

CONGREGATIONAL PROFILE

(Form Revised October 3, 2017)

Position Being Filled: Minister - Full-time					
Name of Congregation: Central Christian Church (DOC)					
Street Address: 407 N. Market St.				Phone:330-262-4652	
City: Wooster		State: OH		Zip:44691	
Search Committee Chair: Barbara Smetzer					
Address: 3919 Dornoch Drive					
City: Wooster		State: OH		Zip: 44691	
Email Address: smetzb@gmail.com			Preferred Phone:330-601-0407		
II. MEMBERSHIP PROFILE					
1. Total Number of Members: 560			Number of Participating Members: 100		
Total Number of Participating Non-Members: 9					
2. Number of Participants:			Are these figures -	Estimated X	Actual □
Ages 1-11: 4		Ages 25-34: 8		Ages 55-64: 18	
Ages 12-17: 1		Ages 35-44: 2		Ages 65-79: 39	
Ages 18-24: 4		Ages 45-54: 3		Above 80: 30	
3. Church Family Profile: <i>(Note: Percentage may add up to more than 100%)</i>			Are these figures -	Estimated X	Actual □
Single Adults 18-35 11%		Single w/children at home 0%		Married 37%	
Single Adults 36+ 61%		Married w/children at home 5%		Blended Families 0%	
4. Education Level of Adults:			Are these figures -	Estimated X	Actual □
High School 72%		College 33%		Graduate School 4%	
Specialty Training 4%		Other -		Please Specify:	
5. Occupations of Participants: <i>(Note: Percentage may add up to more than 100%)</i>			Are these figures -	Estimated X	Actual □
Business/Retail 5.0%		Service 13.0%		Agriculture 9.0%	
Construction 0		Education 10.0%		Professional 22.0%	
Military 1.0%		Technical 5.0%		Manufacturing 3.0%	
Other 0		Homemaker 4.0%		Student 2.0%	

<i>(specify below)</i>				
Other Explanation				
From Totals Above:	Employed Full Time 30%		Retired 30%	
III. ORGANIZATIONAL INFORMATION <i>(Check those currently active)</i>				
1. Worship	How many worship services per week?		1	
<input checked="" type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance:	53
<input type="checkbox"/> Contemporary	<input type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance:	
<input checked="" type="checkbox"/> Other	<input checked="" type="checkbox"/> Facebook		Average Attendance:	47
Total weekly average attendance from all services: 100				
2. Educational Ministries – Average Weekly Attendance				
Children’s Church School	4	Adult’s Church School	0	
Weekly Children’s Program		(Name of Program)		
Weekday Adult Groups		(Name of Program)		
		(Name of Program)		
Total Average Weekly Education Attendance		4		
3. Administrative and Oversight Groups				
<input checked="" type="checkbox"/> Board	<input type="checkbox"/> Cabinet	<input type="checkbox"/> Personnel	<input type="checkbox"/> Pastoral Relations	
<input checked="" type="checkbox"/> Elders	<input checked="" type="checkbox"/> Diaconate	<input checked="" type="checkbox"/> Deacons	<input checked="" type="checkbox"/> Deaconesses	
<input checked="" type="checkbox"/> Planning/Functional Committees	How many? 6	<input type="checkbox"/> Other Groups	Specify other groups	
4. Ministries and Service Groups Within the Congregation (List all)				
List all active ministry and service groups and share information about their activities, focus and ministry. See Attachment “A”				

