

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

Christ Church, United Church of Christ
Orrville, Ohio

Full-Time Settled Pastor

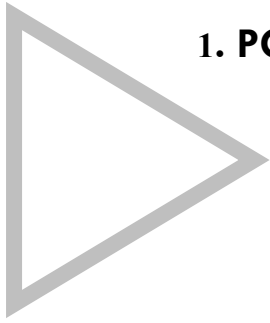
Heartland Conference, Living Water ONE Association

February 15, 2024

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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)*



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: Christ United Church of Christ (aka Christ Church)

Street address: 301 N. Main Street, Orrville OH 44667

Website: www.christucc.com

Facebook: <https://www.facebook.com/profile.php?id=100064519639986>

YouTube: <https://www.youtube.com/@ChristUCCOrrville/streams>

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

None

Conference: Heartland Conference

Association: Living Water Association, Ohio NorthEast

UCC Association Staff Contact Person:

Rev. Nayiri Karjian, Association Minister, 330-940-2220, nayiri.agm@livingwaterone.org

Summary Ministry Description:

Christ UCC in Orrville is embarking on an inspiring journey towards greater inclusivity and community impact as a newly designated Open and Affirming congregation with a rich history spanning over 150 years. The church envisions a future where its doors are not only open, but truly welcoming to all, fostering a spirit of acceptance and love. To reach this destination, the church needs a commitment to ongoing education and dialogue on matters of diversity and inclusion, ensuring that every member feels valued and heard. Collaborative efforts with local organizations and community leaders will be crucial in extending the church's influence and creating a broader, more interconnected faith community. Christ UCC seeks to invite individuals who share a passion for social justice, equality, and compassionate spirituality to join them on this transformative journey, contributing to the evolution of a church that not only embraces its historical roots, but actively shapes a more inclusive and impactful future.

Photographs:



Exterior view from Main Street



Gathering Area



Christmas Eve service



Christmas Eve service



Fellowship Hall – Daughter's Dinner



Fellowship Hall – Christmas Caroling Party



Lower level classrooms – service project



Youth Room – Youth Fellowship

What we value about living in our area:

The strong bonds we share with our neighbors create a supportive and welcoming environment that enhances our overall well-being. We deeply appreciate and celebrate local traditions, which not only connect us to our past, but also contribute to the unique and vibrant character of our area. We enjoy the advantages of a small, rural community while within close proximity to larger, urban environments.

Current size of membership:

Membership roster in our Church Windows database includes 415. We consider this more accurate than the 632 listed in the UCC Yearbook and the 11-Year Report.

Languages used in ministry (*other than English*): None

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:

Full Time

Does the total support package meet conference compensation guidelines? Yes.

1b. SCOPE OF WORK

- **Worship** - preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin sermon preparation, guidance for liturgists, planning of music in coordination with musical staff, preaching, and offering of prayers and sacraments.
- **Faith Formation and Church Vitality** - in coordination with lay leaders and staff members
- **Leadership Development** - encouraging, equipping, and enabling ministry among the laity and core leaders.
- **Pastoral Care** - in coordination with lay programs already in place – Care Visitors, Intentional Caring Unit (ICU), Parish Nurses, Merry Cooks, and Elders.
- **Weddings and Funerals** - for participants in Christ Church and the wider community.
- **Strategic Planning** - to strengthen current and create new directions in ministry.
- **Local Church Meetings and Teams** - attend and equip as needed in collaboration with lay leaders.
- **Wider Church Participation** - Encouraged to participate in Association and Conference activities and Association Communities of Practice for pastoral support.
- **Administrative Responsibilities** - Carry out the administrative duties of pastor with the assistance of an administrative assistant. Pastor is the administrative head of staff.
- **Financial Development and Stewardship** - preaching and teaching on stewardship as a spiritual discipline and working with the lay Stewardship Ministry Team on budget and finance issues.
- **Community and Ecumenical Involvement** - Encouraged to participate in Orrville Ministerial Association and other organizations or activities as time and interest allow.
- **Pastoral Counseling, Listening and Referral** – provide as needed.
- **Care for the Members** – hospital and shut-in visitation, additional support as needed.
- **Personal, Professional and Spiritual Development & Renewal** – Encourage self-directed growth for well-being and effectiveness in leadership.
- **Developing and Encouraging Discipleship** - within our congregation.

