



## Brief Church Profile

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The Bath Church, United Church of Christ  
3980 W. Bath Rd, Akron, OH 44333  
330.666.3520  
[www.bathucc.org](http://www.bathucc.org)

### 1. WHO ARE WE TODAY – *description of who you are as a church, and your vision and mission statement*

One year ago, The Bath Church (BUCC) voted to become an Open and Affirming Church and we seek to widen our welcome and enlarge our neighborhood so that ALL might experience God's unconditional love. We are a multigenerational church family in a suburban/rural area that draws from several different school districts. Our rolling green hills and large campus can leave us feeling secluded at times, so we are in the process of developing partnerships with other local church families.

### 2. WE LIVE OUT OUR VISION AND MISSION THROUGH THE FOLLOWING – *worship, faith formation, care and fellowship, mission and outreach opportunities:*

We are currently working together to develop a new mission and vision statement that reflects who BUCC is today. We've reached out to partner with other local UCC churches to share God's love in real and tangible ways:

- on "Be The Church" Sunday we've partnered with First Congregational Church of Hudson to serve the community of North Akron in many ways-specifically by working at Forest Hill Elementary running a bike rally, helping the teachers, cleaning the school, landscaping the front of the building, and assembling power towers.
- we've joined together with First Congregational Church of Akron to staff their Feeding Hope food pantry and provide monetary support for those with food insecurities.
- we invited Richfield UCC to partner with us during a recent Rise Against Hunger event where we packed 10,152 meals to alleviate hunger globally by empowering communities, nourishing lives, and responding to emergencies.
- We've created a second worship service at 11:00 am called, "Come As You Are" that focuses on providing ways to experience Christ's love through our hands and feet.
- Introduced "Reaching Out & Building Beloved Community" time during our 9:00 am worship service to strengthen relationships within our church family.
- Packing 60 weekend care bags for hungry kiddos at Forest Hill CLC along with providing family support, teacher/staff support and clothing for those in need.

### 3. STATISTICAL DATA

Active membership: 250

Total reported membership was 798, however, we just reached out to members we haven't seen since before the pandemic and our new membership is: 474

17 and under 2.8%

18-24 7.2%

25-39	15%
40-59	19.6%
60-79	36%
80+	17.5%
Unknown	2%

Average worship attendance: 125

Average church school attendance: 23

Members serving on boards & committees: 45-50

Mission outreach giving annual percentage of the budget: 15% (this is an estimated percentage based on: \$36,000 through our annual budget, collection of UCC special offerings as well as other offerings-both monetary and goods)

Budget: \$760,000 proposed for 2024

Number of staff people: 8

Senior Pastor, Office Administrator, Facility Manager, Director of Music, Director of Youth and Family Ministries, Organist, Sound Engineer, Children's Choir Director

#### 4. WHAT HAVE BEEN SOME TRENDS IN THE CHURCH FOR THE LAST 5 YEARS?

Our church family is a theologically diverse body, and we've wrestled with leadership transition over the past 6 years which has caused some grief and anxiety among our membership. Our current Senior Pastor joined us on the journey two years ago and is helping us discern who God is calling us to be and how we can be the hands and feet of Christ in our hurting world.

Our Music Director introduced the "Music at Bath Concert Series" so that we can reach out and build beloved community through the musical and performing arts. This series seeks to present accessible, creative, and high-quality musical programs that will inform, inspire, and enrich the lives of the diverse communities in Northeast Ohio.

Our recently hired Director of Youth and Family Ministries brings vitality and a new energy to our church family.

#### 5. WHAT HAVE BEEN SOME TRENDS in the larger community/town in which the church is located?

Our city of Akron continues to struggle with the killing of Jayland Walker and a broader legacy of deep-rooted racial injustice. BUCC is working together with community partners to build a stronger and more equitable community. Our community also wrestles with poverty, food and housing insecurity, and rising opioid addiction rates.

#### 6. THE SPECIFIC MINISTRIES/ISSUES YOU EXPECT YOUR NEXT PASTOR to address during their tenure -including the gifts, talents, and skills and leadership style you are looking for in your next pastor

The Associate Pastor will collaborate with the full spectrum of BUCC program areas and work with all BUCC staff in a manner that fosters and facilitates creativity, collaboration, respectful and supportive teamwork.

