

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE



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

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Salem Belleman's Church
Mohrsville, PA 19541

Settled Pastor

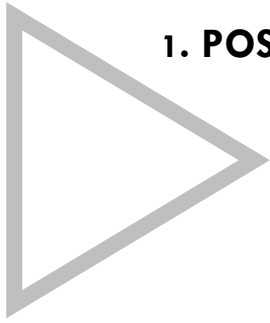
PA Southeast Conference, UCC
Northeast PA Synod, ELCA

TBC

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(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: Salem (Belleman's) Church

Street address: 3540 Belleman's Church Road, Mohrsville, PA 19541

Supplemental web links: Church email: salembellemans@frontiernet.net

Web site: www.bellemanschurch.org

Additional ecumenical affiliations:

We are a shared ministry of the Northeastern PA Synod, ELCA and the United Church of Christ.

Conference: PA Southeast Conference, United Church of Christ

Association: Covenant

Synod: Northeastern PA Synod, ELCA

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Rev. Kevin J. McLemore

Associate Conference Minister for Search & Call

C. 773-717-0029 mclemore@psec.org

Rev. Rachael C. R. Dietz

Executive Associate of the Bishop for Leadership

Northeast PA Synod, ELCA

610.266.5101, Ext. 13 rachael@nepynod.org

Summary Ministry Description:

We are an active congregation with many outreach programs and strive to do our best to help our community and beyond any way we can. In our congregational surveys there were several recurring ideas. Members hope for a Pastor who will stay for more than just a few years; a people person; inspirational with bible-based messages; energized; open to new ideas; prepared; family oriented who would work with the youth, do visitations and participate in church events. We look forward to opening even more doors with the leadership of a new Pastor.

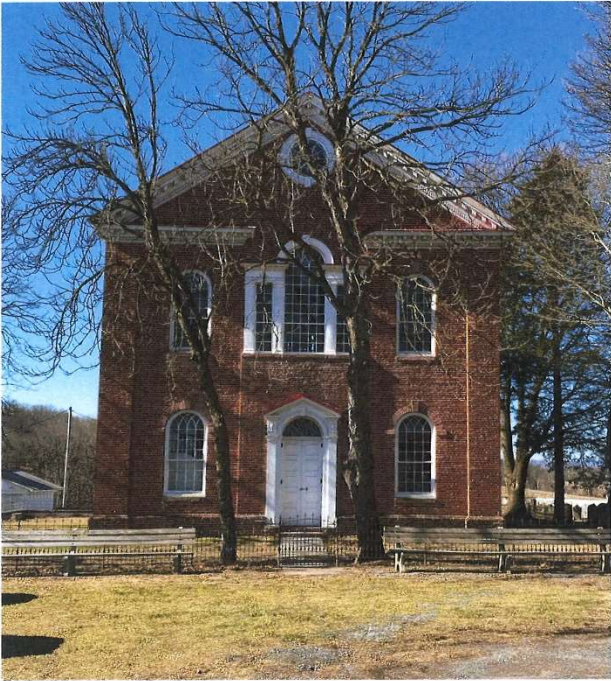
Photographs:

We have included photographs of our current church built in 1924 highlighting our beautiful sanctuary windows, and our historic church built in 1814 which is on the National Register of Historical places highlighting our wine glass pulpit and our 1865 hand pumped pipe organ. which is on the National Register of Historical places.

1924 Belleman's Church - Our Current Church



1815 Old Belleman's Church



What we value about living in our area:

We have an outstanding music program, including a dedicated choir and handbell choir, and our own Sunday School orchestra which plays Sunday mornings during the adult Sunday School class and at our outdoor worship services.

Another positive attribute/quality is our work ethic and the ability to get things done that need to be done. This includes not only the physical needs (property maintenance and volunteers at picnics, etc.), but donations and support of local missions. If there is a need identified, people will work to achieve that goal, which is evident in the support of our Capital Campaign projects. Also included in this work ethic are our Mission Team trips which are done 2 – 3 times a year by a dedicated group of volunteers. Our congregation supports these efforts by participating in two sandwich fundraisers a year which more than adequately pays the way for our volunteers, several of whom are local contractors.

Current size of membership:

According to the UCC data report we have 278 members. Currently we have 150 active and contributing members.

Languages used in ministry (other than English):

None

Position Title:

Settled Pastor

Position Duration (choose one, delete the other options listed):

Full Time

Compensation Level (choose one, delete the other options listed):

Full Time

Does the total support package meet conference compensation guidelines?

No

1b. SCOPE OF WORK

Pastor Expectations (Full time)

Obvious Expectations

1. Sunday Worship services (including Children's Sermon)
2. Monthly Communion (Maintaining both Altar and Pew traditions)
3. Daily Office Hours (and functions as required) – 3 to 4 days per week
4. Submit and Edit information for Sunday Bulletins and Monthly Newsletters
5. Meetings of Council, Consistory and Church Board
6. Plan with Music and Worship Committee (as needed)
7. Perform Funerals, Weddings, Baptism, Confirmation
8. Counseling – new member contacts, Transfers of Faith
9. Hospital Visits
10. Communion to Shut-ins (with assistance from Eucharist Team)
11. Teach Confirmation and First Communion Classes (Youth Group and Sunday School)
12. Vacation Bible School
13. Grief Support Meetings
14. Advise other committees as needed (Church Women, Christian Education, Congregational Meetings, Endowment, Eucharist, Fundraising, Personnel, Prayer Shawl, Property, Social Ministry, Vision and Mission)
15. Attend UCC Association and Conference, ELCA Synod and Pastor Meetings, etc. (Schuylkill Valley Pastors Association).

