

# 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!

Rachel Hackenberg

**UNITED CHURCH  
OF CHRIST**



UNITED CHURCH OF CHRIST  
**LOCAL CHURCH PROFILE**

**Edinburg United Church  
Edinburg, Ohio**

Settled Pastor

UCC, Living Water One

June 2024

**LOCAL CHURCH PROFILE CONTENTS**

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

## INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

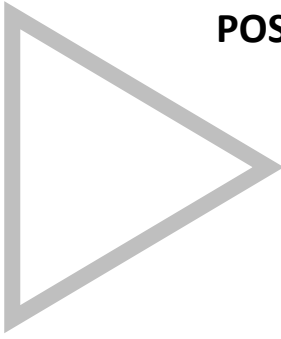
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytellings and many prayers, and as the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (**WHO IS GOD CALLING US TO BECOME**). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



## POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

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**Church name:** Edinburg United Church

**Street address:** 4081 Rock Springs Road, Ravenna, Ohio 44266

**eMail:** edinburgchurch@gmail.com

**Supplemental web links:**

[www.edinburgunitedchurch.org](http://www.edinburgunitedchurch.org)    <https://www.facebook.com/EdinburgUnited/>

**Additional ecumenical affiliations (e.g. denominations, communions, fellowships):** Not Applicable

**Conference:** Heartland

**Association:** Living Water Association

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

Nayiri Karjian

General Minister

330.940.2220 x102

naiyiri.agm@livingwaterone.org

**Summary Ministry Description:**

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

Edinburg United Church is charting a course towards a future that embodies the core values of Christianity. The vision is to continue nurturing a church community that welcomes and embraces all individuals. A key aspect of this journey is the search for a dynamic pastor who not only shares

these values but is also adept at facilitating missions that contribute to the betterment of both the congregation and the wider community. The church envisions a leader who can inspire and guide the congregation in outreach initiatives, fostering a sense of purpose and service. Additionally, the goal is to grow the church's membership by reaching out to those seeking a spiritual home. Edinburg United Church is small but mighty and committed to creating a vibrant and diverse faith community that thrives on the principles of love, compassion, and active engagement with the world around them, collaborating with community groups and other churches.

**Photographs:**

*Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.*



**What we value about living in our area (2 – 3 sentences):**

Living in Edinburg, Ohio, is a cherished experience as it offers the tranquility of a safe rural community, where the welcoming atmosphere fosters a sense of belonging. The peace and natural beauty of the surroundings, coupled with caring neighbors, create a close-knit community. Residents appreciate the presence of parks, including the nearby West Branch State Park, and the benefit of a great school system, all complemented by easy access to highways for reaching larger towns, making Edinburg an ideal place to call home.

**Current size of membership:** 70 active members

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

**Position Title:** Settled 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:**

Part Time – ¾ time

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

**SCOPE OF WORK**

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*(add here the Scope of Work developed by your church using the Call Agreement Workbook)*  
**(27-30 hours weekly / 8-10 units)**

- preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- leadership development by working with people in the church to create ministry and programs
- pastoral care in collaboration with lay people
- community engagement and leading the way for the church to be an ambassador of God's love

- weddings and funerals for participants in the worshipping community
- strategic planning for current and new directions in ministry
- attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- participate in wider church activities such as conference and association meetings
- administration responsibilities (unless delegated) such as email, website, church supplies, more
- faithful financial development and stewardship
- responsibility for supervision of staff
- availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations
- counseling, listening and referral
- study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- energizing and deepening spiritual connections and faith understandings of others in all they do

#### **Support and Co-Led by Congregation:**

- Youth and Adult Ministries and Education
- Administrative Assistant (currently paid position)
- Moderator and Council
- Finance Team
- Hospitality
- Worship Team (liturgist, communion, offering)
- Mission Projects
- Outreach and Care
- Prayer Chain
- Maintenance and Grounds

#### **Core Competencies:**

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

- Collaborative Leader
- Sensitive, Caring, and Relatable
- Well Rounded with Diverse Abilities

#### **COMPENSATION AND SUPPORT**

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

Target conference guidelines with slight adjustment depending on experience

**Benefits:**

Salary includes Optional Benefits

**What is the expected living situation for your next minister?** Parsonage included

**Comment on the residential/commuting expectations for your next minister.** Parsonage is adjacent to the church.

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

**Describe peer and professional supports available for ministers in your association/conference:** See UCC living water website - resources - authorized minister resources.