Core Competencies:

Caring – demonstrates empathy, creates an atmosphere where individuals feel valued and inspired

Engaging – being present to connect authentically with the congregation, relatable to members of all ages

Leader – of our spiritual journey and congregational growth through theologically sound, thought provoking, and relevant teachings

1c. COMPENSATION AND SUPPORT

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

Per Conference guidelines / Negotiable

Benefits:

Salary plus Benefits:

- Health and dental insurance
- Pension
- Housing allowance
- Vacation
- Continuing education time and financial support
- Business expense
- Mileage allowances

What is the expected living situation for your next minister?

Living nearby with a housing allowance

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

Reside within reason to maintain daily office hours and manage emergencies

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

Sabbatical leave (available after 5 years)

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

The Association has an active Community of Practice program and offers various workshops via the SPIRE (School of Possibility, Inspiration, Reimagining, and Exploration) Center. Each year, the Association will provide a number of “Healthy Practices for Ministry” programs – some are online, some are in-person. The Heartland Conference continues to create various networking groups that provide forums to support, encourage, and exchange ideas for ministry opportunities in the local congregation. Periodic retreats are put on by area clergy leaders and supported by our judicatories. Locally, the Orrville Ministerial Association meets monthly.

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

N/A – we expect this will be the pastor’s full time call

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.

Our goals are to deepen our understanding of the Christian faith and life as we are a progressive community grounded in tradition and the challenges of today's world, and inclusively engage individuals across multiple generations and at diverse points in their spiritual journeys, fostering a community where everyone feels welcomed and supported in their quest for deeper meaning and connection with their faith.

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

Lead and journey beside us as we engage in our local community, participate in service projects, and provide spiritual outreach.

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

We expect our next pastor's language to be culturally sensitive and relative to our time and context.

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

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- Praying actively and nurturing spiritual practices.
- Being called to ordained ministry by God and the Church.
- Continuing discernment of one's call in community.
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

ENGAGING SACRED STORIES AND TRADITIONS

- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.

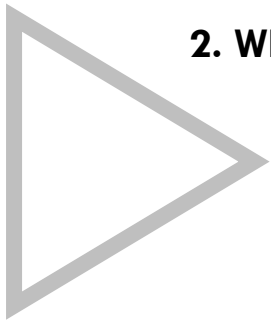
- Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church, from biblical times forward.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- Leading faith formation effectively across generations.
- Holding the Holy with integrity especially as represented in the Sacraments.

WORKING TOGETHER FOR JUSTICE AND MERCY

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.
- Identifying and working to overcome explicit and implicit bias in the life of the Church.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God's people.
- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.



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?

We aspire to fortify our unity and extend the warmth of our community to all by increasing the visibility of our enriching programs, vibrant fellowship, and faith offerings. Together we will be spiritual partners, sharing the love of God within our church and reaching out to embrace the wider community. As we grow in faith, support, and love, we are called to continue to build and strengthen personal relationships on our life-long journey of faith by gathering as an intergenerational church. We are actively continuing to enhance our visibility and awareness by ministering to our wider community, hoping to continue building partnerships with city organizations so that together we can address the needs of the community and respond as Jesus would.

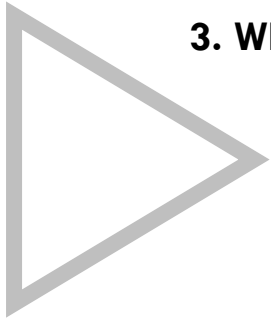
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

Fully living our Open and Affirming covenant:

Having adopted an Open and Affirming covenant, we are engaging in education and open dialogue, encouraging the congregation to deepen its understanding and commitment to inclusivity, ultimately fostering stronger, more supportive relationships within the church community.

Public awareness of Christ UCC:

We are actively working to enhance our visibility and awareness by promoting the Church through various channels. Our goal is to reach a broader audience and create a greater impact within the community. We strive to share our mission, programs, and fellowship more widely.



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.

Our welcome statement states:

As a beloved child of God, you are welcome at Christ Church to explore with us the Christian life.

Christians are baptized into communion with Christ.

To be in communion with Christ is to be welcomed into the full life of Christ’s church, including worship, education, leadership roles, Christian service, stewardship responsibilities, marriage vows, and funeral rites.

As an Open and Affirming congregation, this welcome is without regard to race, gender, economic status, sexual orientation, gender expression or identity, social status, or any other life circumstance.

We aspire to be a congregation nurturing faith-in-action in each other, our children, and others through education, mentoring, example and witness.

We strive to be a “heart-of-the-community” congregation, united in mission to our city and area.

There is a unity in our community and fellowship that transcends politics. An understanding for the viewpoints of others is always present.