Special Church Services

1. Boy Scout Sunday
2. Easter season – Services for Ash Wednesday (two), Soup and Bread Suppers before Wednesday evening services (with a theme), Palm Sunday, Maundy Thursday Seder Meal (two). Good Friday, Saturday Passion Drama and Egg Hunt for children, Easter dawn service, Sunday School and Easter services.
3. Rogation Sunday
4. Celebration of Music Sunday
5. Mother's Day
6. Confirmation Sunday
7. Memorial Day (opening and closing prayer by Pastor for the services)
8. Father's Day
9. Harvest Home
10. Labor Day

11. Mission Sunday
12. All Saint's Day
13. Thank Offering Sunday
14. Thanksgiving Eve
15. Hanging of the Greens
16. First Communion
17. Christmas Eve (two)

Optional Related Activities

1. Participate in Mission Trips
2. Schuylkill Valley Food Bank
3. Jungle Offering Designations
4. Help with Fundraisers and Dinners

Notes

We believe we are a healthy congregation which can function and maintain our ministry in the absence of a Pastor, but look forward to the guidance provided by our newly called Pastor. We are hopeful, knowing that our Lord will lead us to a new vision with a new Pastor.

Core Competencies:

CARING – A person who will visit members who are sick, shut-in or inactive.

SENSITIVE – A person who can address the various challenges and needs of our congregation, both adult and youth.

SOCIABLE – A person who is willing to participate in church activities, and get to know church members personally.

1c. COMPENSATION AND SUPPORT

Salary Basis \$75,000 plus benefits

Benefits include:

- . *Vacation of four (4) weeks annually*
- . *Maternity/paternity leave as per guidelines*
- . *UCC/ELCA Retirement Annuity percentage as per UCC/ELCA guidelines*
- . *UCC/ELCA Life and Disability Insurance*
- . *UCC/ELCA Health Benefits*
- . *UCC/ELCA Dental Benefits*
- . *Social Security/Medicare Offset*
- . *Negotiable Continuing Education Funds*
- . *Negotiable Education Time*
- . *Sabbatical Leave after six (6) years for three (3) months a full salary*
- . *Other benefits such as weddings/funerals per policy*

And includes Ministry Expenses of:

- . *Travel reimbursement per IRS rate (excluding commute to office and church services)*
- . *Required meeting expenses for Conference/Synod*
- . *Books and Periodicals as per budgeted amount*
- . *Reimbursement of Criminal Background Check Fee*
- . *Negotiable moving expenses*

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.

We have no parsonage, and previous pastors have commuted, using a housing allowance.

State any incentives.

Optional incentives would be negotiable, and may include extra vacation days, professional reimbursement, mileage.

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

We have a Pastoral Care Team which is a sounding board for grievances, comments and suggestions which is strictly confidential. The members would be determined by a new pastor after they are more familiar with the congregation. Additionally, there are many opportunities through the UCC Conference and ELCA Synod for support including trainings. Communities of Practice, clergy retreats, and more. Our church is also part of the Schuylkill Valley Pastor Association.

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

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

We envision a new pastor, along with congregational help, energizing our youth group, rebuilding our church membership and expanding our mission work. We would have a new pastor work with our lay teachers to instruct confirmation and 1st communion classes.

We have very active committees who manage many of the functions of the church. A new pastor could bring new vitality into old programs.

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

Word of mouth about a new pastor could bring new members to the church, and especially if the youth group would bring friends and get them interested in church functions. A new pastor might have visions of new mission and outreach possibilities. Having a pastor who is involved with church events is noticed by the public.

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

No specific requirements.

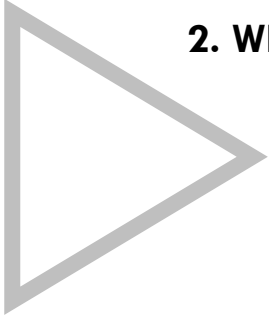
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

Our new pastor will exhibit a Strong Spiritual Foundation and an Ongoing Spiritual Practice,
by loving God, following Jesus Christ, and being guided by the Holy Spirit, living a life of discipleship. Our new pastor will understand the power of the Holy Spirit at work through the elements of Christian worship to nurture faith, and exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

Our new pastor will engage Sacred Stories and Traditions,
by exhibiting knowledge and understanding of the Hebrew Scriptures and the New Testament, and understanding the history of the Christian Church, from biblical times forward. Our new pastor will bring life to sacred stories and traditions in worship and witness, holding the Holy with integrity, especially as represented in the Sacraments.

Our new pastor will work for Justice and Mercy,
by identifying and working to overcome explicit and implicit bias in the life of the Church, engaging in mission and outreach, and building relationships of mutual trust and interdependence.

Our new pastor will Strengthen Inter- and Intra-Personal Assets,
by developing and maintaining a healthy sense of self as shaped by God, community, and life experiences, and respecting the dignity of all God's people. Our new pastor will demonstrate excellent communication skills and exhibit personal integrity and a strong moral character.



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 need to be an inviting congregation. In years past, Belleman’s was known as “The friendly church” and we need to maintain that reputation within the community to hopefully increase our membership.

Fellowship is an important part of any congregation. This would not only be greeting others between services, but also working together on various projects where people get to know each other more personally, and share ideas and experiences. New opportunities for fellowship would be welcomed.

