

# **SHORT PROFILE – Transitional Pastor Search**

## **LISTING INFORMATION**

Church name: **Christ Church UCC Norristown**

Street address: **1003 W. Marshall St. Norristown Pa. 19403**

Supplemental web links: **[www.uccchristchurch.org](http://www.uccchristchurch.org)**

Additional ecumenical affiliations:

Conference: PSEC (Pennsylvania Southeast Conference)

Association: Ursinus Association

UCC Conference or Association Staff Contact Person:

**Rev. Kevin J. McLemore**

Associate Conference Minister for Search & Call

cell: 773-717-0029

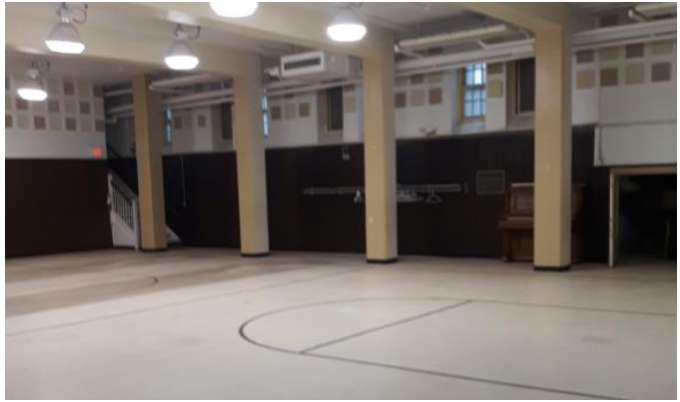
[mclmore@psec.org](mailto:mclmore@psec.org)

Summary Ministry Description:

**Christ Church is a well maintained 125-year-old neighborhood church located in the borough of Norristown Pennsylvania and the county seat of Montgomery County. The community of 34,300 is transitioning, diverse and local re-vitalization efforts are underway. Initially organized as a mission Sunday School, we discern, lift and act upon our love for God in and through our neighbor, children, and creation. Like many churches today, we are not immune to declining membership, the changing landscape of worship attendance and the need for new and innovated ways to continue our church's faith Journey. The congregation is generous and supportive, forward thinking and not adverse to change and risk. We believe in setting the bar high. We think big. We desire growth by welcoming everyone no matter where they are on their faith journey. We are restless to grow our presence and footprint in our community**

Photographs





What we value about living in our area

Christ Church is a neighborhood church located in a diverse and densely populated community. We are located two (2) blocks from the local middle school and four (4) blocks from the elementary school. This presents many options and opportunities for faith and fellowship. We believe the community is hard working, focused on continued improvement and genuinely concerned for each other and their well-being.

Current size of membership:

**160 Members**

Languages used in ministry (*other than English*):

**English**

**Spanish – Though not required, we would welcome a Spanish language speaker. We host, rent, and share our building and space with a Spanish speaking congregation.**

Position Title:

**Designated Term**

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

**Designated-Term – a position for a designated time (often 18-36 months) for a defined purpose (such as revitalization, merger, closing the church, starting a new ministry, etc.), in which the pastor may be eligible to be elected to the settled position after completing the tasks.**

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

**Full Time**

Does the total support package meet conference compensation guidelines?

**Yes. We follow conference compensation guidelines**

## **SCOPE OF WORK**

**(40-50 hours)**

• **Preparation Full-time Minister and leadership of Sunday worship – crafting the liturgy, scripture study, sermon prep, including bulletin preparation, music choice, finding and guiding lay liturgists, preaching, 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 – collaborating with people in the church to create ministry and programs**
- **Community engagement – leading the way for the church to be an ambassador of God's love**
- **Pastoral care in collaboration with spiritual council or other lay people – at least the elderly and the sick and those grieving**
- **Weddings and funerals for participants in the worshipping community**
- **Strategic planning for current and new directions in ministry**
- **Faithful financial development**
- **Attend meetings and give leadership as needed in relation to church programs, always in collaboration with lay leadership – meetings of the governance board, committee meetings, administrative work such as planning and training of lay leaders**
- **Be available to the community for funerals, weddings, special service programs and as a representative of the church in community organizations**
- **Participate in wider church meetings and activities such as conference and association meetings**
- **Administration responsibilities (unless delegated) such as e-mail, website, regular mail, church supply choices/purchasing, filing or resources, record-keeping**
- **Responsibility and authority for supervision of all/some staff (Administrative Assistant)**
- **Counseling when there are special needs, listening and referral**
- **Study and pray to keep learning and improving skills and understanding to lead, teach, preach better**
- **Inspiring and energizing and deepening the spiritual connections and faith understanding through whatever they do**

Additionally, the designated-term pastor will:

- Focuses on the designated tasks for the designated purpose of this ministerial position in the life of the congregation
- Guides specific tasks to which the congregation is committed, such as those related to
  - o revitalization or turnaround
- The nature of a designated term is for a stated period, goals, and progress to be assessed near the end of that time which shall be 2 years.
- By pre-agreement in writing, upon conclusion the designated-term position may afterward become a settled position.