For many, simply sitting in the quietness of our sanctuary, amidst the Tiffany stained glass windows, among fellow believers, allows us to experience the Holy Spirit.

Describe several strengths or positive qualities of your congregation.

One strength is our ministry to children and youth of our congregation and the community. The programs we provide offer a safe and welcoming environment allowing them to grow in faith and express themselves as they feel comfortable.

Additionally, our members have many talents, gifts and skills that they share on a daily basis with the Church. This is evident in the individuals involved in teaching, property upkeep, leadership and the “Ministry Teams” (e.g. Parish Nurses, Merry Cooks, Intentional Caring Units). We are extremely blessed to have a large number of talented musicians who enhance our weekly worship service with their musical talents, including vocals, bells, and instrumental, piano and organ skills. The Church also hosts community musical events.

Mission and service to those in need is deep rooted in our congregation. We are involved in activities such as giving to OCWM, fundraising and supporting disaster relief, mission trips, food drives, and toy and school supply collections. Mission trips have evolved over the years from simply being for youth to include participants of all ages in intergenerational trips as well as experiences for just adults. Congregational support for these endeavors has sponsored trips to South Dakota, West Virginia, Kentucky, Tennessee, Pennsylvania, Massachusetts, Mississippi, New Jersey, Louisiana, Ohio and Costa Rica.

Our shut-in members, although not worshiping with us each Sunday, are not forgotten. Members of the Intentional Caring Unit visit and deliver recordings of the Sunday service if not viewed via live-streaming, as well as make phone calls and send cards. Home Communion is provided by the Elders every other month. During the Christmas season, shut-ins are visited by multi-generational church caroling groups.

Church member initiatives contributed to the Church’s push to conserve our natural resources and preserve our environment. Programs have been implemented that have eliminated the use of styrofoam in our building, provided recycling opportunities within our building, sponsored a paper recycling container for community use on our grounds, installed a solar array on our garage, and offered a variety of educational programs to the congregation and community.

Describe what worship is like when your congregation gathers.

We gather on Sunday mornings to worship in a beautiful 111-year-old sanctuary surrounded by large Tiffany stained glass windows that depict Jesus as “The Good Shepherd” on one side and “The Woman at the Well” on the other.

We use a traditional liturgy, following the lectionary throughout the year. Our order of worship includes Gathering to Praise God, Listening for God’s Word, Responding to God’s Word, and Departing to do God’s work. Our congregation embraces a message that is thought provoking, challenging, and relatable with communion served monthly.

Children are welcomed and encouraged to remain in Worship and to participate in a Pastor led Children's Chat, continuing the lesson provided in Sunday School or the lectionary scripture. Our teens are fully involved in the life of Christ Church serving on various committees, serving as ushers and liturgists, and helping with the livestream during worship.

Music plays a significant role in our worship. Hymns are sung with pipe organ and/or piano accompaniment. Adult and Children's Choir Anthems, Hand Bell Choir and special music by individuals or small groups participate regularly.

We have strong traditions for special services such as Ash Wednesday, Maundy Thursday, sunrise Easter service, a Hanging of the Greens service during Advent, and two candlelight services on Christmas Eve.

Baptisms include a child being presented before the congregation during a morning service. This entails a traditional liturgy, parents vowing to raise the child in the church with support from the congregation and sprinkling of water from the baptismal fount.

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

Christian Education is a lifelong process of learning and spiritual growth. Sunday School programs are offered for all ages. In addition, we offer the following opportunities during the school year to church and community members:

- Age birth through Kindergarten:
 - Bigs and Littles – Monthly evening program that offers young children and their caregivers an opportunity to enjoy a Bible story and age-appropriate activities.
- Kindergarten through 5th Grade:
 - Kids' Club – Weekly evening program that offers elementary age children an opportunity to enjoy a Bible lesson, activities, and dinner among peers.
 - Vacation Bible School – Annual multi-day summer program that offers young children an opportunity to enjoy a themed Bible lesson and age-appropriate activities.
- 6th Grade through 12th Grade:
 - Confirmation – Youth are Confirmed into the Church during their 9th grade year. Prior to being confirmed, youth participate in a series of educational lessons led by the Pastor.
 - Mission Trips – Yearly, high school age youth travel to locations within The United States.
 - Youth Fellowship – Weekly evening program that offers middle and high school age youth an opportunity to enjoy a Bible lesson, activities, and build relationships with their peers. Off-site activities such as bowling, escape rooms, scavenger hunts, swimming, and more are incorporated in the yearly schedule.