**If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:** Not Applicable but negotiable.

**WHO IS GOD CALLING TO MINISTER WITH US?**

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

Edinburg United Church aims to foster a community where collaboration between our new minister and congregation is paramount. Together, we aspire to grow a dynamic youth ministry and strengthen bonds within our church family, nurturing spiritual growth and engagement. Facilitating outreach and mission opportunities will be a cornerstone, allowing us to extend compassion and support beyond our walls. Furthermore, we are committed to attracting young families, creating an environment where they feel welcomed, supported, and inspired to embark on their spiritual journey with us. Through collective effort and dedication, we endeavor to deepen our impact and relevance in the lives of both our members and the broader community.

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



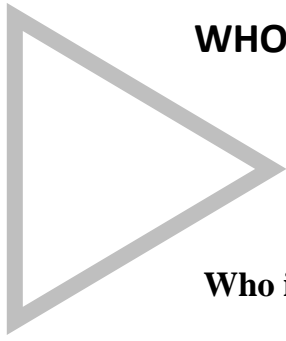
Embracing the vision above will empower our congregation to extend our impact far beyond our church walls. By actively participating in community events, we'll establish a visible presence, fostering connections and building relationships. Coordinating outreach opportunities will enable us to address needs within our community, offering support and demonstrating our commitment to service. Creating connections and collaborating with other community churches will amplify our efforts, allowing us to leverage collective resources and expertise to effect positive change on a larger scale. Through these intentional actions, we will serve as catalysts for transformation, spreading compassion, hope, and love throughout our community and beyond.

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

The demographics of our community do not currently need any specific language requirements other than English. We embrace a casual, "come as you are" atmosphere. Yet, we appreciate language that is culturally sensitive and relevant to our times.

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

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE  
BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS  
ENGAGING SACRED STORIES AND TRADITIONS  
CARING FOR ALL CREATION  
WORKING TOGETHER FOR JUSTICE AND MERCY



## **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?**

**“Now there are varieties of gifts, but the same Spirit; and there are varieties of services, but the same Lord...Indeed, the body does not consist of one member but many.”**

**1 Corinthians 12:4-5, 14**

As a congregation, God is calling us to embody our mission statement of "Loving and Growing" in all aspects of our community life. This entails actively seeking service opportunities with worldwide missions, demonstrating our commitment to addressing global needs with compassion and dedication. Additionally, we are called to address the unique needs of our local community, striving to make a meaningful impact through outreach initiatives and support programs. God is calling us to prioritize family programs and youth ministry opportunities, nurturing the growth and spiritual development of the next generation within our congregation.

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

*For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

At Edinburg United Church, we perceive God's call to actively engage with the evolving challenges and opportunities within our community and congregation. Over the past year, we've embarked on several initiatives to address these needs, and we're excited to share the outcomes and our envisioned next steps.

Loaves and Fishes Program:

- **Results:** Our Loaves and Fishes collaboration with a neighboring church has strengthened our community outreach efforts. We're proud to have supported another church's outreach endeavors, fostering collaboration and solidarity within our broader community.

- Next Steps: Building upon our successes, we have additional support dates already scheduled for 2024. These engagements will allow us to deepen our impact and further nurture relationships with those we serve and support.

Dr. Seuss Breakfast and Literacy Program:

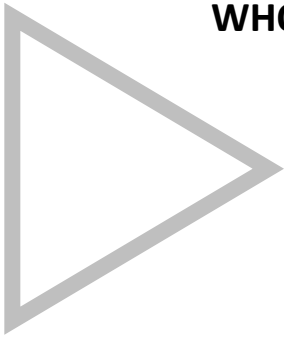
- Results: Through our Dr. Seuss Breakfast and Literacy Program, we created a space where children in our community can enjoy nutritious meals, engage in playful activities, and immerse themselves in the joy of reading. The event was well-attended, with many families participating and expressing gratitude for the opportunity to nurture their children's literacy skills. We see this as planting seeds of both literacy and faith, cultivating a love for God through our service to the community.

- Next Steps: Our commitment to fostering literacy and love for God among community children remains steadfast. Moving forward, we aim to continue providing encouragement and support for literacy development, ensuring that every child in our community has the tools they need to thrive academically and spiritually.