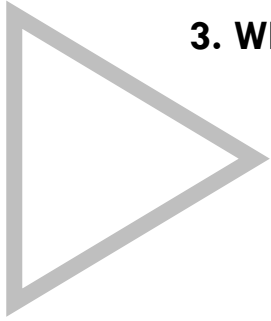
We need to be a Nurturing congregation, helping those who need us, not just locally, but across the country and around the world. Our projects have no age boundaries and we would encourage new ideas.

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

“Marshmallows and Movies” was a fun evening for the entire community to enjoy. Boy Scouts were responsible for several fire rings and guests could roast hot dogs and then toast marshmallows to make ‘s’mores, and have a cup of cocoa. Popcorn was provided to enjoy along with the age-appropriate movie. This proved to be a good project, but needs to be better advertised to the public.

Mission Work both locally and nationally has been getting the youth of the church more involved. They not only learn to take directions from adults, but also learn new skills while rebuilding/repairing homes and lives that have been devastated by disasters.

Belleman’s Church has had a Vision and Mission committee which worked on a 5 year plan. This has been on hold since the pandemic and needs to be revisited and updated when we have our new pastor. Recently, a Community Outreach Committee was formed.



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.

With the strength of our combined traditions, we strive to be unified through CHRIST as a community that reaches out and welcomes individuals of various ages and faith backgrounds, offering a diversity of opportunities in worship and service, so that we are spiritually enriched by the power, promise and presence of the Holy Spirit. There is an amazing willingness of our members to volunteer whenever asked.

Describe several strengths or positive qualities of your congregation.

We have willing members who can cover services when needed, including writing sermons. We have members who do mission work, take leadership positions on committees, participate in fundraising, clothing drives, jingle offerings and maintain a positive attitude through difficult situations.

Describe what worship is like when your congregation gathers.

Our congregation has a Music and Worship committee which follows a set denominational liturgy by selecting hymns appropriate for that week’s gospel. The committee also makes arrangements for special services and occasions. We have dramatic presentations in church as well as participation in a seder meal. Godparents and other relatives are invited to participate in baptisms, and the child is given the candle from the service, a hand-printed certificate and a prayer shawl to commemorate the day of Baptism. Our services are held mainly in the Sanctuary, but during the summer, we worship every other Sunday outdoors in our beautiful grove. Several times each year we worship in our historic old church with its wine glass pulpit and hand pumped pipe organ. If needed, we worship in the fellowship hall.

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

There is a strong Sunday School program at Belleman's Church. This begins with a nursery department, and progresses through grade levels up to a youth group and senior service which also involves hymn singing accompanied by a small orchestra. The youth group is very active in the church services, serving as acolytes every Sunday, helping with the sound system, serving on the church board, often being the Lector, as well as many going on mission trips. They also go on the fun activities outside the church. The first year confirmation class studies the Old Testament and how each lesson relates to them. Each week they are asked to write about one instance that was considered a "God Moment". In the second year, they study the New Testament and how Jesus' parables touch their lives. On the day of their Confirmation, each youth has their personal faith statement printed in the church bulletin.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

- When it comes to decision-making, how many hours are spent in meetings per month?

Church Board (ELCA and UCC together) meets once each month for approximately 2 hours.

Council and Consistory meet as needed, which is not too often since the board makes most decisions.

Music and Worship meets about every three weeks or when needed to plan services.

Personnel Committee meets with paid staff every 6 months unless necessary to discuss any issues.

Endowment committee meets once a year unless there is something urgent to discuss.

Choir and bell choir meet once every week.

Mission team and fundraising committees meet as needed.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

We have had electric outages and snow emergencies which were dealt with by email, a message on the church answering machine, local radio announcements and phone calls by church leadership. We transitioned to virtual services to accommodate the needs of our congregants during emergencies

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/No]

Yes, this information will be provided.

3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

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



Church#:	600900	Schedule:	0	Salem/Belleman's UCC	Moheville	PA	19541				
Assoc.:	642	YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2012	323	163	114	0	2	6	2	0	5	11	-8
2013	322	167	106	5	2	0	2	0	4	4	-1
2014	324	166	112	2	6	0	6	0	6	0	2
2015	324	150	92	4	4	2	4	2	10	0	0
2016	299	140	86	4	1	0	1	0	10	0	-5
2017	299	138	79	4	0	0	0	0	4	0	0
2018	300	126	85	1	1	3	3	3	4	0	1
2019	293	118	76	2	0	0	0	0	9	0	-7
2020	287	114	57	1	0	3	3	0	10	0	-6
2021	283	56	43	1	0	0	0	0	5	0	-4
2022	278	67	56	0	0	2	0	2	7	0	-5
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT UCC GIVING	TOTAL OCWMI	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS	
2012	\$260,973	\$0	\$2,914	\$300	\$3,214	\$7,900	\$11,114	1.12	\$272,087	\$201,961	
2013	\$260,973	\$150,000	\$2,948	\$0	\$2,948	\$9,521	\$12,469	1.13	\$423,442	\$203,542	
2014	\$285,140	\$0	\$3,104	\$3,475	\$6,579	\$80,493	\$87,072	1.09	\$372,212	\$204,647	
2015	\$247,738	\$0	\$2,432	\$2,432	\$4,864	\$11,377	\$16,241	0.98	\$263,979	\$217,036	
2016	\$312,574	\$190,310	\$2,755	\$2,755	\$5,510	\$10,615	\$16,125	0.88	\$518,709	\$184,309	
2017	\$230,088	\$50,576	\$3,167	\$3,166	\$6,333	\$10,645	\$16,978	1.38	\$247,066	\$178,708	
2018	\$246,409	\$0	\$3,386	\$314	\$3,700	\$0	\$3,700	1.37	\$250,109	\$180,263	
2019	\$239,014	\$36,098	\$3,869	\$908	\$4,777	\$6,352	\$11,129	1.62	\$250,143	\$181,375	
2020	\$242,020	\$38,500	\$4,164	\$0	\$4,164	\$0	\$4,164	1.72	\$246,184	\$175,916	
2021	\$229,278	\$82,500	\$1,464	\$400	\$1,864	\$8,289	\$7,153	0.64	\$236,431	\$157,145	
2022	\$226,307	\$28,575	\$1,479	\$350	\$1,829	\$0	\$1,829	0.65	\$228,136	\$148,601	
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWMI	TOTAL EXPENDITURE			
2017-2022	-7.02	-51.45	-29.11	-50.00	75.00	-1.64	-71.12	-7.68			
2012-2022	-13.93	-58.90	-50.88	-75.00	-56.25	-13.28	-43.09	-16.15			