Specifically, the Associate Pastor will empower our church family and BUCC groups to focus on justice and outreach through our ministries to serve the community in conjunction with our Faith and Outreach ministry. They will provide pastoral care in collaboration with the BUCC staff. They will collaborate

weekly with clergy and staff members to create and execute meaningful worship experiences including, but not limited to: weekly planning meeting, preaching monthly, attending special services, and worship for special occasions: weddings, funeral, baptisms.

7. **PROVIDE AN ESTIMATED COMPENSATION RANGE you are offering in dollar amounts. If less than full-time, specify the hours of work.**

Do you follow Conference Compensation guidelines Yes. We are open to someone seeking a full or part-time position.

\_\_Tim Hoolihan, Moderator\_\_\_\_\_  
Council/Search Committee Chairperson

\_\_\_\_\_Nov. 1<sup>st</sup>, 2023\_\_\_\_\_  
Date

**8. COMMENTS FROM THE ASSOCIATION**

\_\_\_\_Nayiri Karjian\_\_\_\_\_  
Signature of Association Staff

\_\_\_\_\_Nov. 15, 2023\_\_\_\_\_  
Date

Association Staff member assisting:

Rev. Nayiri Karjian, General Minister

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# ***The Bath Church***

## **United Church of Christ**

**Title:** Associate Pastor

**Position:** The Bath Church is open to full-time and part-time applicants. Our current staff can be found at <https://bathucc.org/about>.

### **Reporting and Accountability**

Associate Pastors report to the Senior Pastor and are accountable to the Leadership Committee. The annual goal setting process and performance evaluation will be done in concert with the Senior Pastor.

All pastors of BUCC have freedom of expression in the pulpit as well as freedom to express their views on faith issues outside the pulpit. They are expected to follow the Ordained Minister's Code as set forth in the UCC Manual on Ministry.

Each pastor called or designated to BUCC will protect and build their relationship with God and attend to self-care, taking full advantage of vacation time as well as opportunities for personal and professional development through clergy groups, conferences, and continuing education.

### **Overview**

This pastor's responsibilities would include justice and outreach, pastoral care, and worship leadership. This pastor will:

- Be a spiritual and collaborative leader in all aspects of congregational life within BUCC, with primary focus on justice and outreach, pastoral care, and worship; and
- Form healthy pastoral relationships with parishioners, and their families; and
- Help parishioners find and form meaningful connections to the ministries and mission of BUCC as well as to other members of our church family; and
- Represent BUCC in the wider community as appropriate to the work of the Associate Pastor and in concert with the directives of the Senior Pastor.

### **Qualifications**

The Associate Pastor can be a Member-in-Discernment or an ordained clergy in good standing with the United Church of Christ (or with dual standing with an affiliated denomination).

Qualities that are of the highest priority are:

- Visionary
- Creative
- Empathetic

Skills that are of the highest priority are:

- Ability to communicate effectively
- Ability to think innovatively and creatively
- Ability to lead a team, as well as collaborate within a team
- Preaching monthly
- Technologically savvy with a mastery of Microsoft office, zoom, etc.

## **Ministry Goals**

The work will require the Associate Pastor to collaborate with the full spectrum of BUCC program areas in order to be effective. This Pastor will work with all BUCC staff in a manner that fosters and facilitates creativity, collaboration, respectful and supportive teamwork.

### **Justice and Outreach**

The Associate Pastor will empower our church family and BUCC groups to focus on justice and outreach through our ministry partners and opportunities to serve the community in conjunction with our Faith and Outreach ministry.

### **Pastoral Care**

The Associate Pastor is expected to provide pastoral care to people primarily in the later life demographic, in collaboration with the BUCC staff. This involves, but is not limited to, personal visits, phone calls, and electronic/written correspondence, as well as providing for outside professional counseling and other referral services.

### **Worship**

The Associate Pastor will collaborate weekly with clergy and staff members to create and execute meaningful worship experiences. Activities include, but are not limited to:

- Weekly planning meeting
- Preaching monthly
- Special services (Ash Wednesday, Maundy Thursday, Good Friday)
- Worship for special occasions: weddings, funerals, baptisms, etc.

### **Additional Responsibilities**

- Maintain a working knowledge of the annual church budget and general operating procedures
- Participate in staff meetings, leadership meetings, deacon's meetings, fellowship and outreach meetings,
- Attend to denominational obligations and professional development
- Other duties as assigned

*BUCC is an equal opportunity employer with an inclusive workplace in which we embrace diverse backgrounds, experiences, and perspectives for the benefit of our staff, church family, and community.*