## COMPENSATION AND SUPPORT

Salary Basis (*equal to cash salary plus value of parsonage/housing allowance*): \$

Salary is determined based on Conference guidelines related to Membership size and Years of pastoral service. Combined cash and housing allowance to be determined by incumbent and approved by Consistory.

Benefits (*choose one*):

**Salary plus Benefits**

What is the expected living situation for your next minister  
 Pastor is encouraged to live nearby with housing allowance.

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

Travel and commute are easily accessible from many different areas. We do expect the Pastor to be actively engaged in the community therefore reasonable and manageable commute is recommended.

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

**None**

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

**The Pennsylvania Southeast Conference is blessed to be one of the most UCC-dense regions of the country, with many nearby UCC clergy to form relationships with. PSEC offers more than a dozen Communities of Practice, including specialty groups for interim clergy, young clergy, and based on interests. Additionally, the Ursinus Association Ministerium is an active and engaged resource for developing neighboring partnerships and relationships.**

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. Full time expectation**

### 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 seek a leader with diverse talents and gifts that align with the diversity of our neighborhoods and community. We envision a leader focused on relationship building, nurturing members talents and gifts and engaging inactive members to open new opportunities for broader community involvement.**

**We envision a leader who will encourage and support our congregation to apply and relate their faith to their daily lives. We seek someone who will lead us in expanding and integrating children and youth and families into the life of the church. We seek awareness, acceptance and approval of divergent backgrounds and traditions. Our goal is to become a trusted community partner with a positive reputation.**

Core Competencies:

**Effective and socially outgoing preacher focused on real life concerns and injustices**

**Comfortable with homebound calls and visitation to congregants**

**Youth and Family oriented mindset**

**Embracer of change, innovation, and latest ideas**

### CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

**Speaking for the group-Mark Dooling.**

**“From living and teaching the Bible Study here for many years, I can safely state that Karl Barth’s writings and summaries are the closest that I have found to how we feel expressed. We study Scripture as an inspired, not literal work of God’s message to us. We believe he is still speaking to us through Scripture.**

**Our Church family, and yes I truly believe you will find us to be a family. Like all families are prone to disagree with each other on many areas where our shared theology should lead us. But I feel secure writing that we believe firmly in the power of Christ’s Resurrection. His Resurrection has paid the price for our redemption. It is a debt that we cannot repay as mortals. We strive to live lives that are worthy of this sacrifice, but fully understand that we can never achieve this worth”**

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

**We believe that faith formation is the very mission of Gods church. It is the process by which our faith grows, and our lives are shaped by Gods love. We strive to create an environment and experiences that are multi-generational and are based on events at home, in the church and in the community. We focus on caring relationships, celebrating the liturgical seasons, celebrations of rituals and milestones, learning the Christian story and vision, learning to pray, reading the bible and study, serving, working for justice, and worshipping with God.**

**Our goal is to use and create events and experiences of church life as primary “content” in faith formation by preparing people with the knowledge and practices for participating, by engaging people in the event, and by reflecting upon the meaning of the event and how to apply it to daily life.**

**Currently we encourage our members and neighbors to join our Bible Study which meets weekly on Thursdays to study and discuss the Bible. Sunday morning, we offer an open invitation for reflection, fellowship, and reconnection before worship services. This is an opportunity to share and exchange in the day-to-day events of our lives and the world at large. We have various mission ministries to include a blanket ministry, clothing ministry, card ministry and a little free library ministry for the community as a way of learning to serve and grow.**

**Describe how your congregation is organized for ministry and mission.**

**The Bible does not lay out step by step how a church is to be ordered. The Bible does tell us that order is necessary, however. The Epistle of II Timothy lays out qualifications for leaders of which the Bible names three offices. Elder, Deacon, and Teaching Elder. Paul speaks of worship in general terms of being that act of believers gathered to offer Prayers, Hymns/Psalms, Confession, Reading of Scripture, Preaching, the Celebration of the Lord's Table (Communion), and Baptism. Worship is the act of glorifying God. True worship must have essential elements such as Preaching, Reading the Word of God (including Gospel), Prayers and Psalms, and Celebration of the Lord's**

Supper (Baptism as well). Here at Christ Church UCC Norristown we are organized with these essentials in mind.

The heart of Christ Church UCC Norristown's governing body is the Consistory. This board is what decides matters of business and concerns of the church. However, the congregation has a say in what will finally be done at Christ Church UCC Norristown

Various ministries of lay leaders are elected by the congregation and tasked with creating the programs and activities of the church. These teams create a vision, budget, and manage the programs. Each team has a Consistory member champion who reports on their behalf to Consistory at the monthly meeting. These include:

Board of Christian Education  
Spiritual Council  
Deacons  
Music  
Trustees  
Evangelism

Can you provide the candidate 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**



# 11-YEAR REPORT

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



Church#: 600960

Assoc: 640      Schedule: 0      Christ Church United Church of Christ      Norristown      PA      19401

