

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE

THE COMMUNITY CHURCH STOW

1567 Pilgrim Drive Stow, Ohio 44224

August 1, 2024

Who  
are  
we

Who  
is our  
neighbor

Who is  
God  
calling us  
to become

?

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

The Community Church of Stow  
Stow, Ohio

Settled Part-Time Pastor

Heartland Conference, Living Water Association

[August 1, 2024]

### 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)*

## 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.

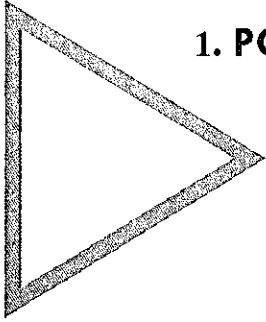
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known 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 story-telling and many prayers. 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.



## 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

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Church name: The Community Church of Stow, United Church of Christ  
Street address: 1567 Pilgrim Drive, Stow, Ohio 44224  
Supplemental web links: [www.stowcommchurch.org](http://www.stowcommchurch.org)

Conference: Heartland Conference  
Association: Living Water ONE  
Nayiri Karjian  
Association General Minister  
[agm@livingwaterone.org](mailto:agm@livingwaterone.org)  
330.940.2220

#### 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?*

**The congregation is transitioning from our retiring part time pastor in place for 2 years. Stow and Munroe Falls is a growing area of Northeast Ohio, with wonderful schools, solid real estate values, lots of families and many arts and cultural entities to involve the population. We developed a vibrant Farmers Market for our city that has become an economic and civic focal point every Saturday morning during the summer and falls months in the parking lot of the church. We are able to engage with at least 500 people each week and have developed these contacts into a number of new members to the church. We consider our church and our members one big family, that care deeply about our members, friends, and the community we serve. Our members love that we treat everyone as family, and We also consider our church our spiritual home away from home where we come to connect and refresh ourselves in God's word and His teachings. We are Bible based and no matter Old or New Testament, we follow His word to serve.**

Photographs:



What we value about living in our area (2 – 3 sentences): **We live in a very friendly community which is family oriented along with a good school system, moderate climate featuring all four seasons. Great recreational opportunities in close proximity including the Cuyahoga Valley National Park, and close to Cleveland, Akron, Canton, Kent, and Cuyahoga Falls.**

Current size of membership: 178

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

Position Title: **Settled part-time pastor**

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

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

Intentional Interim – a called position for a temporary term of congregational preparation for a settled-pastor search, in which the minister does not typically move church membership to the congregation served or move standing to the related association

Designated-Term – a called position for a designated time period for a defined purpose, in which the pastor may move church membership to the congregation served and may move standing to the related association

Supply – a temporary position in which the pastor does not move membership to the congregation served or move standing to related association

Compensation Level (*choose one, delete the other options listed*): **½ Time or ¼ Time**

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

## **1b. SCOPE OF WORK**

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*(add here the Scope of Work developed by your church using the Call Agreement Workbook)*

**In relationship with the Stow Church, the pastor would presently be dealing with a primarily senior congregation. There are many “worker bees”, but also those who have reached the “mind-is-willing, but the body is weak stage.” Compassion, sensitivity, and concern for issues of aging, and outreach to both those who can attend and play an active role and those who cannot. Pastoral care is paramount, with a lesser emphasis on executive duties. A good sense of humor is always a helpmate and, of course, an inspiring pulpit message.**

Core Competencies:

**Effective Speaker**

**Makes Pastoral Calls**

**Effective in Planning and Leading Worship**

## 1c. COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance): **\$32,500**

Pastor Salary	\$25,000
Pastor SS Offset	\$2487
Pastor Auto	\$1500
Pastor Housing	\$7500
Pastor Pension	\$4550
Continuing Education	\$750
<b>TOTAL</b>	<b>\$41,787</b>

Benefits:

**Salary includes Optional Benefits (mileage, pension, & continuing education)**

What is the expected living situation for your next minister?

**Living nearby with a housing allowance.**

State any incentives:

**Social Security Offset**

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

**We will not require office hours.**

## 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.

**Build membership while keeping our present membership engaged and inspired.  
Motivate stewardship of our members helping them to envision future growth.  
Through a congregational survey, we were able to compile a list of attributes that we would like our called pastor to have. Here are the top 10 most desired attributes:**

- 1. is an effective preacher/speaker.**
- 2. makes pastoral calls to people in hospitals and those confined to home.**
- 3. maintains confidentiality.**
- 4. is effective in planning and leading worship.**
- 5. is effective with all age groups.**
- 6. is an effective counselor and ministers effectively in a crisis or conflictive situation.**
- 7. works regularly at bringing new members into the church.**
- 8. helps people develop their spiritual life.**
- 9. encourages people to relate their faith to their daily activities.**
- 10. reaches out to an inactive member.**