IV. STAFF (label those presently employed/serving as "FT"- full time; "PT"- part time; or "V" - Volunteer)							
	Pastor	1 FT		Youth Minister/Director	0	Office Staff	# 1-PT 1-V
	Co-Pastor(s)	# 0		Education Director	0	Other (Please Specify) 1-Custodian - PT	
	Associate Minister(s)	# 0		Organist/Accompanist 1- PT			
	Music Minister/ Director	# 0		Administrator 0			
V. PROPERTY							
				Year Erected	Adequate?		
1.	Sanctuary	Seating Capacity	180	1950	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2.	Education Unit	# of Classrooms	9	Part 1865 Part 1950	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3.	Fellowship Facility	Seating Capacity/	100-120	1950	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
		Tables	10 - round 20 - rectangle		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4.	Administrative Facility	# of Offices	3	1865	Yes <input type="checkbox"/>	No <input type="checkbox"/>	
5.	Off Street Parking	# of Spaces 67 with 5 handicapped spaces	We can also use the parking lot owned by the business next door on Sunday mornings.	Paved?			
				Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
6.	Building Program:		Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Projected? <input type="checkbox"/>		
If Building Program is "Yes" or "Projected", describe:							
7. Church Location (check all which are applicable)							
<input checked="" type="checkbox"/>	Downtown	<input type="checkbox"/>	Inner City	<input type="checkbox"/>	Urban	<input type="checkbox"/>	Suburban
<input checked="" type="checkbox"/>	County Seat	<input checked="" type="checkbox"/>	Neighborhood	<input type="checkbox"/>	Rural	<input type="checkbox"/>	Bedroom Community
<input checked="" type="checkbox"/>	Small Town						
8. Parsonage:			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No				
# of Bedrooms	# of Bathrooms	Garage? <input type="checkbox"/> Yes <input type="checkbox"/> No		Age of Parsonage	Condition of Parsonage		
9. Other Facilities: (such as senior housing, pre-school, camp, etc.) Rental house; storage shed; community green space across from the church							
VI. COMMUNITY							
1. Characteristics							
<input checked="" type="checkbox"/>	Industrial	<input checked="" type="checkbox"/>	Commercial/ Retail	<input checked="" type="checkbox"/>	College/ University	<input type="checkbox"/>	Medical Center

<input checked="" type="checkbox"/> Agricultural	<input type="checkbox"/> Military	<input checked="" type="checkbox"/> Tourist/Recreational			
2. Population Changes					
<input type="checkbox"/> Rapid Growth	Slow Growth		Other (<i>describe</i>) Steady growth		
<input type="checkbox"/> Rapid Decline	<input type="checkbox"/> Slow Decline				
3. Concerns					
<input checked="" type="checkbox"/> Teen Needs	<input checked="" type="checkbox"/> Senior Citizen Needs	<input checked="" type="checkbox"/> Race Relations	<input checked="" type="checkbox"/> Alcohol/Drugs		
<input checked="" type="checkbox"/> Crime	Population Changes		<input type="checkbox"/> Unemployment (<input type="checkbox"/> Seasonal or <input type="checkbox"/> Chronic)		
<input checked="" type="checkbox"/> Other	<i>(List other concerns here)</i> Affordable housing Homeless population				
4. Population Profile					
Total Population 26,751		<input type="checkbox"/> Estimated		<input checked="" type="checkbox"/> Actual	
Asian American 2.9%		African American 3.0%		Hispanic American 2.5%	
Haitian 0		Pacific Islander Less than 1.0%		Native American 0	
Middle Eastern Less than 1.0%		Euro American 9 0.0+		Other 0	
5. Demographic Trends: Ethnic trends, Religious trends, Economic trends, Political/Issue Trends – Describe your perception in narrative form and how you’ve arrived at them. How has your locale changed over the last 6 months, 5 years and 10 years? See Attachment “B”					
VII. FINANCIAL INFORMATION					
1. Income & Expenses for the last four years, beginning with the most recent year: (<i>Year Book Information</i>)					
	Year	Operating Receipts	Capital Receipts	Total Outreach Paid <i>(Include Disciples Outreach)</i>	Total Disciples Outreach Paid <i>(DMF, WOC, Reconciliation, etc.)</i>
A	2022	\$218,671	\$ -0-	\$18,657	\$7,250
B	2021	\$276,500	\$55,363	\$17,945	\$7,425
C	2020	\$258,640	\$27,455	\$17,384	\$6,425
D	2019	\$219,280	\$9,517	\$21,006	\$6,700
2. Current Total Debt: \$0			Monthly Payment on this Debt: \$0		
3. Reserve/Restricted/ Endowment Funds:		Building - \$0		Savings - \$0	
Permanent - \$0		Memorial - \$22,033		Other - Investments \$400,000+	