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	150	Yes
Number of active non-members:	6	Yes
Total of church participants (sum of the numbers above):	156	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	75%	Yes
Less than 10, more than 5 years:	20%	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>
15	5	5	10	15	15	15	40	30	Yes

Percentage of adults in various household types:

	Yes	<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	17	These numbers are from our
Households with minors:	15	Survey and are numbers only, not %
Single adults age 35-65:	37	
Joint households with no minors:	32	
Single adults over 65:	12	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	63	These numbers are responses from Surveys.
College:	19	
Graduate School:	10	
Specialty Training:	10	
Other (please specify):		

Percentage of adults in various employment types:

	Yes	<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	35	These numbers are responses from surveys.
Adults who are retired:	32	
Adults who are not fully employed:		

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

Professionals to farmers.

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?

Mostly Caucasian, “PA Dutch.”

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:

No – Will be addressed if needed.

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	35	Lay Leaders
Baptisms (<i>number last year</i>)	2	Pastor/Administrator
Children's Groups or Classes	30	Lay Leaders
Christmas Eve and Easter Worship	350 / 156	Pastor/Administrator, Music & Worship Committee
Church-wide Meals	400 per event x 5	Fundraising Committee
Choirs and Music Groups	25	Director of Music / Orchestra Director
Church-based Bible Study	0	None at this time
Communion (<i>served how often?</i>)	Monthly	Pastor/M&W/Eucharist Committee
Community Meals	80 x 2	Church Board
Confirmation (<i>number confirmed last year</i>)	4	Pastor and Lay Leaders
Drama or Dance Program	Seasonal	Music Director/M&W/Lay Leaders
Funerals (<i>number last year</i>)	12	Pastor/Admin/Music Director
Intergenerational Groups	30	Mission Team/Lay Leaders Movies & Marshmallows/M&W Music director
Outdoor Worship	70 per event	Pastor/Music Dir./M&W/Orchestra
Prayer or Meditation Groups	Just began	Pastor
Public Advocacy Work	-	

Retreats	-	
Theology or Bible Programs in the Community	-	
Weddings (<i>number last year</i>)	0	Pastor/Admin/Music Dir.
Worship (time slot: <u>1 wk</u>) 10:00	67	Pastor / M&W
Worship (time slot: <u>1 wk</u>) 9:00	15	Sunday School Lay Leaders
Young Adult Groups or Classes	5 confirmands	Pastor / Lay Leaders
Youth Groups or Classes	10 young S.S.	Lay Leaders
Other – on line/vehicles/FB	124	Admin.

Additional comments:

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)

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

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Administrator	Administrator	Part time	Personnel Committee	15 years
Organist/Director of Music	Director of Music	Part time	Personnel Committee	3 years
Sextons	Church Board	Part time	Personnel Committee	9 years
Interim Pastor	Church Board	Part time		1 year

REFLECTION

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

We are active in our community, looking to grow our membership and mission.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 146,500
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$
Fundraising Events	\$ 27,650
Gifts Designated for a Specific Purpose (Heffner Fund interest)	\$ 2,121.80
Grants	\$ 0
Rentals of Church Building (Fellowship Hall)	\$ 1,390
Rentals of Church Parsonage	\$ 0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$ 0
Transfers from Special Accounts	\$ 10,000
Other (specify): from insurance for water damage	\$ 9,970.81
Other (specify):	\$
TOTAL Without water damage	\$ 187,661.80

Current annual expenses (dollars budgeted for most recent fiscal year): \$229,278.00