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

**New minister to be aware of and support local events in the community and to be passionate about our role in the community. We want to encourage our new pastor to use our beautiful building, fellowship hall, meeting spaces, Pavilion, and over 3 acres of greenspace as a springboard for community engagement and worship opportunities.**

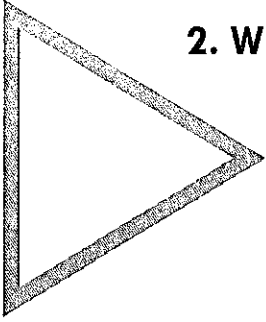
Specify language requirements or culturally specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

**Our Area is primarily English Speaking.**

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.

**As a church very active with and engaged in the community (as listed elsewhere in the profile) God seems to be calling a new pastor who will embellish on areas of church growth through encouraging families with teens and/or younger children to become engaged not only in worship but in the blend of church community involvement by extending Biblical teaching into everyday lives.**





## **2. WHO IS GOD CALLING US TO BECOME?**

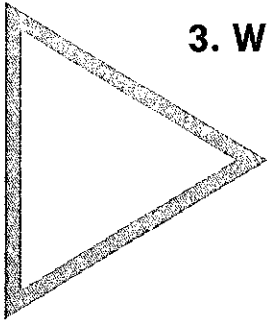
**“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)**

Who is God calling you to become as a congregation?

**We as a congregation feel it is our mission and spiritual duty to reach out and be relevant in our community to teach the word of God, invite those in need of a church home, and to prepare the way for the next generation of our church family. We have come a long way since we moved to our present location in 1964 to today, with many success stories and challenges—we have persevered through it all. No matter what, the civil strife, economic circumstances, including COVID-19, we have managed to overcome each situation with a sense of calm and purpose. Although we are not a huge church family, we have much more in store to reach our community with our Christian faith message.**

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

**As part of our regular outreach program, we have grown our local onsite Stow Community Farmers Market to become a viable community gathering place every Saturday morning for the last twelve years. The Market was a big success this year. Yes, we are a Senior congregation, and we try to use the experience and faith history of our members to broaden our horizons in our immediate service area (within a 5-mile radius of our church.) We will strive to connect to our neighbors through fruitful relationships we have built with city leaders, civic service groups, school system, sporting teams and neighborhood organizations and activities. We will continue to nurture our involvement in these various groups that have made this connection such as Narcotics Anonymous, Stow Blanketeers, Prayer Shawl Knitters, the Stow-Munroe Falls Community Foundation, and a local woman’s chorus group. We are blessed with a wonderful green space that we plan on using for future religious and civic activities with the recent addition of a newly built Pavilion.**



### 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

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Describe your congregation’s life of faith.

**Our membership has adopted a spiritual slogan to help guide us in our faith journey—HOBO Inc—Helping Others Become One In Christ—which became an acronym that reenergized our faith mission as introduced by our former Pastor Jim Case. He had introduced HOBO Inc to us early on in his tenure, with great success in rekindling our core belief in Christ Jesus and spoke about it most every week in his sermons. It has become an important part of our worship, conversations, and community outreach ever since. HOBO Inc has definitely brought us close to God and lives in us in everything we do.**

**We endeavor to reach out to all of our congregation and friends of the church by broadcasting each Sunday service on Facebook Live.**

Describe several strengths or positive qualities of your congregation.

**Our profile congregational survey brought out these common strengths: We are definitely a close knit, faith-based family-oriented congregation with like-minded members and friends that genuinely care about one another. Church family gatherings, weddings, showers, baptisms, and family worship are key strengths in our membership. An integral part of our support system includes a very effective “Prayer Chain” that uses both email and phone calls to inform our members of spiritual and physical concerns. There is also a great sense of charitable giving in God’s name that our congregation takes very seriously—that has enabled us to keep our church family vibrant to meet the needs of the community. We are blessed to have a wonderful sanctuary, pavilion, and green space for outside activities and worship.**

Describe what worship is like when your congregation gathers.

**The worship style at the Community Church of Stow is traditional in its liturgy, being followed weekly with variations on holidays, baptisms, confirmation, and communion. The 3-year lectionary is often included, as is the church calendar. Scriptures are read and preached on. Prelude, postlude, announcements, calls to worship, hymns taken primarily from the "Sing to The Lord" hymnal, offertory, choir anthem, pastoral prayer and benediction are generally used. As "family" there is generally laughter as we believe worship to be solemn and reverent, but also mixed with appropriate levity. In summer, we greatly enjoy worship outdoors on our beautiful grounds of God's creation and in our new Pavilion.**

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

**Presently, there are some youths in attendance. Confirmation classes are held when appropriate. Sunday school for children is offered during the worship service.**

Describe how your congregation is organized for ministry and mission.