- Youth and Mentor Program – As youth are preparing for confirmation, youth select a member of the congregation to serve as mentor to them through the remainder of their high school years and beyond.
- Adults:
 - Sunday School – A variety of classes are offered. The participants in each class select and lead their own curriculum. Curriculum varies from exploring the Bible, faith development, or discussing current topics in our society.
 - Personal reflection and study groups are made available to the congregation throughout the year.
- Multi-Generational:
 - Art & Soul – Monthly evening program offering a Bible lesson and craft project.
 - Mission Trips - Yearly, members of all ages travel to locations within The United States and abroad.
 - Retreats – Annual weekend gatherings are offered for Youth and Mentors, women, and intergenerational groups.
 - Summer Camp – Youth age children attend summer church camp, receiving financial assistance from the church.

Describe how your congregation is organized for ministry and mission.

Our Church Council leadership team consist of 9 individuals who meet monthly, elected by the congregation, whom are engaged in visioning oversight and policy making to achieve the purposes of the church. They guide our four ministry teams; Worship and Faith Formation, Care and Community, Mission and Outreach, and Administration and Resources. These teams consist of committees of lay volunteers who meet on a monthly or quarterly basis. Decisions in our Church are communicated through various formats; weekly email “Chat”, monthly email and printed newsletter including a synopsis of the monthly Council meetings as well as other program updates.

Each committee conducts their regular business during their monthly or quarterly meetings. If decisions are required outside of their scope of work, the item is brought before Council to review. The Pastor is required to attend the monthly Council meeting and be available for other committee meetings as requested.

When a crisis occurs, the issue is brought to Council’s attention immediately. Council will meet in addition to their monthly scheduled meeting as required to address the issue. If the issue is not resolved directly by Council, an ad-hoc committee will be formed of lay leaders to assist in recommendations to Council.

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

Attached at the end of the profile

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	203	With comment below, this is a subjective division of those on the roster
Number of active non-members:	15	
Total of church participants (sum of the numbers above):	218	

COMMENT: In addition to the 218 enumerated above, we have 82 additional individuals who are considered inactive and another 132 whose names are on the roster.

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	85%	Yes
Less than 10, more than 5 years:	10%	Yes
Less than 5 years:	5%	Yes

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>
20	13	4	22	10	13	26	49	61	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1%	Yes
Households with minors:	16%	Yes
Single adults age 35-65:	6%	Yes
Joint households with no minors:	44%	Yes
Single adults over 65:	33%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	86.3	Yes – taken from MissionInsite
College:	44	Yes – taken from MissionInsite
Graduate School:	7.2	Yes – taken from MissionInsite
Specialty Training:	6	Yes – taken from MissionInsite
Other (less than 9 th grade):	7.4	Yes – taken from MissionInsite

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	34%	Yes
Adults who are retired:	50%	Yes
Adults who are not fully employed:	8%	Yes

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

Our church congregation is a vibrant tapestry of diverse talents and professions. The richness of our congregation lies in the multitude of occupations represented, creating a supportive community where each individual's unique skills and contributions are celebrated.

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?

This congregation is historically of Swiss and German immigrant background, and descendants of that heritage are still members. In UCC history, we were a Reformed congregation and then Evangelical and Reformed. We have age, educational, political, and socio-economic diversity. While we are not racially diversified, we have welcomed an African American congregation to hold their worship service in our Sanctuary on a weekly basis while displaced from their facility.

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:

Multiple informational meetings and open conversations about Open and Affirming were hosted by a committee over the last year. Members were provided the opportunity to respectfully express their opinions, ask questions, and learn about what Open and Affirming would mean. On November 19th, 2023, over 75% of the congregation voted to enter into an Open and Affirming covenant and made its public witness to be a congregation of extravagant welcome.

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	4 classes, 34	Lay volunteers
Baptisms <i>(number last year)</i>	4	Pastor
Children’s Groups or Classes	6 classes	Lay volunteers, Faith Formation Coordinator, Youth Coordinator
Christmas Eve and Easter Worship	216 Xmas Eve 162 Easter	Pastor and Worship Committee
Church-wide Meals	25-50	Fellowship Committee/volunteers