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

	2020 Proposed	2021 Proposed	2022 Proposed	2023 Proposed	2024 Proposed
Administration					
Pastor Salary	\$45,600.00	\$45,600.00	\$45,600.00	\$20,000.00	\$20,000.00
Pastor Housing	\$18,000.00	\$18,000.00	\$18,000.00	\$16,000.00	\$16,000.00
Pension / Health Insurance	\$36,637.00	\$37,317.00	\$38,373.00		
Social Security	\$4,872.00	\$4,872.00	\$4,872.00	\$3,312.00	\$3,312.00
Mileage	\$3,000.00	\$3,000.00	\$2,600.00	\$2,400.00	\$2,400.00
Professional Reimbursement	\$500.00	\$500.00	\$500.00	\$7,200.00	\$7,200.00
Administrator	\$25,224.00	\$25,224.00	\$26,232.00	\$27,024.00	\$27,024.00
Employee Bonus					\$1,548.00
Sexton	\$7,680.00	\$7,680.00	\$7,680.00	\$7,920.00	\$7,920.00
Payroll Taxes (FICA)	\$3,992.00	\$3,992.00	\$3,843.00	\$3,950.00	\$4,068.00
Salary Reduction Expenses					
Benevolence					
Regular	\$7,000.00	\$7,000.00	\$6,000.00	\$4,000.00	\$6,000.00
Other	\$1,400.00	\$1,300.00	\$1,000.00	\$942.00	\$936.00
Worship					
Organist	\$19,272.00	\$15,000.00	\$16,200.00	\$16,692.00	\$16,692.00
Musicians	\$2,000.00	\$2,000.00	\$1,000.00	\$900.00	\$1,000.00
Supply Pastors	\$400.00	\$400.00	\$400.00	\$500.00	\$500.00
Worship Materials	\$2,700.00	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00
Program					
Committees & Departments	\$423.00	\$415.00	\$400.00	\$400.00	\$400.00
Outreach	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00
Property					
Maintenance	\$11,000.00	\$12,000.00	\$12,000.00	\$12,000.00	\$12,000.00
Telephone	\$2,200.00	\$2,200.00	\$2,400.00	\$2,500.00	\$2,500.00
Electric	\$5,000.00	\$4,500.00	\$3,500.00	\$4,500.00	\$5,000.00
Insurance W/C	\$1,400.00	\$1,200.00	\$1,200.00	\$1,200.00	\$1,200.00
Insurance Fire/Boiler	\$12,000.00	\$12,000.00	\$12,000.00	\$14,000.00	\$14,000.00
Church Propane	\$6,000.00	\$5,000.00	\$6,000.00	\$6,000.00	\$6,000.00
Property Taxes	\$4,700.00	\$4,700.00	\$4,700.00	\$4,700.00	\$4,700.00
Office Equipment & Maintenance	\$3,400.00	\$3,000.00	\$3,500.00	\$3,500.00	\$3,500.00
Office Supplies	\$5,500.00	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00
Postage	\$2,100.00	\$2,100.00	\$2,500.00	\$2,500.00	\$2,500.00
Miscellaneous/Unplanned Exp					
Fellowship Hall					
Hall Electric	\$3,000.00	\$2,500.00	\$2,500.00	\$3,000.00	\$3,600.00
Hall Propane	\$2,000.00	\$2,000.00	\$2,000.00	\$2,500.00	\$3,000.00
Hall Maintenance	\$4,000.00	\$4,000.00	\$4,000.00	\$4,000.00	\$4,000.00
Totals	\$243,000.00	\$237,500.00	\$ 239,000.00	\$ 181,640.00	\$187,000.00

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

31% based on most recent full time pastor.

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? (*recommended 10%*)

Through Benevolence . . . so percentage varies.

What is the church's current indebtedness?

None

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.

NA

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

Year(s)	Purpose	Goal	Result	Impact
2013 - 2021	Install HVAC and rebuild our organ	\$ 300,000	\$ 300,000	New HVAC and rebuilt Pipe organ
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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

Annual fund raising program along with profit specific fundraiser.

Does your church have an endowment?

Yes

What is the market value of the assets?

\$602,073.42 as of 12/31/22

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

As needed, with restrictions and congregational approval

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

None drawn in 2022 – 2023.

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

None for operating expenses.

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

The endowment continues to grow and is not getting drawn down.

Please comment on the above calculations or estimates:

The fund can only be used for the buildings and grounds of the Church, the Old Church, the Fellowship Hall and Sexton’s property. None for operating expenses.

Other Assets

Reserves (savings): \$10,000

Investments (other than endowment): \$ 34,026.50 – Building Fund

\$ 159,591.52 – Roland Bequest, as of 12/31/22

Does your church have a parsonage?

No

Describe all buildings owned by the church:

We are blessed with a beautiful campus, surrounded by the rolling farmland of Berks County. We colloquially refer to our current worship building as the “new” church, which features a sanctuary with balcony, adorned with large stained glass windows, with a chapel that is used for smaller church functions and meetings. There is also a sacristy located next to the altar. Our second floor includes classrooms for Sunday School and confirmation classes. Our lower level includes a music room, offices, along with additional rooms for Sunday School classes. We have recently had our Moller pipe organ completely rebuilt, along with upgrading our HVAC and sound system to enhance our worship experience.

Our “old” church, which is actually our second church building constructed by the church, was built in 1814 and is listed on the National Register of Historic Places. This Georgian style church features many architectural styles and features not seen on 19th century rural churches, along with a hand pumped pipe organ built by Samuel Bohler in 1870 and a wineglass pulpit. We hold services several times a year in this beautiful building, along with weddings, and an annual service conducted in the Pennsylvania German dialect.

Located between our current worship building and our old church is our grove and fellowship hall. The grove features a covered bandstand surrounded by a tree lined viewing area allowing for ample seating for events. Directly adjacent to the bandstand is our fellowship hall, which includes outdoor counter areas for food and beverage service during our various picnics throughout the year, along with an indoor banquet hall with a stage and full kitchen for both church and community events. During the summer months, we have worship services in the grove, along with picnics and events for both our congregation and the community at large.

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

None

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

Church, Old Church and Fellowship Hall are assessible. The Pulpit and Altar are not fully ADA accessible.

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

There is a congregational annual review of finances and budgets. The church congregation decides per their weekly envelope where their contribution should be directed.

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.

For many years, our church had two congregations, two pastors, two treasuries and two governing bodies. We are now a shared ministry with a blended singular body, keeping the traditions of both the ELCA and UCC and following the 3 year lectionary.