**Decisions that come through the church council, our ruling group that guides our church, are conveyed through the weekly church bulletin and through our monthly newsletter mailed out and emailed to almost 150 people. Monthly council meetings, committee meetings, and events all go through the council and committee chairs. The church council and our weekly worship services keep our Christian Vision focused and refreshed to our congregation and friends.**

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

**Decision making is made through regular church council monthly meetings which average two hours per meeting. Follow-up meetings vary.**

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

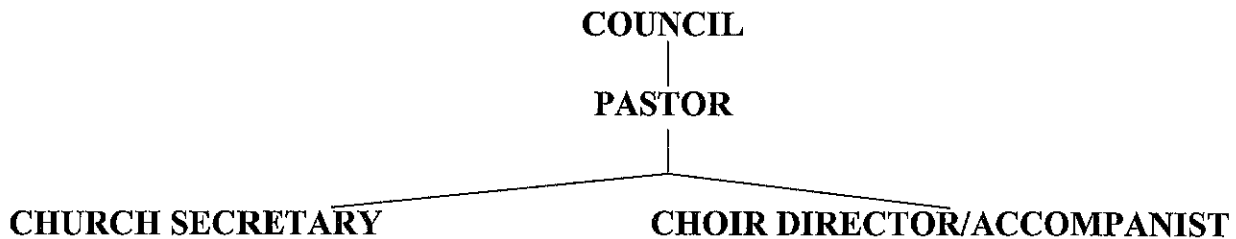
**Our church was in need of boiler repair with very little advance notice. A new boiler was not in the budget, and we needed to raise the money to make sure that the boiler could be replaced before the worst of the winter months. Through donations, we raised nearly \$11,000 within a month. We continue to raise thousands of dollars through Fundraisers and our Spaghetti Dinners with monies going to different missions and charities as well as to the general fund.**

- 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?

**The structure of our governing body, or Council, is as follows:**

**Moderator; Chairperson of the Diaconate; Chairperson of the Christian Education Committee; Chairperson of the Finance Committee; Chairperson of the Property/Maintenance Committee; Chairperson of the Outreach/Membership Committee; Chairperson of the Music Committee; Farmers Market**

**STAFF & COUNCIL STRUCTURE OF THE CHURCH**



**Our Church governing council is made of a Moderator, Diaconate Chair, Property/Maintenance Chair, Music Chair, Finance Chair (also the Treasurer), Financial Secretary, Christian Education chair, Membership/Outreach Chair, and Clerk. Meetings are held the first Sunday of every month (except in July) and the Pastor is expected to attend. Council works seamlessly with the membership in making everything work during the worship service, weekly events, service projects and fundraising events. Our Music Director has done a phenomenal job in presenting inspiring choir praise and anthem numbers. We gather together in Fellowship Hall often to recognize birthdays. We continue the mission to build an all-important spiritual community for Stow and are poised for higher heights in Christian Fellowship.**

Our Constitution is currently being revised and is expected to be ready for inspection by the congregation in November 2024.

**A PDF of our most recent constitution is attached separately.**

### 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#: 625080

Assoc: 566

Schedule: 0

Stow Community UCC

Stow

OH

44224

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	157	80	18	0	5	14	3	1	15
2013	173	88	29	0	3	19	6	0	16
2014	181	89	30	0	9	4	5	0	8
2015	180	86	62	0	4	1	6	0	-1
2016	192	86	53	4	0	13	5	0	12
2017	192	76	52	0	0	10	10	0	0
2018	191	74	48	0	0	4	6	0	-1
2019	187	66	20	2	0	3	9	0	-4
2020	186	48	20	0	0	0	1	0	-1
2021	178	41	18	0	0	6	13	0	-8
2022	182	38	21	2	0	8	6	0	4