Choirs and Music Groups	3 choirs, 40	Choir Director, Handbell Director, Carol Choir (Children) Director
Church-based Bible Study		Part of adult groups above
Communion (<i>served how often?</i>)	Monthly	Pastor and Elders
Community Meals	200+ Drive Thru	CUCC hosts; Friendship Meals organization prepares and serves
Confirmation (<i>number confirmed last year</i>)	1 in 2022; 3 in 2024	Pastor and Youth Coordinator
Drama or Dance Program	15	Christmas Pageant: Carol Choir Director, Faith Formation Coordinator, volunteers
Funerals (<i>number last year</i>)	3	Pastor, Organist, volunteers
Intergenerational Groups	25-50	Faith Formation Coordinator, Youth Coordinator, Fellowship Committee, volunteers
Outdoor Worship	84 (2023)	Pastor, Worship Committee, Choir Director
Prayer or Meditation Groups	30	Volunteers on Prayer Chain
Public Advocacy Work	None	
Retreats	3	Pastor, Faith Formation Coordinator, Youth Coordinator, volunteers
Theology or Bible Programs in the Community	25-30	Vacation Bible School
Weddings (<i>number last year</i>)	1	Pastor, Office Manager
Worship – 10:15am	86	Pastor, Worship Committee, Choir Director, Organist
Youth Groups or Classes	2 classes	Youth Coordinator and team of volunteers

Additional comments:

Intentional Caring Unit teams (regular contact with members and especially homebound)
– led by volunteers.

Christ Church Preschool – led by Director, Assistant Teacher and Preschool Board.

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)
Dana Kierstead	None	Retired Pastor		Yes
James Nelson	None	Retired Pastor	Pulpit supply at various churches including CUCC	Yes
Randall Gehres	None	Retired Pastor	Presently observing ethical boundaries	Yes

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:

Rev. Kierstead is a regular attendee and is a part of our Intentional Caring Unit teams, which make regular contact with members and especially the homebound.

Rev. Nelson is a regular attendee unless he is doing pulpit supply at other congregations and sings in the Chancel Choir.

While Rev. Gehres has been observing ethical boundaries over the past few years, he has been in open conversation with our interim Pastor regarding how to re-establish his presence as an active worshipping member of our 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
Youth Coordinator	No	Part-time	Pastor (HOS)	9 years
Faith Formation and Marketing Coordinator	No	Part-time	Pastor (HOS)	4 years
Administrative Assistant	No	Part-time	Pastor (HOS)	1.5 years
Choir Director	No	Chooses not to be compensated	Pastor (HOS)	41 years
Carol Choir Director	No	Part-time	Pastor (HOS)	3 years
Organist	No	Part-time	Pastor (HOS)	6 years
Handbell Director	No	Volunteer	Pastor (HOS)	20 years
Custodian	No	Part-time	Pastor (HOS)	4 years

REFLECTION

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

We have multiple staff people who coordinate widely varied and vibrant ministries utilizing the gifts and talents of our congregation. There are many ways and opportunities for people to become involved in the missions of Christ Church. Our lay volunteer leadership is strong and a blessing to this congregation. We have a large number of families with children who are active in our congregation, missions, and programs.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 272,824
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 9,912
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ - 0 -
Fundraising Events	\$ 1,587
Gifts Designated for a Specific Purpose	\$ 110,713
Grants	\$ - 0 -
Rentals of Church Building	\$ 7,626
Rentals of Church Parsonage	\$ - 0 -
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$ - 0 -
Transfers from Special Accounts	\$ - 0 -
TOTAL	\$ 329,644

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

\$384,162.02 – 2024 church budget attached at the end of the profile.

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

36% of 2024 operating budget.

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?

11% of 2024 operating budget.

What is the church’s current indebtedness?

Total amount of loan debt: - \$0 -

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. N/A

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

Year(s)	Purpose	Goal	Result	Impact
2017	Renovate Fellowship Hall & Kitchen improvements	\$ 60,000	\$ 72,705	Complete renovation of Fellowship Hall and some kitchen improvements
2021	Renovate Youth Room	\$ 20,000	\$ 20,000	Complete renovation of existing storage room into new Youth Room.

If a capital campaign is underway or anticipated, describe: N/A

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

Our Fellowship Hall is used by the congregation on a regular basis for meals, fellowship activities, and funeral meals. Each week, October through March, it hosts a meal for our Kids Club. During one week in the summer, it is the headquarters for our Vacation Bible School. It is used daily during the school year by our nursery school for their gym time. The weekly Friendship Meals community meal is prepared in the improved kitchen. On occasion, other community groups such as the Orrville Community Theater request use of it.