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

Despite the many challenges presented by Covid 19, we were able to continue to minister to our congregation while maintaining safety protocols along with a meaningful worship service. We also used this opportunity to expand our worship footprint to those who were unable to attend worship services in person.

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.

Our church has many well organized committees to handle situations. Probably our most recent issue was the need to upgrade the heating system and whether or not to air condition the church, at the same time needing major work to be done on our pipe organ. These types of issues are decided by board recommendations, but ultimately need the approval of the congregation. Both projects were taken on and due to excellent fund raising and bequests, all expenses have been eliminated.

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

Belleman's Pastors through the Years

Reformed (UCC) Pastors

Before 1746: Rev. John Philip Boehm
1746-1768: Rev. William Stoy
1769-1782: Rev. William Hendel, D.D.
1783-1815: Rev. William Hendel, Jr.
1816-1833: Rev. Philip Mayer
1834-1836: Rev. Frederick A. Herman
1836-1840: Rev. John Adam Leiss
1840-1864: Rev. Isaac Miesse
1864-1870: Rev. Franklin H. Swartz
1872-1882: Rev. Richard Solomon Appel
1882-1885: Rev. Paul Philip Hoffman
1885-1910: Rev. Mahlon H. Mishler
1910-1930: Rev. Mabry L. Herbein
1930-1957: Rev. John K. Stoudt
1957-1959: Rev. Harvey M. Lyttle
1960-1964: Rev. Dean A. Allen
1965-1967: Rev. Dr. Mervin A. Heller
1967-2000: Rev. Roderick H. Sutliff
2003-2015: Rev. Bruce W. Potteiger
2015-2017: Rev. George W. Grubb (Int)
2017-2022: Rev. David W. Blitch
2022- Rev. Dr. Patricia Horst (Int)

Lutheran Pastors

1746-1750: Rev. Tobias Wagner
1755-1757: Rev. Daniel Schumacher
1758-1793: Rev. Daniel Lehman
1793-1801: Rev. Peter Bentz
1807-1816: Rev. Dr. Augustus Meyer
1816-1823: Rev. John F. Engel
1823-1825: Rev. G. Charles Strein
1825-1828: Rev. Charles Philip Mueller
1828-1836: Rev. Ludwig Walz
1839-1851: Rev. George Minnig
1851-1854: Rev. Jefferson Minnig Dietzler
1854-1865: Rev. Thomas Theophilus Jaeger
1865-1901: Rev. Benjamin D. Zweizig
1901-1912: Rev. David G. Gerberich
1912-1947: Rev. Lawrence R. Miller
1948-1955: Rev. Fred S. Blank
1955-1957: Dr. Russell Stine
1957-1962: Rev. Peter P. Grimes
1963-1970: Rev. John G. Light
1970-1971: Rev. Martin L. Zirkle
1971-1980: Rev. John A. Swavely
1980-1981: Rev. John C. Kunkel
1981-1984: Rev. David W. Brandt
1984-1997: Rev. Richard R. Boyer
1997-2000: Rev. Lynda L. Elmer
2003-2015: Rev. Bruce W. Potteiger
2015-2017: Rev. George W. Grubb (Int)
2017-2022: Rev. David W. Blitch
2022- Rev. Dr. Patricia Horst (Int)

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

We have learned that we all worship the same GOD, and we can appreciate the traditions of both the ELCA and UCC in our combined ministry.

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

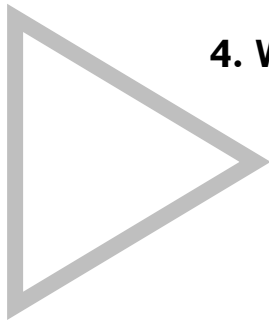
No minister has left by pressure or involuntary termination.

Has your church been involved in a Situational Support Consultation?

We have not been involved in a Situational Support Consultation.

Has a past pastor been the subject of a Fitness Review while at your church?

No minister has been the subject of a Fitness Review while at our church.



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?

Our congregation has a mission team that reaches out wherever needed, both locally and nationally, to help restore homes and lives that have been devastated by disaster. We participate monthly in the local food bank, support a local children’s home at Christmas and collect a “jingle” offering weekly which is used to help anywhere it is needed. We have a blood drive two times a year. We support a young woman who only recently returned to the United States, having spent several years overseas working with children in a poor village in the Philippines.

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

We have not had a lay delegate attend conferences in the past several years but we wish to reengage both UCC and ELCA in future conference and Synod meetings.

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 type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" 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) | |

X Interims from other denominations.

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?

Our community knows that Belleman's Church will always reach out to help wherever needed. We look forward to working toward other statements of witness when we have our new pastor.

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

Ecumenical activities we share are Easter Dawn services each year with our neighbors at the Church of the Brethren.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Our Mission Statement is this. With the strength of our combined traditions, we strive to be unified through CHRIST as a community that reaches out and welcomes individuals of various ages and faith backgrounds ... offering a diversity of opportunities in worship and service ... so that we are spiritually enriched by the power, promise and presence of the Holy Spirit.

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?

Our congregation has a strong sense of community. Our committees work closely with the pastor to help share the time, such as our Eucharist team that visits and gives communion to shut-ins and our mission team which is basically run by members of the congregation.

4b. MISSION InSite

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

This is ongoing. We have noticed a trend of young couples moving into our area. We are striving to reach out to the community and thus we formed our new Community Outreach committee.