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	\$116,867	\$0	\$2,653	\$747	\$3,400	\$1,064	\$4,464	2.27	\$121,331	\$102,803
2013	\$145,205	\$0	\$2,280	\$917	\$3,197	\$1,061	\$4,258	1.57	\$149,463	\$109,547
2014	\$152,814	\$0	\$3,184	\$976	\$4,160	\$783	\$4,943	2.08	\$157,767	\$117,877
2015	\$174,327	\$0	\$5,692	\$618	\$6,310	\$2,556	\$8,866	3.27	\$183,193	\$119,252
2016	\$161,821	\$8,650	\$5,402	\$745	\$6,147	\$2,615	\$8,762	3.34	\$179,033	\$119,689
2017	\$161,924	\$39,850	\$3,239	\$695	\$3,934	\$2,763	\$6,597	2.13	\$168,521	\$120,240
2018	\$154,925	\$5,200	\$6,252	\$1,278	\$7,530	\$381	\$7,911	4.04	\$162,836	\$120,438
2019	\$185,702	\$0	\$4,595	\$599	\$5,194	\$640	\$5,834	2.77	\$171,536	\$121,738
2020	\$135,778	\$21,359	\$2,375	\$0	\$2,375	\$205	\$2,580	1.75	\$138,358	\$117,070
2021	\$125,199	\$0	\$2,242	\$809	\$3,051	\$2,169	\$5,220	1.79	\$130,419	\$109,705
2022	\$140,177	\$0	\$2,490	\$195	\$2,685	\$445	\$3,130	1.78	\$143,307	\$90,470

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-5.21	-50.00	-69.62	0.00	-40.00	-7.73	-29.97	-9.60
2012-2022	15.92	-52.50	16.67	-47.37	50.00	19.95	-21.03	18.11

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.

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	36	X
Number of active non-members:	4	X
Total of church participants (sum of the numbers above):	40	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:	51%	105
Less than 10, more than 5 years:	32%	56
Less than 5 years:	17%	19    Membership total 179

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>
3		0	1	1	1	2	9	33	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1%	X
Households with minors:	3%	X
Single adults age 35-65:	3%	X
Joint households with no minors:	5%	X
Single adults over 65:	40%	X
Married couples over 65:	48%	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	59	X
College:	51	X
Graduate School:	2	X
Specialty Training:	3	X
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	5%	X
Adults who are retired:	80%	X
Adults who are not fully employed:	15%	X

### 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	0	0
Baptisms <i>(number last year)</i>	1	Pastor
Children's Groups or Classes	4	Ellen Franks
Christmas Eve and Easter Worship	40-75	Pastor
Church-wide Meals	35-40	JoAnn Hickey, Gary Aleman

Choirs and Music Groups	8	Simon Hunt, Choir Director
Church-based Bible Study	0	0
Communion ( <i>served how often?</i> )	Monthly and Special services	Monthly, Easter, Christmas Eve, Ash Wednesday, Maundy Thursday, Pastor
Community Meals	11/year	Monthly spaghetti dinner
Confirmation ( <i>number confirmed last year</i> )	0	
Drama or Dance Program	0	
Funerals ( <i>number last year</i> )	5	Pastor
Intergenerational Groups		
Outdoor Worship	1	40 people attending
Prayer or Meditation Groups		
Public Advocacy Work		Food Pantry & local food insecurity program for children supported
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings ( <i>number last year</i> )	1	
Worship (time slot: 10:30 AM)	42	
Worship (time slot: _____)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other		Prayer Shawl Knitters, Blanketeers, Narcotics Anonymous, Pre-school, Women's Choral Group, & a Local Woman's group all meet here

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).

	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Sharon Alberson			Ordained	Y
Jim Case			Pastor	Y
Carol Clements			Ordained	Y
Bonnie Montgomery			Ordained	Y

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: **Pastor Case, Rev. Clements, and Rev. Alberson have contributed to pulpit supply. Rev. Montgomery has resigned and no longer participates.**

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 Manager	Judy Faris	\$14,604		27 + years
Music Director and Accompanist	Simon Hunt	\$16,708		6 years
Independent Contractor	Barb Paugh	\$6,667		5 years

**REFLECTION**

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

Although our congregation may be predominantly 55 years plus, we do benefit from the wisdom of those years. Our people have learned countless life lessons that help to guide us through challenging times. We have been an established church in our location since 1964 and the community perceives us as one of the religious mainstays in our city.

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$84,771
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 (Spaghetti Dinners)	\$ 9,990
Gifts Designated for a Specific Purpose      Boiler Fund	\$ 10,091
Grants	\$0
Rentals of Church Building and Pavilion	\$ 4,010
Rentals of Church Parsonage	\$0
Support from Related Organizations ( <i>e.g. Women's Group</i> ) for purchase of lawn tractor	\$ 4,551
Transfers from Special Accounts	\$0
Other (specify):      Acme receipts	\$ 450
Other (specify): Individual's sales from farmers Market, donated	\$ 1,800
TOTAL	\$115,495

Current annual expenses (dollars budgeted for most recent fiscal year): \$129,000

*Attach the 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.*

**A copy of our most recent budget is attached at the end.**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? (\$41,787) 37%

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*) NO

- 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%*)

**Individual Pledges**

What is the church's current indebtedness?