Our existing Youth Room was relocated to a new space in the church, renovated and revitalized to serve as a welcoming hub utilized throughout the week. Featuring bright colors and teen-friendly furniture, this essential space was transformed into a vibrant, comfortable hang-out space that authentically reflects the identity of our youth and provides a safe haven. The youth were hands-on and invested to see the project to successful completion; assisted with raising funds throughout the year, workshopped with a member to select the furnishings and finishes of the space, and helped with painting the room during the renovation.

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

What is the market value of the assets? **\$545,389**

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

Principal is not used. 10% of earned income is returned to the fund, and the other 90% is dispersed annually as designated in the bylaws – 1/3 to local mission, 1/3 to wider church mission, and 1/3 as designated by Council.

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

As mentioned above, only 90% of earned income is expended

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **None**

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

Please comment on the above calculations or estimates:

Our congregation is in stable financial condition with fiscally responsible policies and oversight.

Other Assets

Reserves (savings): **\$ 216,868**

Investments (other than endowment): **\$ 176,288 Pastor Housing Fund**

Does your church have a parsonage? **No**

Describe all buildings owned by the church:

Church building and one garage located in the heart of downtown Orrville. We have green space in the front and rear of our building and adequate parking.

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

Which spaces are accessible to wheelchairs?

All are accessible except the pulpit/chancel area. There is an elevator that goes to each floor, and a handicapped restroom on the main floor and lower level.

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

This is a financially stable and generous congregation.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

- 1) Congregation voted to become Open and Affirming.**
- 2) Covid allowed for technology upgrades to livestream and connect the congregation during a time when it was challenging to implement human contact.**
- 3) Staff retirements following stable ministry and a continuation of ministry.**
 - a) Youth Coordinator – retired in 2014 after 20+ years**
 - b) Christian Education Director – retired in 2017 after 20+ years**
 - c) Pastor – retired in 2018 after 25+ years**

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

A VIEW (Visioning Intentional Extravagant Welcome) committee was formed to evaluate and inform the congregation of what an extravagant welcome would mean in our church. Informational meetings and open conversations were hosted by the committee over the last year. On November 19th, 2023, over 75% of the congregation voted to enter into an Open and Affirming covenant and made its public witness to be a congregation of extravagant welcome.

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.

We embrace the fact that among us there is a wide variety of faith backgrounds, theological understandings, political leanings, and ideologies. In many ways, we have learned to accept each other where we are and have developed ways to work together, in spite of personal differences.

When there are minor conflicts, we have had faithful pastoral and lay leaders who address the issues directly, promptly and privately, such that the problem does not escalate.

We continue to establish a tone that focuses on what we can accomplish together while respectfully disagreeing on personal beliefs.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Brian Burke (Interim)	2022-present	Y
Michael Bone	2018-2022	Y
Randall Gehres	1993-2018	Y
Milton Ellis (Interim)	1992-1993	Y
Stephanie Bikel (Associate)	1992-1994	Y
Mark Steiner	1982-1992	Y

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

We value a Pastor who is able to fully integrate in the daily activities of the church outside of Sunday worship, engaging with persons of all ages. Our Church thrives with a Pastor who is aware and embraces Christ Church's traditions while working with us to find new opportunities. We desire a Pastor who can present theological perspectives and acknowledge that people within the congregation hold different viewpoints. But above all, we desire to call a person who is kind, compassionate, and cares for our members.

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

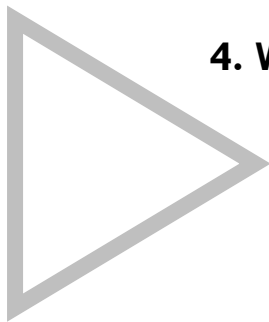
Yes, 1991 and 2022

Has your church been involved in a Situational Support Consultation?

Yes, January 1992, no further action required

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?

Christ Church offers many opportunities in which multigenerational members advocate for, and outwardly extend support to the local and wider community. In tandem with national and local service agencies, like

- Salvation Army – annual food drive sponsored by our youth, Angel Tree Christmas gifts
- The United Way - Sweet Dreams for Kids bed building
- Central American Medical Outreach (CAMO) - our annual daughter’s dinner makes baby bundles to assist new mothers in Honduras
- Friendship Meals - a weekly 200-meal carry-out program hosted by Christ Church
- AA 12-Step Program – offer meeting space in the church 3 times a week
- Missions at Home - joint program with the Orrville United Methodist congregation that undertakes periodic home repair projects in the local area
- Heartland Conference Disaster Relief – creation of clean up kits, volunteer aid
- The Turning Point Coalition - giving members the chance to mentor teenagers helping them learn how to make better choices
- Orrville’s Home for the Holidays – presenting a live nativity consisting of members of all ages
- Intergenerational and youth mission trips
- Sharing Our Resources Abroad (SARA) – monetary support for a doctor’s salary in Ukraine and support for the clinic
- Pastoral Emergency Fund – monetary support for local community members in need.