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

Our congregation is very similar to our surrounding community. Although one difference is our members are older than the recent influx of younger families in our area.

We are located approximately 4.5 miles from Mohrsville and 4 miles from Centerport in Centre Township, Berks County, Pennsylvania. The population of Mohrsville in the most recent census was 383, and the population of Centerport was 387. Centre Township has a total population of approximately 4,000 residents and is located in the north-central area of Berks County.

The racial-ethnic characteristic of our area is White 94%, Hispanic 4%, African American, 1% and Asian/Other 1%.

While we do not have a major source of employment in our immediate rural farm area, the major sources of employment in Berks County are as follows:

Hospital and Medical Centers

East Penn Manufacturing

Berks County Government

Carpenter Technology

Warehousing.

We are rurally located, but still close to Reading and large cities such as Philadelphia and New York City for day trips. We are a caring community which comes together in times of need. The community is very supportive of our church functions/dinners/picnics, etc. which we announce via website, bulletins and newsletters.

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

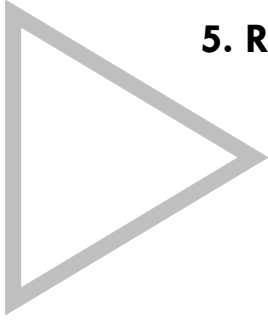
While we continue to preserve our farmland, we are blessed with a population of lifelong residents. We also minister to incoming families with children, encouraging them to understand the value of church to community, and respect for society in general.

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

We are known for our social events, bazaar, and especially for our dinners, sandwich sales, Easter candy and most things “food.” Our mission activities include SV Food Pantry, Opportunity House, Potato Project, Angel Tree, Habitat for Humanity, local mission trips, Bethany Children’s Home, blood drives and health screenings. We expect our Pastor to be a visible presence in our community mission outreach.

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

Our youth programs are growing, and we have new members involved in the children’s ministry, especially with wonderful guitar music. Our church also sponsors Boy Scout Troop 154, which is very active. Friendly atmosphere encourages people to get involved with activities like dinners, bazaar and sandwich making fund-raisers.



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

Samuel J. Reimert / Schuylkill Valley Food Bank
484-269-4205 / 59startrek1701@gmail.com

REFERENCE 2

The Rev. Kenneth Gould / Sunday Supply Pastor
610-376-6545 / kego@comcast.net

REFERENCE 3

Mindy S. McIntosh / Director of Development Safe Berks
610-373-1206 /

REFERENCE 4

Rev. Dr. Patricia A. Horst
Interim Pastor Bellemans Church
610-926-0461

*Samuel J. Reimert
10 Hecktown Rd.
Shoemakersville, Pa. 19555
484-269-4205
59startrek1701@gmail.com*

10/24/2023

*Salem Belleman's Church
3540 Bellemans Ch. Rd.
Mohrsville, Pa. 19541*

Greetings,

As a member and officer of St. John's Gernant's Church. I was requested to write this letter in regards to my opinion of Salem Belleman's Ch. and its mission in Christ. I first met members of Belleman's Church though being participating Church members of the Schuylkill Valley Food Pantry.

Throughout the years of working together with Belleman's members it has become very obvious that Belleman's members are very dedicated to their mission and outreach. And their Christian life with-in their church and throughout the community.

In addition to the aforementioned activities Belleman's Church and its members also participate in services with other local churches. Such as Lent, Easter, free Community Meals.

Thank you for the opportunity to share thoughts and feelings. If additional information is required I can be reached though one of the contact information listed above.

*Good luck, and God bless on your pastoral search.
Samuel J. Reimert
10/24/2023*

salembellemans@frontiernet.net

From: kego@comcast.net
Sent: Tuesday, October 17, 2023 12:54 PM
To: salembellemans@frontiernet.net
Subject: Pastor's reference letter:ATTN: Jim Blatt

Mr. Jim Blatt, chairperson Call Committee
Salem, Belleman's Church

October 17, 2023

I have been privileged to serve as a Sunday supply pastor at Salem Belleman's Church a number of times over the past several years. The experience has always been a pleasure for me and I note the following items: 1-a vibrant musical experience with different musical experiences and especially a band and a choir made up of congregational members who lead in congregational singing and in the performance of anthems under the excellent leadership of Oliver Blatt, church musician; 2-a membership which attends and supports their church in many different ways, both financial and in service projects; 3-a wonderful history including an "old" church and a "new" church, both of which appear to be well maintained, and a church historian, John Rausch, who is both knowledgeable and willing to share the church's history; 4-a beautiful rural setting in the Berks County countryside; 5-a congregation that has managed in an admirable way to flourish as a UCC & Lutheran union church; 6-a Sunday Church School & youth outreach that functions much better than most other places I have experienced.

For many churches evangelism (outreach to the unchurched) remains a difficult area to pursue. I am sure that will be true for Belleman's church sometime in the future because while they appear to hold their own in church membership now, as older members pass on, outreach to new people will be necessary.

Belleman's Church seems to exist without any member conflicts and that in itself is commendable in today's society.

My experience at Belleman's Church has always been very positive. I believe the church's future is bright and attractive to any new pastor and that our Lord will continue to bless them as they serve Him and His people.

In the peace of Christ,
The Rev. Kenneth Gould, Lutheran pastor, retired
307 Sunshine Rd.
Reading, PA 19601
kego@comcast.net
610-376-6545



Educate • Advocate • End Abuse

Safe Berks
255 Chestnut Street
Reading, PA 19602

Phone: 610.373.1206
Fax: 610.372.4188

SafeBerks.org

We work to end
domestic violence and
sexual assault

November 16, 2023

Salem Belleman's Church
3540 Belleman's Church Road
Mohrsville, PA 19541

Dear Friends:

Thank you for all your church and congregants do for the Berks County community.