Total amount of loan debt: **0 (zero)**

Reason for debt:

Are capital and other payments current? N/A

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.

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

Year(s)	Purpose	Goal	Result	Impact
2020	Parking lot re-sealed	\$ 6,900	\$ 6,900	Done/paid
2023	New Pavilion			Paid by private donation, work done by volunteers
2023	Boiler repair	\$ 11,000	\$10,652,50	Done/paid (cost \$10,091)

**Other projects privately or partially funded:**

**2019-Installation of a stair lift**

**2021-Parking Lot lights**

**2022-New church sign**

**2022-Fellowship Hall air conditioning.**

**2023-Pavilion**

**2023-Sunday school room and Music room renovation paid by Women’s Fellowship.**

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.

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

What is the market value of the assets? **\$1,000**

Are funds drawn as needed, regularly, or under certain circumstances? **NO**

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

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

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

Please comment on the above calculations or estimates:

#### Other Assets

Reserves (savings): **\$25,060.11**

Memorial fund      **\$8,559.00**      Farmers Market **\$25,567**

Investments (other than endowment): **\$0**

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

Describe all buildings owned by the church: **The church owns our building outright with no mortgage resting on 3+ acres of greenspace with a wooded area at one end of our property. The church also has two storage sheds that house a lawn tractor, snowblower and other equipment in one and Farmers Market set-up and equipment in the others. There is also a newly built pavilion.**

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.*) **The sanctuary entrance and upper level are handicapped accessible. There is a stair lift to the lower level. The Fellowship Hall and other lower entrances and Pavilion are also accessible.**

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?*

### 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.

**Going from building a gas well to running a Farmers Market.**

**In 2017 we celebrated our 100-year anniversary as a church and in 2014, we celebrated 50 years in our current church building.**

**Going from settled pastor to pulpit supply.**

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

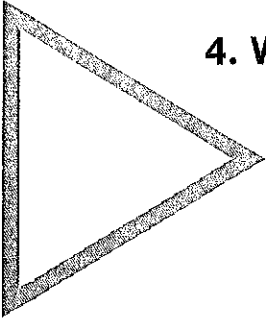
**COVID 19 had a direct impact on our congregation. Attendance dropped after the pandemic and has not recovered.**

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.

**During a recent conflict, an attempt was made to get two primary parties to come to an agreement through meetings with the Living Water Association and church officers and mediators. The process ended when the minister chose to resign. The congregation is still healing from this process. A congregational meeting was held to encourage the congregation to move forward in a positive manner.**

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

Staff member's name	Years of service	UCC Standing (Y/N)
1994 - Roger Straw	2	Y
1996 - Stephanie L. Haines (Interim)	1	Y
1997 - Mark B. Pemberton	6	Y
2003 - Edwin G. Shriver (Interim)	2	Y
2005 - James D. Edwards	5	Y
2010 - William D. Meyer (Interim)	11 MO	Y
Dec. 2010-May 1, 2011 – Rev. Art Clippinger & Carol Zeh, lay	6 MO	Y N
2011 - 2020 W. James Case	9	Y
2020 - 2021 Larry G. Baldrige (Interim)	1	N
2021-2023 – Bonnie S. Montgomery	2	Y
2023-Current – Various Pulpit Supply		



#### **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 church has been built on service and Christian love – in fact, our mission statement reflects a strong will to achieve this with these words: In Essentials, Unity. In Non-Essentials, Liberty. In Diversity, Charity. In All Things, Christ First. We recently also adopted the acronym HOBONIC – Helping Others Become One in Christ, a recent call to action for our members to evangelize for Christ in our community.**

**A new vision of a community function for the Community Church of Stow was launched in 2010 as a form of evangelism for the neighborhood. A plan for our own locally sourced Farmers Market was developed and started in June of 2011 on our church parking lot, beginning at first with just 3 vendors, but steadily growing into a vibrant meeting place on Saturday mornings. We have added weekly food offerings and local musicians and are now averaging more than 30 vendors a week with an average attendance of at least 500 people weekly during the Summer and Fall seasons. It is now an energy filled, social community event that really engages our neighbors far and near. We have devoted one booth space a week in our 19-week season to a local charity to give them a voice to our attendees. We have instituted both SNAP and WIC benefits at the Market, which provide food purchasing assistance for low-income families. We have gained new members and friends from our neighborhood that have joined the church as a result of relationships from the Market.**

**One of our favorite missions is contributing volunteer hours, snack foods, and money to Bulldog Bags and Bulldog Boxes, a local charity that is helping to feed over 700 food challenged children in our local school system. We also support a local Food Pantry with food donations and tips collected at our monthly Spaghetti Dinner.**