VIII. CONGREGATIONAL OUTREACH MINISTRIES <i>(please list)</i>			
1. Community Ministries Program <i>(e.g. food pantry, tutoring, etc)</i> See Attachment "C"			
2. Participation in Christian Church (Disciples of Christ) <i>(district/area, cluster, regional, general)</i> We provide funds for members wishing to attend the General Assembly. Members have provided bikes for Camp Christian staff and participated in the annual spring clean-up of Camp Christian			
3. Ecumenical and Interfaith Activities <i>(with other denominations, religious groups, local and regional)</i> Wooster Interfaith Partnership; Christmas Church Walk; DZ6 {with Zion Lutheran; VBS with Zion Lutheran			
IX. PREVIOUS PASTORAL LEADERSHIP HISTORY FOR PAST TWENTY YEARS			
Beginning with most recent, provide a listing of all clergy <i>(including installed and interim/transitional ministers, whether in senior, co-, or associate positions)</i> who have served your congregation during the past 20 years , and the requested information about those persons.			
Name of Minister	Position	Date Began	Date Ended
Rev. Mike Doak	Interim minister	6-4-23	N/A
Rev. Glen Schory	Minister	3-1-19	2-28-23
Rev. J Alexander	Interim minister	7-1-16	5-1-18
Rev. Joel Engman	Associate minister	7-1-06	9-1-09
Rev. Kevin Phipps	Senior minister	7-1-02	5-1-16
X. CONGREGATIONAL DYNAMICS/DEALING WITH CONFLICT			
Many congregations experience conflict at various times. Characterize your congregation's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your congregation: C= closely, S= somewhat, N= not at all.			
S	As a church, we respect and listen to each other and work things through without generating divisiveness.		
S	As a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides.		
C	Some have left our church because of conflict.		
S	Conflict hurts our sense of unity, but we tend not to talk about it.		
C	Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience.		
S	We have had some painful experiences with conflict, and they linger in the background.		
S	Open conflict is present, and we need a minister who can help us deal with it.		
	Other <i>(Specify)</i>		
	Comments:		
XI. CONGREGATIONAL DISCERNMENT			
The following questions are beneficial to a process of discernment that helps you look at yourself and also provide important information to your candidates. It is our hope that you'll spend significant time in reflecting on these ten questions prior to you providing the answers on this form. You may likely want to involve			

<p>discussion of them in various congregational venues to provide the Search Committee with a breadth of input. Discuss with your Regional Minister how this might be accomplished. We are encouraging answers on the Congregational Profile that are both succinct and well thought through.</p>
<p>1. What has God uniquely called you to be and do as a congregation (both now, and looking to the future)? Our congregation is generous and giving. We strive to be welcoming to all people, regardless. We recognize needs in our community and attempt to provide remedies. We are a “behind the scenes” church of active helpers, not interested in getting credit. The downside of this is that the community doesn’t know who we are or what we can offer them.</p>
<p>2. Describe the processes you used to hear God’s unique call for your congregation. Prayer, prayer, prayer. We use both the media and word of mouth to hear of community needs.</p>
<p>3. Describe the Spiritual Disciplines that are regularly practiced throughout this congregation. We serve Communion every Sunday. Church committee meetings are opened and closed with prayer. We practice Biblical seasons. The Lord’s Prayer is said aloud at each Sunday service. We dedicate babies and baptize older individuals. Intra-congregational Care Teams reach out to those in need.</p>
<p>4. Describe your sense of God’s covenantal call to be a part of the Christian Church (Disciples of Christ) and broader ecumenical/interfaith ministries. To give every person of faith a spiritual home, free of “must not’s”, “cannot’s”, and “don’ts”.</p>
<p>5. In what ways have members of the congregation been engaged in the Search and Call discernment process? A questionnaire was mailed out to all participating members and non-members, asking them to rate what characteristics of a minister were most important to them personally. Small focus groups were held twice for minister qualification discussions. Informal discussions have been going on since our last minister left.</p>
<p>6. What are the ministry opportunities you see in your particular context? What are the resources and gifts you have within the congregation to respond to these opportunities (including particular talents represented by members of the congregation; financial and other resources you have; the traditions you have manifested over the years)? There is ample opportunity to increase the congregation numbers. We have a high percentage of highly educated and professional members. who can and have provided valuable resources to past ministers. The fact we have no debt and have investments in the mid-six figures shows our church is on solid financial footing. Areas for future opportunities include Vacation Bible School, transportation, assisting the elderly with home maintenance and homebound Communion.</p>
<p>7. Describe the congregation’s strengths and growing edges. When misfortune strikes a community member or the community as a whole, the congregational response is not “oh no!”. The congregational response is prayer first and then “what can we do to help?” While we do an excellent job in supporting our community, we need to continue working to support and encourage each other. We need to find more effective ways to encourage our perpetual pew sitters to step up and serve their church. The same handful of people volunteer over and over. Our congregation is aging and families have so many more time commitments than in the past.</p>
<p>8. Describe the ways you make decisions and carry them out as a congregation. We have a variety of committees (Finance, Facilities & Operations, Worship & Music, Outreach & Community Service, Education & Discipleship, Congregational Care) in which congregational members make recommendations regarding their specific areas. These recommendations are then passed on to the SLT (Senior Leadership Team) who make the final decisions unless the matter must be brought to a vote by the entire congregation per the church by-laws. We have quarterly Congregational meetings following a Sunday service.</p>
<p>9. How is this congregation relevant to the needs of (a) the local community, (b) Disciples mission, and (c) the world? We provide a meeting place for Cub Scouts, AA members, ESL classes (English as a Second Language), several bridge player groups, a Coin Club, etc. We sponsor a Pancake Breakfast and a chicken BBQ each year. We provide gas vouchers, neighborhood cookouts, Halloween Trunk-or-Treat, Easter Egg Hunt, Pictures with Santa,</p>