Southeast School Lunch Program:

- Results: The Southeast School Lunch Program has been instrumental in addressing food insecurity among students within our community school. By partnering with the school, we've been able to provide nutritious meals to students in need, fostering a sense of food security and well-being. This collaboration has strengthened our ties with the school community and underscored our commitment to serving those most vulnerable.

- Next Steps: Our journey with the Southeast School Lunch Program is ongoing. We recognize the importance of continual partnering to address the persistent challenges of food insecurity among students. Moving forward, we aim to deepen our collaboration with the school and explore additional ways to support the holistic well-being of students and their families.



## WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

## CONGREGATIONAL REFLECTIONS

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**Describe your congregation’s life of faith.**

*For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?*

**In our worship liturgy, God is most often described as loving and merciful. We recognize God as the ultimate guide in our lives. Through our prayers, hymns, and scripture readings, we seek to honor and praise God for His boundless grace and unfailing presence in our lives.**

**Describe several strengths or positive qualities of your congregation.**

Our congregation deeply cares for our church, tending to its needs with love and dedication, ensuring it remains a welcoming and nurturing space for all who enter. Our commitment extends beyond the church walls as we actively engage with and support our wider community, embracing opportunities to make a positive difference in the lives of others. Within our congregation, there is a genuine spirit of inclusivity and warmth, where everyone is welcomed with open arms and accepted for who they are. We are known for our generosity, offering our time, talents, and resources to support those in need. Our willingness to explore and embrace new activities reflects our adventurous and forward-thinking nature, fostering a sense of excitement and possibility within our community. Together, we embody the essence of love, care, and resilience, creating a place where all are valued, uplifted, and encouraged.

**Describe what worship is like when your congregation gathers.**

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

When our congregation gathers for worship, it's a structured yet lively affair, grounded in Scripture and reflective of UCC principles. Our sanctuary serves as the sacred space where we come together to praise and connect God.

The worship service typically revolves around a cohesive theme drawn from the Bible, with readings, prayers, and reflections all tied together to create a meaningful experience. Our worship is both enthusiastic and energetic, with members actively participating through singing, responsive readings, and communal prayers.

Baptisms are a significant part of our worship experience, taking place right in the sanctuary. It's a beautiful moment where individuals publicly affirm their faith and are welcomed into the community of believers. Recent baptisms have been filled with joy and celebration as we witness the transformation and commitment of those being baptized.

When it comes to preaching, we value messages that are rooted in Scripture, relevant to our lives, and delivered with authenticity and passion. Words used to describe good preaching in our congregation include: inspiring, thought-provoking, challenging, and empowering. We love sermons that not only educate but also inspire us to live out our faith in meaningful ways.

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

*For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?*

At Edinburg United Church, our educational program and faith formation vision revolve around fostering spiritual growth and community service at every stage of life. While we currently lack a formal program for young leaders, we are committed to creating opportunities for youth to step into leadership roles as they grow and develop within our community.

For our youngest members, we provide Sunday School sessions that not only delve into scripture but also emphasize the importance of community service projects. Through these activities, children learn not only about their faith but also about the value of serving others, instilling in them a sense of compassion and empathy from an early age.

During the summer months, we offer Vacation Bible School utilizing the Group curriculum. This immersive experience allows children to deepen their understanding of biblical teachings in a fun and engaging environment, fostering a love for learning and exploration of their faith.

For adults, we provide Sunday School sessions as well, with our most recent study centered around the book "One Minute After You Die." This thought-provoking study prompts participants to reflect on their beliefs about the afterlife, sparking meaningful discussions and personal growth.

Our overarching vision is to provide opportunities for individuals of all ages to grow spiritually while actively serving our neighbors. By integrating education, reflection, and service into our programs, we aim to nurture a community where faith is not only learned but lived out in tangible ways.

As we continue to evolve and expand our educational offerings, we remain committed to empowering young leaders, nurturing lifelong faith formation, and making a positive impact both within our congregation and beyond.

**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?**
  - a. Approximately 8-10 hours at this time, variable because we are restructuring committees
- **Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?**
  - a. Council members, impromptu meetings, motion and vote taken, emails
- **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.

At Edinburg United Church, our activity and governance exhibit several key patterns aimed at fostering community engagement, communication, and effective leadership.