**There are talented ladies in the church who knit prayer shawls and prayer squares which are distributed among cancer patients and shut-ins who need a little helping hand. Over the years, there have been hundreds distributed to those in need.**

**Our monthly Spaghetti Dinner fundraiser has been a staple event in the community since 1994 and has become not only a source of revenue, but a key event for our members and friends to volunteer, serve and cook. The outlying community really looks forward to attending to support our church and our mission. The Women's Fellowship helps to serve a meal at a local homeless shelter every year in Akron.**

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

**We remind our congregates of our monthly and yearly commitment to OCWM and all the benefits that come with this promise.**

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 checked="" type="checkbox"/> Accessible to All (A2A) | <input checked="" type="checkbox"/> Just Peace                            |
| <input type="checkbox"/> Creation Justice                   | <input checked="" type="checkbox"/> Global Mission Church                 |
| <input checked="" type="checkbox"/> Economic Justice        | <input type="checkbox"/> Open and Affirming (ONA)                         |
| <input checked="" 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 checked="" type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M)  | <input type="checkbox"/> None   |

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

**Not at this time. Possibly at a later date.**

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.

**Once again, as stated earlier, our congregation would be open the topics checked above, however, with the restraints of ages of our congregates, there is not much physical activity toward these ends, but instead spiritual belief. We always refer to our original mission statement— In Essentials, Unity. In Non-Essentials, Liberty. In Diversity, Charity. In All Things, Christ First. This helps us get through the many challenges we face in our society and community.**



#### 4b. 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?

**A PDF copy of the The ARDA report (Association of Religious Data Archives) is attached separately.**

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?

**Even though our congregation may be a bit older than the average age in Stow, we draw energy and acceptance from our community. People really don't care about how old our membership may be, but they sure see the vitality on how we impact our neighborhood.**

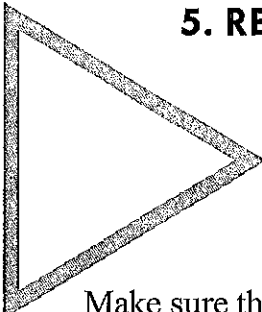
What do you hear when you talk to community leaders and ask them what your church is known for?

**The perception of our church in the community is very strong and community leaders and our neighbors rely on our great history of giving back to the city. We constantly strive to be relevant to the needs of our congregation and our neighbors. People rely on us not only for our easy access to our physical church and grounds, but for our generosity and our genuine human kindness for the betterment of our world.**

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

**When new members and friends are asked to volunteer or participate in activities, there has been a wonderful response in joining in on a wide variety of tasks and events such as helping with aspects of the worship service, volunteering for our monthly dinners, helping with our Farmers Market, grass cutting, painting, maintenance projects, baking, sewing, knitting of prayer shawls, and so much more. There has always been a bountiful willingness to be a part of such a loving church family.**

## 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

Karen Blankenship, Play and Learn Preschool Director  
(330-688-7872 / blankie5150@gmail.com/ Rents space in the church for preschool operation)

Community Church of Stow is my second home. When I walk in the building I feel a sense of comfortable after all I have been walking in for forty plus years every day of the week. I have been a preschool teacher at Community for forty plus years. At one point in time, about 20 years ago, I thought the school would have to move because of feelings I was getting from the church ladies. But there was a change. Change in leaders, change in emotions and feelings, changes in attitude. I am not a full fledge member of Community I do feel a part of the church. Church services have hit the nail on the head-I do love holding hands and singing at the end of the service. The “true” members are friends. The people attending the church are one big family. Men and women working together for the church, just as families do to get a head or get the job done. One year the sanctuary was wiped down clean. I call this past year the year of the tree. Many large trees came down and had to be cleaned up, cut up hauled away. Tough work. At the drop of a hat lovely dinners, from volunteers, for funerals and quite tasty too. A couple of years ago there was a major tragedy in my family-the love, and support from the members touched my heart. I still feel it. Smiles, hellos, concern, love, friendliness, caring. This church feels like family. All the good and great things that family gives.

*Karen  
Blankenship*

REFERENCE 2

Pastor Larry Baldrige / Interim Pastor, First Baptist Church of Kingsville/  
(330-715-2038 / reecigigi@gmail.com / former Interim Pastor)



*First Baptist Church of Kingsville*

6003 Lake street PO Box 33 Kingsville, OH 44048

May 18, 2024

To Whom It May Concern,

It was in June of 2020 that I first became involved with the Community Church of Stow. My name was given to the church as one who was able to provide pulpit supply. After preaching through June and July I was asked to meet with the church council. As I met with them, I was overwhelmed by their love and desire to be a church faithful to the Word of God. They wanted to grow in their faith and grow in numbers to better reach their community for Christ. I was asked to prayerfully consider becoming their interim pastor. I felt a strong leading to serve the Lord in this way and to be a part of this family of God. It was a challenging time for the country with Covid still active and affecting everyone's life. We adjusted the best we could under the circumstances and kept the church doors open.