etc. and prepare and serve one meal each quarter at a local church. We provide funding for a variety of disciple areas, such as the DMF, regional office, Camp Christian, Reconciliation, two theological seminaries, etc. We work closely with CAMO (Central America Medical Outreach) by providing funding, hygiene and dental kits, gently used medical equipment, etc.

10. How does this congregation bear witness in tangible ways to God’s healing, welcoming, reconciling presence in a broken world?

By providing gas vouchers, cleaning supplies, gifts at Christmas and many other tangible needs, along with a sympathetic ear and a prayer, without judgment or eligibility requirements, or other red tape. By putting out a welcome mat each Sunday and every day of the week. If the world is broken, we try to provide a bandage, through visitation, prayer concerns, providing transportation and helping hands (repairs, cleaning) when needed.

XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS

List four. Attach recent congregational mission statement and goals if available.

1. Bring back old friends to CCC lost through conflict within our church; growth in new members
2. Maintain community service projects
3. Keep the same minister for five years and beyond
4. Attract more youth; be able to restart successful youth programs of the past
5. Bring back weekly Bible Study for adults

XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS

1. Name the personal/professional qualifications you desire in your pastor.

A. Communication skills	B. Comfortable in relating to all age groups; Comfortable/motivated in making house calls
C. Ordained	D. Have considerable life experience
E. Sense of humor; able to laugh at self	F. Thorough Biblical knowledge and able to relate it to the present time in their sermons
G. Attends/participates in church activities; is active in community service clubs and events	H. Lead/support weekly Bible study

2. Educational Level (check one)

High School <input type="checkbox"/>	Undergraduate <input type="checkbox"/>	Seminary X	Doctoral <input type="checkbox"/>	Other <input type="checkbox"/>
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If other, please explain.

XIV. COMPENSATION, HOUSING, BENEFITS, EXPENSES. OUR CONGREGATION WILL PROVIDE THE FOLLOWING:					
1. Salary/Housing We can provide a cash salary and housing (including utilities, furnishing, insurance, etc.) in the range checked below:					
15-\$17,999 <input type="checkbox"/>	18-\$21,999 <input type="checkbox"/>	22-\$25,999 <input type="checkbox"/>	26-\$29,999 <input type="checkbox"/>	30-\$34,999 <input type="checkbox"/>	35-\$39,999 <input type="checkbox"/>
40-\$49,999 <input checked="" type="checkbox"/>	50-\$59,999 <input checked="" type="checkbox"/>	60-\$69,999 <input type="checkbox"/>	70-\$79,999 <input type="checkbox"/>	80-\$99,999 <input type="checkbox"/>	\$100,000+ <input type="checkbox"/>
Negotiable-based on candidate and experience <input checked="" type="checkbox"/>	Negotiable-based on candidate and experience <input checked="" type="checkbox"/>				
2. Provided Housing					
<input type="checkbox"/> Parsonage Fair Rental Value N/A					
3. Pension <input checked="" type="checkbox"/> Pension Fund (14% of combined value of cash salary and housing allowance/parsonage fair rental value)					\$5,614
4. Vacation Four (4) weeks including four (4) Sundays per yer					\$ Regular salary
5. Sick Leave Six (6) days per year; days do not roll over; not paid if not used					\$ Regular salary
6. Sabbatical Three (3) months after five (5) years of employment					\$ Regular salary
7. Family/Medical Leave Eight (8) weeks annually upon SLT approval					
8. Health Insurance					
<input checked="" type="checkbox"/> Taxable Stipend of \$11,330/yr.	<input type="checkbox"/> Negotiated Plan	<input type="checkbox"/> Other	<input type="checkbox"/> Canada Supplemental Health Plan		
9. Reimbursable Professional Expenses					
Auto Allowance - incl. in misc.	Assembly/Meeting Expenses-incl. in misc.	Books incl. in misc.	Miscellaneous \$5,000		
10. Reimbursement for cost of mandatory Criminal Background Check (CBC) \$160				Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
11. Moving Expenses The congregation will provide all					Negotiable <input type="checkbox"/>
12. FICA and Medicare offset - paid quarterly					
XV. DISCERNING AREAS OF GREATEST NEED FOR MINISTERIAL LEADERSHIP					
The list below is based on the requirements found in <i>Theological Foundations and Policies and Criteria for the Ordering of Ministry of the Christian Church (Disciples of Christ)</i> . It is used for describing a minister's areas of skill and expertise. It is expected that all ministers will demonstrate competency in each of these areas, but will excel in some more than others. Part of the Search & Call process is discerning a good match between the skills					