**\*\*Engaging Communication Channels:\*\*** We recognize the importance of effective communication in maintaining a connected congregation. Through various channels such as weekly announcements, the Open Door monthly newsletter, All Calls, emails, and Facebook posts

highlighting upcoming events, we ensure that members stay informed about church activities and opportunities for involvement.

**\*\*Transparent Governance Structure:\*\*** Our church operates with a transparent governance structure centered around the Church Council, which includes eight members. They convene monthly and as needed to discuss church affairs, make decisions, and address any pressing matters. Additionally, leadership teams, including the moderator, vice moderator, and pastor, provide guidance and support in steering the church's direction.

**\*\*Vision for Youth and Families:\*\*** One of our current challenges lies in clarifying our vision for engaging youth and younger families. Despite our desire to attract and retain these demographics, we face difficulties in achieving this goal. Recognizing the importance of youth and family engagement, we are actively seeking ways to revitalize our approach and create meaningful experiences tailored to their needs and interests.

**\*\*Ongoing Development of Governance Documents:\*\*** We are committed to refining our governance structure to ensure clarity and effectiveness. Currently, we are working on modifying our bylaws and job descriptions to provide clear guidelines for church operations and roles within the community.

**\*\*Teams:\*\*** To facilitate the smooth execution of various church activities, we have established task-oriented teams responsible for specific areas such as communion, finance, Christian education, hospitalities, missions, congregational care, and the prayer chain. These teams play a crucial role in organizing and executing tasks, thereby enhancing the overall functioning of the church.

# 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#: 522170

Assoc: 566      Schedule: 0      The Edinburg United Church      Edinburg      OH      44266

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	218	83	34	0	0	1	8	0	-7
2013	223	111	34	0	9	0	4	0	5
2014	226	104	32	0	0	5	2	0	3
2015	225	104	32	2	1	1	5	0	-1
2016	243	89	20	8	13	4	7	3	15
2017	256	106	24	0	8	2	7	0	3
2018	254	108	23	2	11	3	1	16	-1
2019	234	100	23	0	2	0	4	18	-20
2020	212	86	0	0	3	0	6	20	-23
2021	212	86	0	0	0	0	0	0	0
2022	212	86	0	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2012	\$160,000	\$0	\$6,500	\$2,641	\$9,141	\$600	\$9,741	4.06	\$169,741	\$101,862
2013	\$178,424	\$0	\$6,000	\$4,520	\$10,520	\$2,386	\$12,906	3.36	\$191,330	\$118,769
2014	\$178,424	\$0	\$6,300	\$1,954	\$8,254	\$8,639	\$16,893	3.53	\$195,317	\$117,000
2015	\$395,605	\$175,914	\$6,615	\$9,330	\$15,945	\$4,000	\$19,945	1.67	\$591,464	\$113,449
2016	\$145,006	\$46,322	\$6,945	\$1,074	\$8,019	\$0	\$8,019	4.79	\$199,347	\$118,593
2017	\$145,006	\$0	\$7,290	\$1,587	\$8,877	\$6,398	\$15,275	5.03	\$160,281	\$137,033
2018	\$174,557	\$60,408	\$6,512	\$8,225	\$14,737	\$16,496	\$31,233	3.73	\$205,790	\$112,692
2019	\$129,393	\$49,710	\$2,400	\$5,963	\$8,363	\$9,850	\$18,213	1.85	\$147,606	\$101,722
2020	\$136,729	\$44,893	\$1,000	\$1,000	\$2,000	\$0	\$2,000	0.73	\$138,729	\$130,313
2021	\$136,729	\$0	\$4,000	\$0	\$4,000	\$0	\$4,000	2.93	\$140,729	\$150,497
2022	\$136,729	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$136,729	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-17.19	-18.87	-100.00	-100.00	-100.00	-5.71	-100.00	-14.69
2012-2022	-2.75	3.61	-100.00	-100.00	-100.00	-14.54	-100.00	-19.45

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.

## CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	70	X



Number of active non-members:	10	x
Total of church participants (sum of the numbers above):	80	x

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	60%	x
Less than 10, more than 5 years:	20%	x
Less than 5 years:	20%	x

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>
5	5	0	5	5	10	15	30	25	x

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	< 5%	x
Joint household with minors:	5-10%	x
Single adults age 35-65:	20%	x
Joint household with no minors:	40%	x
Single adults over 65:	25%	x

Highest Level of of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	30%	x
College:	30%	x
Graduate School:	10%	x
Specialty Training:	30%	x

Other (please specify):		x
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Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	30%	x
Adults who are retired:	60%	x
Adults who are not fully employed:	10%	x

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

We have a wide range of adults who work or are retired. The range of work varies from part time to full time. The occupations are a wide range of occupations.

**Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?**

We are mono-cultural like our community.

**Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:**

No, we have not and we do not have a date for the inventory.

**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	5-12	<b>Senior Fun Day-</b> lay leaders <b>Reading Groups-</b> lay leaders

Baptisms ( <i>number last year</i> )	3-5	Pastor and Moderator
Children's Groups or Classes	5-12	Lay leaders
Christmas Eve and Easter Worship	75-100	Pastor, lay leaders
Church-Wide Meals	30-50	Lay leaders
Choirs and Music Groups	5-8	<b>Choir</b> – church members <b>Pianist or Special music</b> on specific Sundays
Church-based Bible Study	5-10	Pastor, lay leaders
Communion ( <i>served about once a month</i> )	30-50	Lay leaders (4 to prepare and serve)
Community Meals	100+	<b>Loaves and Fishes-</b> volunteers (10 to prepare and serve) <b>Memorial Day Breakfast-</b> volunteers (20 to serve and clean)
Confirmation ( <i>number confirmed last year</i> )	0	
Drama or Dance Program	0	
Funerals (4-6)	20-100+	Pastor Susan, lay leaders, volunteers
Intergenerational Groups	0	
Outdoor Worship	0-1	Pastor, lay leaders
Prayer or Meditation Groups	35	Lay leader (Prayer Chain through email)
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (1)	20-100+	Pastor, office administrator
Worship (time slot: 9:00)	30-50	Pastor, lay leaders (liturgist, greeters, offering/ushers)

Young Adult Groups or Classes		
Youth Groups or Classes	2-15	Lay leaders
Vacation Bible School	65 kids	Lay leaders, volunteers (35 team members)
Other-Apple Pie Making (1,000 homemade apple pies created over 6 weeks)		Lay leaders, volunteers

**Additional comments:** We'd like to also add the table below to help show our involvement in the community and the many ways the church is used throughout the week.

Additional Organizations Utilizing the Church	Number of Participants	
KidWatch	3 teachers, 64 kids	We house a before and after school care throughout the week as well as summer care for school age children.
Southeast Co-Op	2 teachers, 1 substitute, 35 students	We house a preschool that is used throughout the week on the 3 <sup>rd</sup> floor of the church.
Boy Scout Troop #355 Cub Scout Troop #3558	3 troops	We have 3 troops that utilize the building and groups.
Seambusters 4-H Portage County Shepherds 4-H	Varies	Seambusters meet on the third Sunday of every month. In April and May they meet every week.

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)
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**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
Office administrator	no	part time	Pastor	less than 1 year

**REFLECTION**

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

For a small congregation we have a large amount of people volunteering and willing to work, dedicated to the church and community. We are in the process of growing and expanding our ministry.

**CHURCH FINANCES**

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

Source	Amount
Annual Offerings and Pledged Giving	\$102093
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$0
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$0

Fundraising Events	\$15888
Gifts Designated for a Specific Purpose	\$0
Grants	\$1607
Rentals of Church Building	\$11595
Rentals of Church Parsonage	\$0
Support from Related Organizations (e.g. Women's Group)	\$0
Transfers from Special Accounts	\$0
Other (specify): Improvement, memorials, VBS mission,	\$4303
Other (specify):	\$
<b>TOTAL</b>	<b>\$135485</b>

**Current annual expenses (dollars budgeted for most recent fiscal year): \$162,500**

*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*

	2023 Approved Budget.	2023 Spend	2024 Proposed budget
Administrative Resources	8650	7407	8250
Building and Grounds	34600	41237	34600
Education and Youth Ministry	1550	1963	2950
Ministry Missions, 200th anniv	27458	36269	30100
Permanent Improvement (1250/month)	15000		12000
Worship	4400	4004	2600
Wages	55600	66572	72000
<b>Approved budget or Total spend</b>	<b>\$ 147,258</b>	<b>\$ 157,452</b>	<b>\$ 162,500</b>

**Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?** 44% (pastors total compensation costs 71812/162,500)

**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)**

- X\_ Our Church’s Wider Mission (OCWM – Basic Support)
- \_\_ One Great Hour of Sharing (we did in 2022)
- \_\_ Strengthen the Church (we did in 2022)
- X\_\_ Neighbors in Need
- \_\_ Christmas Fund

2024 voted to give 1K to the 5 for 5 and 4K for OCWM

**In what way is OCWM (Basic Support) gathered? If calculated as a percentage of the operating budget, what is that percentage? (recommended 10%)** \$4,000 - Was voted on in the leadership meeting. It is budgeted into the annual budget.

**What is the church’s current indebtedness?**

Total amount of loan debt: 0  
 Reason for debt: NA  
 Are capital and other payments current? NA

**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
2015	Church remodel	\$250K	\$	Paid off in 2021-2022 timeframe

**If a capital campaign is underway or anticipated, describe:**

Year(s)	Purpose	Goal	Result	Impact
2024	Improvement Fund (Septic, Parsonage roof, bathroom remodel, concrete)	\$42000	\$	

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

- continue preschool and coop preschool running efficiently and safely for everyone
- make needed improvements for parsonage

Does your church have an endowment? No

What is the market value of the assets?

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

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

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

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

Please comment on the above calculations or estimates: NA

Other Assets

**Reserves (savings):** General & Improvement fund for Dec 2023 was approx \$75K

**Investments (other than endowment):**

**Does your church have a parsonage? Yes**

Fair market rental value of the parsonage: \$1800 approximate

How is the parsonage used? For minister

Street / City / State / Zip: 4107 Rockspring Road, Ravenna, Ohio 44266

Finished square footage: 1750

Number of Bedrooms, Number of Bathrooms: 3 bedrooms and 2.5 bathrooms

Assessed real estate value: \$208,000

Available for minister residence: Yes

Expected minister residence: Yes

Condition of structure, systems and appliances: Good

Entity in the church responsible for review and needed repairs: Leadership Team

**Describe all buildings owned by the church:** Church and parsonage.

**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.*)**

We have an elevator that serves all floors of the church. 2 steps required for the pulpit. Balcony is not wheelchair accessible. Parsonage is not handicap accessible or friendly.

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

***For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?***

The review of our church's finances and assets serves as a mirror reflecting our congregation's commitment to our mission and ministry. At Edinburg United Church, our budgeting process is a deliberate and thoughtful endeavor that aligns with our values and goals.

Traditionally, our budget is reviewed annually during church-wide congregational meetings. Our approach tends to maintain consistency, often resembling the previous year's budget with adjustments made based on past experiences and anticipated shifts in needs. This steady approach ensures that we can continue supporting our existing ministries effectively while remaining flexible enough to address emerging challenges and opportunities.

One significant instance where the church made a major budget change was in response to a growing need within our community. Recognizing the importance of supporting those facing crises, whether local or global, we expanded our budget to accommodate contributions to various causes. For instance, during the Ukraine war, the East Palestine train derailment, and incidents like a house fire affecting a church member's family, we were able to provide financial support swiftly and compassionately.

Moreover, our budget allocation reflects our dedication to local outreach efforts, such as the Loaves and Fishes ministry and supporting Southeast School lunches. These initiatives embody our commitment to serving and uplifting our community, ensuring that our resources are used to make a tangible difference where it matters most.

## **HISTORICAL INFORMATION**

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**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.**

Change denominations from methodist church to UCC

Building the parsonage-Built in 1960s

200th celebration-celebrated every month for a year in 2023

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

Covid outside parking lot worship on the radio and then transitioning back inside.

**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.**

*For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)*

At Edinburg United Church, our values and practices surrounding conflict are deeply rooted in our faith and commitment to fostering a community built on love and understanding. We believe in seeking consensus based on God's love and will, understanding that conflicts are natural but can be approached with grace and empathy. Recently, we have had discussions on the time of the worship services. Throughout this process, we sought God's guidance through prayer and reflection, understanding that His will and purpose would ultimately guide our decision-making.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Pastor Susan Parker Lehasky (Interim)	1+	Y
Pastor Tim Paroz	10 years	Y
Pastor Robin Del Negro (Interim)	.5 year	N
Pastor Glen Shedlock (Interim)	1 year	Y
Pastor Steve Mortach (Interim)	1.5 years	Y
Pastor John Brownsburger (Interim)	.5 year	Y
Pastor Sharon Maddox (Interim)	1 year	Y

Pastor Joe Peters (Interim)	1 year	
Pastor Ruth Chartier	9.5 years	Y
Pastor Sally Ketterer	10.5 years	Y

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

We have learned that the congregation is very giving and loving of the pastors, the pastor is a huge part of the church family, and the pastor is very appreciated by the congregation and community.