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	241	73	29	7	5	1	5	0	8
2013	229	63	27	0	0	1	6	7	-12
2014	224	56	26	0	0	1	6	0	-5
2015	219	53	26	0	0	0	5	0	-5
2016	220	55	21	0	0	0	1	0	-1
2017	228	47	39	4	0	7	3	0	8
2018	220	39	15	0	0	0	8	0	-8
2019	211	36	22	0	0	0	9	0	-9
2020	201	24	20	0	0	0	4	6	-10
2021	191	20	22	0	0	0	5	5	-10
2022	176	20	6	0	0	0	6	9	-15

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	\$386,711	\$0	\$10,000	\$8,732	\$18,732	\$5,180	\$23,912	2.59	\$410,623	\$61,000
2013	\$460,291	\$0	\$9,940	\$11,488	\$21,428	\$12,810	\$34,238	2.16	\$494,529	\$62,000
2014	\$443,518	\$0	\$7,500	\$10,172	\$17,672	\$11,687	\$29,359	1.69	\$472,877	\$65,382
2015	\$314,367	\$0	\$4,166	\$9,557	\$13,723	\$0	\$13,723	1.33	\$328,090	\$54,603
2016	\$320,128	\$0	\$5,833	\$6,578	\$12,411	\$3,036	\$15,447	1.82	\$335,575	\$60,370
2017	\$319,645	\$0	\$10,000	\$2,503	\$12,503	\$3,555	\$16,058	3.13	\$335,703	\$69,398
2018	\$318,950	\$0	\$7,000	\$2,809	\$9,809	\$3,828	\$13,637	2.19	\$332,587	\$64,662
2019	\$314,849	\$11,259	\$7,500	\$2,028	\$9,528	\$3,031	\$12,559	2.38	\$327,408	\$67,765
2020	\$320,291	\$16,971	\$6,650	\$3,338	\$9,988	\$930	\$10,918	2.08	\$331,209	\$33,511
2021	\$322,000	\$0	\$6,250	\$17,755	\$24,005	\$0	\$24,005	1.94	\$346,005	\$60,000
2022	\$324,447	\$45,000	\$4,840	\$1,746	\$6,586	\$5,500	\$12,086	1.49	\$336,533	\$60,000

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-22.81	-57.45	-84.62	-100.00	400.00	1.50	-47.32	0.25
2012-2022	-26.97	-72.60	-79.31	-100.00	200.00	-16.10	-64.84	-18.04

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

Provide honest estimate to the best of your ability for the charts below:

Describe those who participate in your church.

Number of active members:	60
Number of active non-members:	10
Total of church participants (sum of the numbers above):	70

Percentage of total participants who have been in the church:

More than 10 years:	96%
Less than 10, more than 5 years:	4%
Less than 5 years:	0%

Number of total participants by age:

0-11	12-17	18-24	25-34	45-54	55-64	65-74	75+
5	0	0	10	10	20	15	10

Describe the range of occupations of working adults in the congregation

1. **Managers, directors, and senior officials.**
2. **Professional occupations.**
3. **Associate professional and technical occupations.**
4. **Administrative and secretarial occupations.**
5. **Skilled trades occupations.**
6. **Caring, leisure and other service occupations.**
7. **Sales and customer service occupations.**

## PARTICIPATION AND STAFFING

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers or have lay ministerial standing.

Name	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev Ruth Sheets	Ordained	Supply	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:

**Rev Ruth Sheets regularly serves Christ Church as a Sunday Supply Pastor. She is often our delegate to conference meetings. She is contributor to our monthly newsletter and an advocate for our Little Free Library that serves our community**

List all current staff, including ministers. 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 person in this position
Deborah Lintner Adm Assistant	no	Part time	Pastor	2 years
Jay Chadwick Music Director	no	Part time	Music Board	2 years
Jeff Lloyd Sexton	no	Part time	Trustees	6 years

### CHURCH FINANCES

Can you provide the candidate with a copy of your church's most recent annual budget, spending plan, operating statement, or annual treasurer's report complete with information on any reserves or endowments

**Yes**

Has the church ever failed to pay its financial obligations to a minister of the church?

**No**

What is the church's current indebtedness?

Total amount of loan debt: **None**

Reason for debt: **Not Applicable**

Are capital and other payments current? **Yes**

Does your church have a parsonage?

**No Parsonage**

### HISTORICAL INFORMATION

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

Staff member's name	Years of service	UCC Standing (Y/No)
Kent Rhodehamel	1	yes

Jeff Johnson	11 years	yes
Frank McKenzie	5 years	yes
Martha Boyer	8	yes
Robert Reiff	12	yes

Has any past leader left under pressure or by involuntary termination?  
Y/N **No**

Has your church been involved in a Situational Support Consultation?  
Y/N **No**

Has a past pastor been the subject of a Fitness Review while at your church?  
Y/N **No**

## REFERENCE

Select a person who has agreed to serve as a phone/email reference. Make sure they are not members of your church but are people who know your church well enough to be helpful to candidates seeking more information. Make sure they are aware that candidates may contact them and that these are confidential discussions. Suggestions for non-member references include: a previous member who moved away, the pastor of a neighboring church you share ministries with, an employee at an organization the church frequently partners with.

### REFERENCE

Name / Position / Setting

**Rev. Dwayne Mosier**

**610-213-0459**

[damosier@comcast.net](mailto:damosier@comcast.net)

**Pastor of sister church**