of the pastor and the needs of the congregation. In light of where growth is desired and God is calling you, please indicate the top 5 skills needed in your next pastor. One is most important; five is least.	
4	Biblical Knowledge Rooted and grounded in scripture and able to interpret and apply the scriptures in ways that are appropriate to original and contemporary contexts.
<input type="checkbox"/>	Church Administration and Planning Able to practice the principles of good administration, planning and implementing short- and long-range goals to enhance Congregational life in collaboration with teams and committees.
2	Communication Effective communicator ; able to facilitate effective communication within and on behalf of the church.
<input type="checkbox"/>	Cross Cultural and Anti-Racism Experience Sensitive to the different manifestations of racism and prejudice in the culture and committed to confronting and overcoming them.
<input type="checkbox"/>	Ecumenism Exhibit a commitment to working with other Christians and denominations, and with other faiths, in programs of common witness and service – articulating the vision of the ecumenical and global church as a starting place for mission.
<input type="checkbox"/>	Education and Leader Development Knows the foundations of Christian education and principles of leader development, and can demonstrate competency in teaching children, youth, and adults, including lay leaders and staff.
5	Ethics Help parishioners think critically about the relationship of their faith to justice, ethics and morality.
<input type="checkbox"/>	Evangelism Able to motivate congregational members to share their faith through word and action.
<input type="checkbox"/>	Mission of the Church in the World Understand and articulate the centrality of the call to mission given by Jesus Christ and the prophets, and can empower congregations to engage in mission from our doorsteps to the ends of the earth.
1	Pastoral Care Able to engage other persons with empathy and assess situations and relationships with the compassion of Christ, with sensitivity to culture and context, and to convey the healing power of God to those who suffer.
<input type="checkbox"/>	Proclamation of the Word Know the practice and theory of Christian preaching, and can proclaim the Word of God, share the Good News of Jesus Christ, and help congregational members apply their faith to daily life.
<input type="checkbox"/>	Spiritual Development Establish, maintain spiritual disciplines that lead to personal growth. Help others develop a rich spiritual life.
<input type="checkbox"/>	Stewardship Able to develop and encourage healthy stewards who recognize and share generously God’s abundant gifts for all creation.
<input type="checkbox"/>	Theology Able to articulate a coherent view of God’s nature and activity in relation to the Christian tradition, critically engage human situations from a perspective of faith, and help persons recognize theological issues in their daily lives.
<input type="checkbox"/>	Understanding of Heritage Know and appreciate the history and thought of Christianity and the history, structure, practices, and ethos of the Christian Church (Disciples of Christ).
3	Worship Know the purpose and elements of Christian worship, and can plan and lead meaningful worship by working with the worship team, musicians, and congregational members.