I have been working with Fay Noecker since 2002 with various Angel Tree programs.

Your church has donated approx. 75 Christmas presents every year for 20 years for the children at The Children's Home of Reading (that is approx. 1,500 gifts) and now will be collecting Christmas presents for survivors fleeing abuse and currently residing in the shelter at Safe Berks.

I am also grateful for the opportunity to present information regarding Safe Berks and share information about our resources with your members.

I look forward to working with your congregation again in the future.

Thank you for all you do! We are grateful for your support.

Happy Holidays and stay safe.

Sincerely,

A handwritten signature in black ink that reads "Mindy S. McIntosh".

Mindy S. McIntosh
Director of Development

Belleman's Profile Reference

Describe some areas of strength

As I have served as Interim Pastor at Belleman's Church since November 1, 2022, I have been pleased to observe and participate in the many areas of strength within the ministry at Belleman's Church. Among those areas of strength are:

- Belleman's provides a Scripture-based service of liturgy and worship. The church has an excellent music ministry featuring giftedness in various areas including an orchestra, weekly choir anthems, bell choir, and occasional children's participation with singing. Both piano and organ music are highlighted in Sunday worship services. Choirs, the orchestra, and additional musicians are incorporated into well-received and well-attended Christmas Eve and Easter services. The Director of Music Ministry, Oliver Blatt, has a vital part of planning and participation for the music ministry throughout the year.
- The children and confirmation youth participate in Sunday morning ministry provided by members of the church. Vacation Bible School, led by church members, was provided for children of the church and community; Confirmation Class has also been led by gifted and knowledgeable members of laity during my time of service. Youth are included as acolytes and greeters within the worship hour.
- The congregation has high-functioning members who lead in various capacities within the church board and committees. The church participates in several fund-raising activities throughout the year. Many of the funds are provided to ministries and areas of need within the geographic area. Also a group of individuals participates in hands-on mission work providing skills to local families in need, specifically workmanship within homes such as carpentry, painting, etc.
- Belleman's church has a rich history and heritage and incorporates that heritage into worship at their Old Church during the summer months.
- Individuals at Belleman's diligently plan ahead for their activities and worship events that are held throughout the year. Many of the activities and ministries are coordinated by Church Administrator James Fitterling. He is very capable and highly effective; James organizes and attends to many aspects church activities and ministries in addition to managing to weekly office tasks for the church.

Describe some areas for Improvement

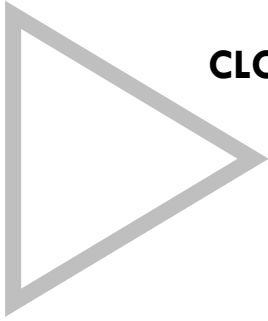
Some areas for improvement for Belleman's Church would include the following:

- The church is presently organizing an Outreach Committee to explore and plan events to reach out to the community. Although the church is well-known in the area for its many food-related and fund-raising activities, a thoughtful plan of outreach ministry to the surrounding community on a regular basis will be important. I've also suggested that inclusion of members of the youth in planning activities could be helpful in gaining insights of what might be appealing to their age group.
- Belleman's Church provides a traditional fairly formal worship service; the service is very well done. Discussion has occurred at times how the church might reach out to individuals seeking a less formal setting with perhaps contemporary styles of music. As the church moves forward, it will be important to continue those discussions and seek ways to initiate various styles of worship. Although such changes or additions are sometimes areas of struggle for churches in general, attendance of youth and young adults could possibly be enhanced through the Outreach Committee as well as inclusion of additional worship styles.
- As shared the church is composed of high-functioning leaders who work cohesively to attend to the many facets of church events and ministries. It is clear there is a high sense of community among the members to accomplish their goals. At some point the church may need to reassess the ongoing involvement each of these activities; some are labor intensive and require significant involvement of a core group of individuals.
- Many members of Belleman's have solid grounding in the Christian faith. As pastor I have sensed a need to incorporate more faith-based opportunities for gathering together as a community of faith. Recently we have begun a time of prayer together. I would recommend the church continue with this practice as well as explore opportunities for Bible-study and additional avenues for their spiritual growth as a community of believers.

Describe a significant experience

Coming to Belleman's as interim pastor, my husband and I have felt welcome and affirmed. The congregation has been gracious and accepting of my ministry with them. I have appreciated the opportunity to serve at Belleman's. Initially I had a learning curve as I became familiar with the traditions of Belleman's worship and gathering together; even so, the congregation has been open to my leadership. It will be good, however, for the church to have a full-time minister who is able to be present within the community and more active within their ministries.

In Christ's service,
Rev. Dr. Patricia A. Horst, Interim Pastor



CLOSING THOUGHTS

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

6a. CLOSING PRAYER

We pray that GOD's will be done, and that the hearts of our congregation will put their trust in the LORD and HIS plan for our new pastor.

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?

Call Committee and Church Administrator

Jim Blatt

Maura Wesner

Dawne Clay

Carlene Kissinger

Linda Henne

Oliver Blatt

Louise Elliott

James Fitterling

Signed: Jim Blatt / Chairperson

Name / Title / Date:

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:



Name / Title:

Rev. Kevin McLemore

Email:

mclemore@psec.org

Phone:

773-717-0029

Date:

April 25, 2024

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church’s Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22