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

Christ Church has a long history of members participating in wider church settings, whether as delegates to Association, Conference, and General Synod gatherings or as Moderators of the various settings. We have also participated in Regional and National youth events; members have served as summer church camp directors; and others have served on a variety of committees and boards in these settings.

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

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

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input checked="" 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 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?

Accessible to All (A2A): With the exception of the chancel area, the building is fully accessible for those with physical disabilities and we have an adequate hearing-assist system, but we have not sought the A2A designation.

Creation Justice: An intern with the national UCC spoke to our congregation about the Climate Hope Initiative regarding environmental sustainability and social justice. The congregation had the opportunity to sign petition post cards that were returned to the national office for forwarding to the national legislature.

God is Still Speaking (GISS): Our congregation has been conversant with this campaign for several years. The phrase 'God is Still Speaking' is used regularly in our liturgy.

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

Our congregation has been active with other local churches in Thanksgiving and Good Friday services sponsored by the Orrville Ministerial Association. We partner with the Orrville United Methodist Church to undertake periodic home repair projects in the local area through Mission at Home. During the city's "Home for the Holidays" celebration, we set up a living nativity scene on the front lawn of the church.

As an introduction to other worship communities, our Confirmands and interested adults attend services at an Akron synagogue, a Greek Orthodox church in Canton, an urban congregation in Cleveland, and the local Roman Catholic church.

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.

"United in Serving Christ" truly reflects our commitment to serve our members, community, and greater church in all of our activities.

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 congregation has no restrictions or requirements regarding the minister's participation in community or wider church committees or activities. Participation in the Orrville Ministerial Association is strongly encouraged. Local ministers are invited to offer prayers prior to community gatherings such as city council meetings and school functions. As a downtown church, we have a mission that provides emergency financial assistance to community members who approach the church with specific needs.

4b. MISSION InSite

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

Our MissionInsite report shows an increase in families and young age children. In the Orrville City school system, there is an increase in racial and socioeconomical diversity. Opportunities for our church would include attracting more diverse families.

The report also indicated the poverty level in Orrville is slightly below the average. Although we provide support for those in need within the immediate community, as a downtown church we have an opportunity to be more available to our neighbors for outreach.

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 compares favorably to the data provided in the MissionInsite report.

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

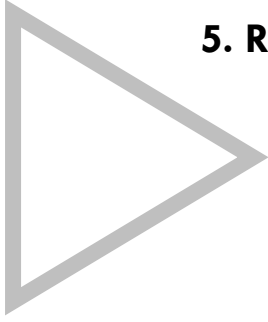
The demographics of our community have shaped the following programs in which we are involved. The weekly community carryout, Friendship Meals, has grown from serving 50-80 meals to over 200. The need for local home repair projects and support of low income or single parent families has grown, inspiring the creation of the Missions at Home and the Sweet Dreams for Kids bed building projects. Our Pastor's Emergency Fund continues to help those in need beyond other social service programs in the community.

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

We are recognized as an "unselfish" church that values service to the community. This is reflected in our cooperation with local service organizations.

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

New members are attracted by our engaging worship, the friendliness of the congregation, the dedication to children and families along with the level of programming available for them.



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Mark Auble, Director, Auble Funeral Home, Orrville
330-682-2966 / aublefh@yahoo.com / Funeral services

REFERENCE 2

Bert Ambrose, Retired Pastor
330-844-3870 / bert@thestorytellingpastor.com / pulpit supply and worship attendee

REFERENCE 3

Gary DeHart, Pastor, Independent Baptist Church
330-988-6317 / gelliotd@yahoo.com / temporarily hosted worship for congregation at Christ Church

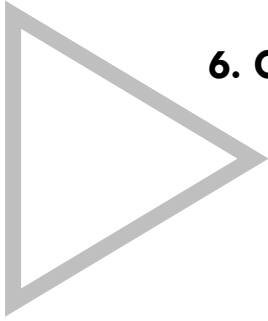
PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry.

Describe some areas for improvement in this church’s ministry.

Describe a significant experience you have had of this church’s ministry.

Anything else you wish to share.