XVI. CONGREGATIONAL CONDUCT		
Our Congregation has taken official Action to adopt and abide by the “Ethical Guidelines for Congregational Conduct”.	Yes X	No <input type="checkbox"/>
<p>A PDF copy of the ETHICAL GUIDELINES FOR CONGREGATIONAL CONDUCT can be downloaded from the following website: https://www.discipleshomemissions.org/wp-content/uploads/2012/10/SC-EthicalGuidelines.pdf</p>		
XVII. ADDITIONAL INFORMATION		
<i>(Please use space below or attach your documentation to this packet)</i>		

Attachment "A": Ministries within the Congregation for the Congregation

Men's Breakfast - Men of the church meet at a local restaurant monthly for discussion and fellowship

Bereavement Lunch Committee - Both men and ladies of the church provide a meal following the funeral of congregation members, if requested to by the family

Prayer Chain - We have five groups of nine members each. The designated leader of each group gets a call from the church secretary when a member or a family member or a friend of a member is in need of immediate special prayers

Sunday Carry-In - on the first Sunday of each month, we meet in Fellowship Hall following the service for a meal and fellowship. The entree is provided and carry-in dishes from participants round out the meal. Bringing a dish is not required.....the motto is "If you can't bring a dish, just come and bring your smile".

Congregational Care - a volunteer sends out cards to members for birthdays, anniversaries, and get-well cards, and makes calls to our shut-ins to check on their well-being.

Hanging of the Greens - Congregation members stay after a Sunday service in late November and decorate three floors of the church, with special attention to the Sanctuary. Following New Year's, the congregation takes down the decorations and stores them away for next year.

Camp Christian Scholarships - the church contributed \$3,000 several years ago to Camp Christian to hold for full ride scholarships to the summer camp for youth from Central Christian. If no CCC youth are in need in a particular year, youth in need from other churches may access the funds through camp personnel.

Attachment “B”: Demographic Trends

We have been a college town for over 150 years, so the influence of other cultures has always been a part of the fabric of our community. In addition, the college offers a vista of the fine arts with an art gallery and music concerts. For forty-four years, it has been the summer home of the Ohio Light Opera Company, whose productions are attended by over 20,000 community members and state-wide opera enthusiasts. Since the 1970’s, Wooster has also been home of the Ohio State’s Ohio Agricultural Research & Development Center which is a reflection of the community’s agricultural history.

We are a faith-based community with over forty churches, with nearly 15% of those ten years or younger. Recent trends that nearly all of us are experiencing is lower attendance, fewer dollars coming in, and less commitment....but with the same or higher expenses. It is no longer taboo to schedule sporting and other events on Sunday mornings and families (especially those with children and grandchildren) are torn between church and secular events.

Population growth is slow but steady. We currently have 26,751 residents which is an increase of 103 from 2017. From 2012 to 2017 we grew by 110; from 2007 to 2012, we grew by 369; and from 2002 to 2007, we added 639 residents. All this to say in the last 20 years, Wooster has added 1,221 to its population.

There has been a definite and deafening increase in Wooster’s “in-need” population in the last fifty years at which time, a council of 12 churches started “People to People” Ministries”. Those in need could get food, clothing and help with other necessities. To this day, Central Christian supports PTPM with funds and food donations. Churches and service organizations have stepped up to provide meals on different days of the week. During the coldest days in winter, the local Salvation Army opened Severe Weather Center with donations from churches including CCC and manning it with volunteers (also including CCC). In 2022, there were 125 people considered homeless in Wooster: 63 of those were unsheltered and 62 were in shelters. This was down slightly from 140 in 2019. The average household income in 2020 was \$55,598 and per capita income was \$29,675. Eleven point six % of residents live in poverty. Persons aged 65 and over make up 18.6% of Wooster’s population, while women outnumber men 53.9% to 46.1%.

Wooster is home to many industries: Frito-Lay, Rayco, ArtiFlex, Wooster Brush, GOJO Industries, Daisy Brands and Schaeffler among others. We have award winning medical care in the Wooster Community Hospital and the Cleveland Clinic Wooster campus. In 2017, there were 716 employer firms in Wooster.

Retail growth has exploded in Wooster’s north end. Farms that have been in the same families for years have been parceled off until there are few left. Stores have trouble finding enough people to staff their stores. Unemployment in Wooster was 4.1% in 3-1-20, skyrocketed to 12.7 % in April of 2020 during the pandemic, and is currently down to 3.4%. Wooster’s appetite for more retail and restaurants seems insatiable.

Page 2 - Attachment "B": Demographic Trends

Affordable housing continues to be a real problem. In 2020, the average rental went for \$791 and has since skyrocketed. Getting a decent two bedroom rental for less than \$1,200/month in Wooster is a real find. This, of course, contributes to our homeless population.