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

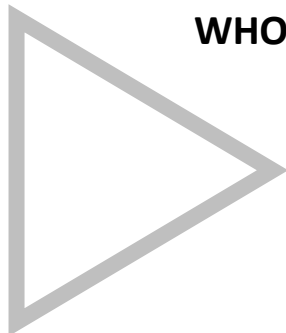
No

**Has your church been involved in a Situational Support Consultation?**

No

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

No



## WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

### COMMUNITY VISION

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

*For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?*

Loaves and Fishes, Salvation Army ringing of the Christmas bells for donations and adopt a child program for Christmas gifts,  
Donations and food for immigrants from Afghanistan  
Food pantry collections for nearby church  
Donations towards Southeast Schools lunch program for kids in need  
Provide a location and relationship with local Scout groups, Southeast Co op Preschool, KidWatch  
Good Samaritan camping group

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

18 members attended the Governance Restructuring meeting  
Future Growth meetings for governance and mission and vision

#### **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](http://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 type="checkbox"/> God Is Still Speaking (GISS)      | <input type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Border and Immigrant Justice      | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) | <input checked="" type="checkbox"/> None                       |

**Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?**  
Possibly under specific leadership

**Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).**  
None at this time

**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.**  
The activities are driven by the mission statement. The congregation is involved in many activities to help all grow spiritually through our actions and involvements.

**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?**  
Negotiable with time, we foresee 20% of the time being spent in community ministry

## **MISSION InSite**

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**Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?**  
Our area has a low growth rate with slightly fewer children and slightly more people over 55 vs the national average. We have slightly less education than the national average as well as slightly less income versus the national average. We also have significantly less ethnic diversity versus the national average with majority being white at nearly 90%. These trends give us the opportunity for education with our community.

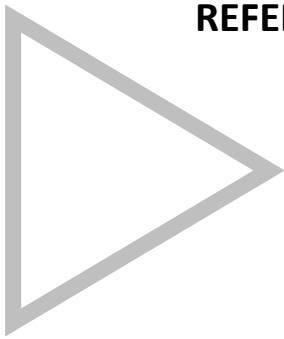
**How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?** The demographics seem very similar except our age distribution is higher versus the neighborhood (ie younger people not attending church as much). We are similar to the neighborhoods adjacent to our church.

**How are the demographics of the community currently shaping ministry, or not?** Although they may naturally be shaping ministry, we do not necessarily believe it's an intentional ministerial shaping.

**What do you hear when you talk to community leaders and ask them what your church is known for?** Our references, who are community leaders, state that Edinburg United Church is not only known for the amazing apple pies but also for the number of ways we help the community and those in need.

**What do new people in the church say when asked what got them involved?** Many reasons are given from new people on why they get involved with Edinburg United Church. Some it was family involvement, some it was location, some it was the friendly and caring environment, and some it was for the pastor.

## 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.**

### **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.**

(See attached)

Name - Robert Dunn

Position - Superintendent for Southeast Local Schools

Setting - Rural

Telephone - 330-654-5841 ext. 1203 or cell (330)-389- 1106

Email - rodunn@sepirates.org

Relationship to the Congregation - we have a long standing partnership with the Edinburg United Church

Please reply to these prompts:

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

- Strong congregation with many pillars of the community as members.
- Strong Partnership with Southeast Schools (e.g. Top 10 banquet, Prayer Walk, Kidwatch program, Reading program, Southeast Cooperative Nursery School, Counseling services)

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

- I believe since Pastor Tim Paroz left the connection has not been as strong but I believe that has only been because of the temporary status of the pastor. I would love to sit down with the new pastor and establish how we can form a symbiotic relationship.

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

- The annual Top 10 Banquet to recognize our top ten seniors has been an incredible annual tradition.

