
it speaks of the end, and does not lie.
If it seems to tarry, wait for it;
it will surely come, it will not delay.**

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?
 - Input from Members through Surveys
 - Pastoral Search Committee
 - Financial Officers
 - Associate Conference Minister

2. Additional comments for interpreting the profile:

Signed March 14, 2023:



Lorita W. Mayo, Pastoral Search Committee Chair



E. Rick Copeland, Pastoral Search Committee Vice Chair



Cheryl W. Chappell, Pastoral Search Committee Secretary



Veronica Evans, Pastoral Search Committee Assistant Secretary



Gloria H. Revell, Pastoral Search Committee Chaplain

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Laurel Hill United Church of Christ is in good standing with the Eastern Virginia Association of the Southern Conference United Church of Christ.

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

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

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

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

My signature below attests to the above three items.

Signature: *Dr. John T. Myers*

Name / Title: John. T. Myers/Associate Conference Minister

Email: johnmyers2122@gmail.com

Phone: 757-904-3508

Date: March 14, 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