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

I Called You

Written and Arranged by John Weyrauch for Christ Church Chancel Choir © 2001

*Faint but firm you heard my call,
“Follow me, be my servant, give your all.”
“Here I am, Lord,” you said and through all your days I’ve led;
Sheltered you, held your hand, not let you fall.*

Chorus:

*And I will always be with you, even to the end of the age.
Your name is written in my book of life,
Take a look, turn the page.
Before you walked, before you grew,
before your first breath I knew your name;
and I called you.*

*If you love me, feed my sheep,
And a faithful watch I’ll keep
Over them, over you, guiding all you say and do.
When you pray, when you labor, when you sleep.*

Chorus

*Let the children come to you.
You know I love them, make sure they know it too.
As they live, as they grow, teach them all they need to know.
So that I might call them as I called you.*

Chorus

*I chose you.
I called you.*

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.)*

- Transition Team
- Search Committee
- Staff Members
- Interim Pastor
- Committee/Team chairs
- Others as requested

2. Additional comments for interpreting the profile:

If there is anything that is not clear or creates questions, we will happily clarify.

Signed: *Julie Yates*

Julie Yates / Chair / February 13, 2024

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

A Congregation in good standing with the Association Christ Church UCC, Orville is an intergenerational, active, vital congregation called to be the light of God's love in the wider community. Although the church had been offering an extravagant welcome to all for the last many years, its newly designated Open and Affirming status has brought energy and excitement for further ministry beyond its walls. Christ church has a big heart for its wider community, its mission and for changing lives, and the congregation supports the Association in many ways with a variety of gifts and resources. The church is a strong faith community ready to begin its next chapter with new leadership and the Spirit's guidance.

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

Staff Comment:

Yes.

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

Staff Comment:

Yes.

My signature below attests to the above three items.

Signature:



Name / Title: Association General Minister

Email: nayiri.agm@livingwaterone.org

Phone: 203.722.9174 Mobile

Date: February 15, 2024

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

**UNITED CHURCH
OF CHRIST**





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

Church#: 524280
 Assoc: 566
 Schedule: 0
 Christ United Church of Christ
 Orrville
 OH 44667

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMB ADDS-REMOVED
2012	701	166	75	3	1	2	6	0	0
2013	694	159	78	3	0	1	11	0	-7
2014	694	161	71	2	1	4	7	0	0
2015	684	150	75	1	0	2	13	0	-10
2016	672	143	74	0	0	3	15	0	-12
2017	661	129	81	1	0	0	12	0	-11
2018	654	126	85	3	0	0	10	0	-7
2019	654	120	91	1	0	6	7	0	0
2020	646	120	93	0	0	0	8	0	-8
2021	641	65	96	3	0	0	8	0	-5
2022	632	86	110	0	0	5	14	0	-9

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
2012	\$295,652	\$0	\$47,506	\$25,366	\$72,872	\$15,205	\$88,077	16.07	\$383,729	\$348,975
2013	\$344,344	\$0	\$48,607	\$22,092	\$70,699	\$22,030	\$92,729	14.12	\$437,073	\$412,854
2014	\$380,753	\$0	\$47,212	\$8,932	\$56,144	\$26,686	\$82,830	12.40	\$463,583	\$380,202
2015	\$404,197	\$0	\$38,102	\$12,342	\$50,444	\$22,470	\$72,914	9.43	\$477,111	\$373,984
2016	\$395,194	\$0	\$35,320	\$6,903	\$42,223	\$16,198	\$58,421	8.94	\$453,615	\$373,627
2017	\$371,235	\$119,764	\$37,483	\$16,880	\$54,363	\$11,235	\$65,598	10.10	\$436,833	\$443,163
2018	\$320,670	\$14,088	\$0	\$13,546	\$13,546	\$15,047	\$28,593	0.00	\$349,263	\$346,812
2019	\$347,987	\$0	\$33,519	\$12,020	\$45,539	\$14,058	\$59,597	9.63	\$407,584	\$337,900
2020	\$322,419	\$0	\$32,405	\$17,077	\$49,482	\$16,494	\$65,976	10.05	\$386,395	\$298,243
2021	\$324,623	\$0	\$32,953	\$11,209	\$44,162	\$15,163	\$59,325	10.15	\$383,948	\$342,537
2022	\$362,187	\$0	\$30,798	\$23,380	\$54,178	\$20,052	\$74,230	8.50	\$436,417	\$329,471

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	EXPENDITURE
2017-2022	-4.39	-33.33	35.80	400.00	16.67	-2.44	-0.34	-0.10
2012-2022	-9.84	-48.19	46.67	-16.67	133.33	22.50	-25.65	13.73

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.