The prayer walk started by Pastor Tim has been an annual tradition for over 10 years. Pastor Tim provided counseling services during tragic situations that we encountered at the school.

Anything else you wish to share.

- I have always been super impressed with Edinburg United Church. They have always had a strong foundation to grow from. There is great pride in the church and their outreach into the community is valuable to our residents. Please let me know if I can provide any additional information.



Cathleen Rufener

June 19,2024

Recruiter for Loaves and Fishes

Ravenna Methodist Church

330 297 5032

[crufener4@gmail.com](mailto:crufener4@gmail.com)

Relationship: I asked them to help serve our weekly free lunch program

It has been my pleasure to work with the ladies at Edinburg United Church on six different occasions since June of 2023. At that time I visited the monthly leadership meeting described Loaves and Fishes, and asked them to join us. On the second occasion, they came to observe how we did it. Third, they came to our yearly sign up meeting and took responsibility for two Saturdays in 2024.

When their leader, Jeneen, could not be there for the April date, Lisa took over and the meal was served with love and joy. That week, I stopped in to talk to whoever was leading (Lisa) and the kitchen was full of folks who all had a job to do and were doing it pleasantly. If someone was helping me, another took over their job! We are looking forward to working with them again in October of this year. The leadership pool is deep and well respected by the workers. That was the fifth time I met with the group.

My last interaction was when Jeneen made a special trip back to the church to let two of us pick up our ham balls. Her kindness was appreciated and the ham balls were delicious! I understand the congregation joins together to make them.

I have no suggestions for improvement, as they kept their word and served 150 lovely meals to their hungry neighbors. They work together well and support each other. This is an exceptional group of believers, in my opinion.

Your sister in Christ,

Cathleen Rufener

Loaves and Fishes

Child of God

Ravenna Methodist Church

Name - Anne Marie Noble

Position - Executive Director Haven of Portage County

Setting - Semi urban

Telephone - 330-990-4949

Email - [amnoble@portagehaven.org](mailto:amnoble@portagehaven.org)

Relationship to the Congregation - formerly attended church here.

Describe some areas of strength in this churches ministry. I have found this church to be welcoming to all. In addition, the individuals who coordinate the wonderful children's programs are very dedicated. I have always been impressed with the programs that are offered to families with children.

Describe some areas for improvement in this church's ministry. There is always room for improvement, however none comes to mind at this time.

Describe a significant experience you have had of this church's ministry. I recall the first few times I came to this church, I felt so welcome and "at home" -Pastor Ruth was an amazing Pastor, very open, very easy to talk to. I had a change in my home life and moved away and it was too far to drive to maintain coming to this church.



## CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

### CLOSING PRAYER

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*Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:*

Heavenly Father,

We come before You with humble hearts, seeking Your divine guidance and wisdom as we search for a new pastor to lead our congregation in sound Biblical teachings. We trust in Your perfect plan for our church and ask for Your hand to be upon every step of this process. Grant us discernment and clarity, and unite us in love and purpose.

Help us to recognize the leader You have chosen, someone who will nurture our faith and inspire us to walk closer with You. We keep in mind I Corinthians 3: 6-7 through this journey:

*I planted the seed, Apollos watered it, but God has been making it grow. So neither the one who plants nor the one who waters is anything, but only God, who makes things grow.*

We also pray for the candidates, Lord. Prepare their hearts and minds, and guide them to where they can best serve and grow in their ministry. Let this be a time of growth and blessing for them as well.

We thank You for the faithful service of our previous pastors and for the continued blessings You pour out upon our church. May we always be a beacon of Your love and grace in our community.

In Jesus' name, we pray,

Amen.

## STATEMENT OF CONSENT

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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 report and Search Committee members

**2. Additional comments for interpreting the profile:**

Additional information available as needed.

*Melissa Dills*

Signed:

Melissa Dills, Chair of Search Committee

June 25, 2024

## VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

Edinburg UCC is a multigenerational congregation with a living ministry with a core value for community engagement and ministry beyond its walls. The congregation is warm and welcoming to all, creative and committed to the Gospel, and willing and open to consider new possibilities. The church is somewhat of a community center and the congregation boasts a partnership with area schools and organizations engaged in making the world into more of Love's realm.

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](mailto:nayiri.agm@livingwaterone.org)

Phone: 330 940 2220 x 102 office. 203 722 92174 mobile

Date: June 25, 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**