Attachment "C" - Congregational Outreach Ministries

Severe Weather Center - located in and sponsored by the local Salvation Army, this is a place for Wooster's homeless to stay during the winter season. CCC provides some funding and volunteer staff.

Career Clothing - By appointment only, women with a need for work clothing or interview clothing can be fitted for up to three outfits. The congregation and community donate these gently used items.

Downtown Church Walk - on the first Friday in December, the downtown churches open their doors to visitors. Each church does things differently, but all are decorated for the holidays. CCC has live music, cookies and punch, and members on hand to explain the rich history of the church and buildings. We had approximately 350 people go through last year.

Activities on the Green - CCC owns the community green space across from the church and uses it as a place to sponsor Halloween Trunk or Treat, an Easter Egg Hunt, a summer cook-out, a food pantry, and a Christmas Blow-up display for neighborhood families who may require financial assistance.

Salvation Bell Ringers - in December, church volunteers ring bells for the Salvation Army Red Kettle Charity Drive at a local retail store.

LifeLine - two or three times a year, and open to the community, an outside medical group sets up in our Fellowship Hall to perform proactive medical testing in such varying areas as bone density, artery blockage, and cholesterol levels. A series of ten tests is done for a flat rate.

Cub Scout Pack #79 - CCC provides some funding for the troop, as well as meeting space, and supports their fundraising activities. The congregation is invited to attend special activities such as the annual cake auction.

People to People Ministries - this is a community-wide program that assists low income persons with emergency needs including food, household items, clothing, shut off notices, and emergency medical needs. We provide some funding, donate needed items, and some church members volunteer at the facility.

Cleanse My Soul - three times a year, we provide all manner of cleaning products to those in need. There are no eligibility requirements or red tape. Products include dish towels, bleach, dish soap, laundry detergent, paper towels, toilet paper, mops, brooms, buckets, trash bags, cleaning solutions, rubber gloves, and more.

Undie Sunday - each year we designate one month in which to collect socks and underwear which are distributed to our local school children.

DZ@6 - stands for Dinner at Zion Lutheran Church at 6pm. Once a quarter, our church prepares and serves a meal at the Zion Lutheran Church for those in need.

Pictures with Santa - on the second Saturday of December, we open the church to neighborhood and local school children to attend a themed Christmas party where they and their parents go from room to room to enjoy various activities. These include decorating a Christmas cookie to eat (one can never have enough sprinkles!), writing a letter to Santa, and "shopping" at Santa's Workshop for inexpensive gifts for their caretakers. Each child chooses a book and a stuffed animal and a goodie bag filled with candy and trinkets. And let's not forget the occasion's namesake: each child gets their picture taken with Santa to take home. A raffle is held with congregation-donated items such as a Flexible Flyer sled and bicycles. In the past, as many as 350 parents/children enjoyed the afternoon's festivities.

Monthly Mission - each month, the congregation participates in a month-long mission for different charities and nonprofits in our community. These activities include making and distributing valentines to local shut-in's and nursing homes; filling hygiene and dental kits for CAMO (Central America Mission Outreach); donating back-to-school items and backpacks; and providing food gift cards for a local veteran's facility.

Gas Vouchers - The church hands out thirteen gas vouchers, each for \$25, every month, to those needing help with transportation. Each individual is eligible for up to three vouchers per rolling year which begins on the date of their first voucher. The vouchers are good at a local gas station. No eligibility requirements or red tape involved.

Adopt A Family - Each Christmas, our local Department of Jobs and Family Services selects a family for the church, giving us the family's demographics, needs/wants, and sizes. Our congregation purchases and donates six or so wrapped gifts for each member of the family, as well as needed small household appliances (such as a microwave) and personal/hygiene products.

Mission Trips - In the past, able-bodied members of the congregation have volunteered for out-of-state mission trips to help rebuild houses and assist in general clean-up in areas hit by natural disasters. As our congregation population ages, we no longer have enough young people to make the trips. In the future, we may do local missions.

Young Shakespeare Acting Troupe - our church provides a place for a group of area children (through high school) to rehearse the plays of Shakespeare. Performances are held elsewhere.

Vacation Bible School - CCC provides funding and volunteers for a neighborhood-wide summer VBS in conjunction with Zion Lutheran Church. This was a project that was discontinued several years ago and just recently brought back to life.

Twelve Step Rehab Programs - our church provides meeting space for two different twelve step rehab programs.