I was blessed to be able to serve until September of 2021 when they found their new pastor. In my time as interim pastor, I received total love and support from my church family. At my monthly meetings with church council, they granted me complete freedom to minister to the spiritual needs of the church as I was lead of the Spirit. They were never controlling in any way, only morale boosting and encouraging to me in my interim role. It was a sad day for me to leave my friends and fellow laborers in the Lord's work at the Community Church of Stow.

In Christian Love,

*Pastor Larry Baldrige*  
Pastor Larry Baldrige

*Glorifying God, Compassionately Sharing the Gospel, Passionately Making Disciples,  
Impacting our Families, Communities, and World for Christ.*

Phone: 440-224-1081

Website: [www.kingsvillefbc.org](http://www.kingsvillefbc.org)

Email: [kfbsecretary@gmail.com](mailto:kfbsecretary@gmail.com)

REFERENCE 3

Rev. David Weyrick / Retired Minister / Stow Presbyterian Church  
(330-815-1637/davidspc@icloud.com / Pulpit Supply)

Rev. David Weyrick, D.Min., Ph.D  
2560 Ogden Ave.  
Akron, Ohio 44312  
davidspc@icloud.com

June 1, 2024

To Whom This May Concern,

I had the honor of pastoring in Stow, Ohio for twenty-five years at the Stow Presbyterian Church and during that time became familiar with the Community Church of Stow. I also had the honor to get to know two of its former pastors as we were active in the city's ministerial association. Through the years, I visited the church a few times for celebrations, dinners, or combined congregational services that the church hosted. Being semi-retired, I now have the honor of filling the pulpit once a month at the church.

I have always felt a connection with the congregation because of our shared Reformed background, which is evident throughout the work and worship of the church. The people are excellent examples of those who embrace the mission of the United Church of Christ by being united in Spirit and inspired by God's grace, welcoming all, loving all, and seeking justice for all.

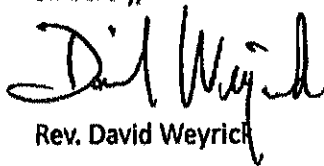
When I came back into the building, after more than ten years, I felt welcomed and at home. Truly. The strength of the congregation lies in its loving acceptance and outreach; a genuine unity in Christ's love.

Yet, like so many other mainline churches, the Community Church lies at a crossroad for its future. The congregation is aging. They know that. They need a leader who can help them determine the best road to take and lead them on it.

I know the city of Stow well. It continues to grow with excellent schools and active community events. Think of it as a bigger small town. The city provides a huge potential for this congregation's Reformed presence of seeking justice and reaching out to all.

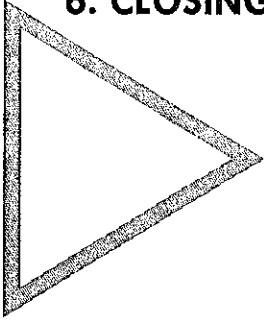
I highly recommend the Community Church of Stow for a pastor seeking God's call to a location where one can lay down some roots and help the congregation move forward.

Sincerely,



Rev. David Weyrick

## 6. CLOSING THOUGHTS



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

### 6a. 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:*

**We believe that the Lord has much more in store for us. We are a very welcoming congregation that goes out of our way to embrace visitors whether in worship or in one of the many functions that we have. Our congregation is looking forward to a new, energized pastor in church soon, one that can shepherd us through the challenges we have.**

## 6b. 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 a 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.)

### SEARCH COMMITTEE

**Everett Smith – Committee Chair**

**Jim Pierce – Council Moderator/Pro tem**

**JoAnn Hickey**

**Suzanne Heard**

**Judy Faris**

**Eileen Herbert**

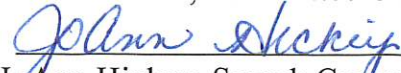
**Jean Wilkinson**

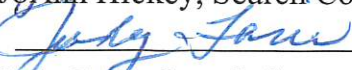
2. Additional comments for interpreting the profile:

Signed:

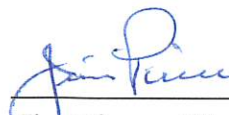
August 1, 2024

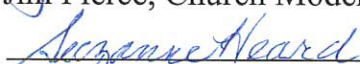
  
\_\_\_\_\_  
Everett Smith, Committee Chair

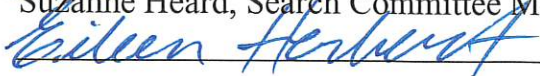
  
\_\_\_\_\_  
JoAnn Hickey, Search Committee Member

  
\_\_\_\_\_  
Judy Faris, Search Committee Member

  
\_\_\_\_\_  
Jean Wilkinson, Search Committee Member

  
\_\_\_\_\_  
Jim Pierce, Church Moderator

  
\_\_\_\_\_  
Suzanne Heard, Search Committee Member

  
\_\_\_\_\_  
Eileen Herbert, Search Committee Member

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

Stow Community Church is in good standing in the Living Water Association, Ohio NorthEast, Heartland Conference. The congregation has a living ministry in its community and has experienced growth in the last several years. Its members are deeply committed to God and the church which energizes vital ministry. Its Farmers Market is most popular and proves to be a wonderful way of connecting and ministering to their wider community.

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: agm@livingwaterone.org

Phone: 330-940-2220 x102

Date: August 29, 2024

only

**2024 ACCEPTED BUDGET**

	Item	2023	2023 actual	2023	2023 actual	2024	Section Totals	
		proposed	through 3RD quarter	4th qtr estimate	plus 4th Qtr estimate	ACCEPTED		
Personnel	Pastor Salary	25000	18,325	0	18,325	25000		
	Pastor SS Offset	2487	1,659	0	1,659	2487		
	Pastor Auto***	500	0	0	0	1500		
	Pastor Housing	7500	5,000	0	5,000	7500		
	*** Pastor supplies	1000	96	0	96	0		
	<i>created in 2022 so pastor could purchase a printer and laptop. Taken from auto budget.</i>							
	Sac. Salary	14604	10,953	3,651	14,606	14606		
	Organist/choir director Salary	8354	12,523	4,185	16,708	16708		
Choir Dir. Salary	8354	included above						
Bonus to non-ministerial staff & custodial contractor								
		900	450	450	900	900		
	FICA & Sal. Tax	2479	1,859	620	2,479	2479	71,180	
Benefits	Pastor Pension	4550	3,033	0	3,033	4550		
	Pastor Vacation Pay	0	2,187	0	2,187	0		
	Continuing Education	750	197	0	197	750	5,300	
Benav	Pastor Discretionary	150	0	0	0	150	150	
Property	Property Ins. \$ 1412/qtr**(2023)	5500	4,239	1,412	5,651	5700		
	Property Tax	350	349	0	349	350		
	Other Insurance (umbrella)	175	233	0	233	233		
	Gas	4000	3,164	620	3,784	4000		
	Electricity	3000	1,901	662	2,563	3000		
	Other Util.(phone, sewer, water, trash)	3500	2,811	1,118	3,929	4000		
	Custodial Contract	6667	5,000	1,667	6,667	6667		
	Other (boiler & stairlift inspection)	500	437	0	437	500		
	Maint. & Supplies	3000	2,988	675	3,663	3700		
	Snow/Lawn Care (1650/season + salt)	2000	1,080	660	1,740	2000		
	Capital Imp.							
	Landscape flowers	150	0	0	0	150	30,300	
Office	Supplies & background checks	1200	913	287	1,200	1200		
	Copier Contract \$190/mo	1608	1,842	570	2,212	2000		
	new copier setup		640	0	640	0		
	Postage (\$132/200)	500	284	262	546	550	3,750	
Diaconate	Altar/Worship Sup (UR, candles, communion)	650	249	30	279	300		
	other-Ash Wed	0	46	0	46	0		
	Substitute Pastors(\$150/Sunday)	600	1,439	900	2,339	600		
	Substitute musician(\$50/Sun)	0	150	0	150	150	1,050	
Member-ship	Other(welcome cards, coffee cups)	200	95	95	190	200		
	Advertising (welcome cards)	100	63	0	63	100		
	Web Page & Multi Media	200	175	0	175	200		
	Altar Flowers	75	63	12	75	75		
	Funeral flowers	200	80	0	80	200	775	
Assoc.	Meeting Exp.	250	15	0	15	150	150	
Music	Supplies (Chimes & choir music)**	50	0	0	0	50		
	CCLI copyright & stream license	226	0	238	0	238		
	Equip. & Maint.(organ repair, piano tune)	300	0	0	0	300	588	
Finance	checks, bank fees, safe deposit box	300	321	0	321	300		
	Offering envelopes		294	0	294	0		
	Stewardship	100	74	26	100	100		
	Software Updates(QB \$; pr; e w \$)	1000	1,474	0	1,474	1830	2,230	
Christian Education	Church School	350	337	13	350	350		
	Vac. Bible Sch.	0	0	0	0	0		
	Confirmation(misc supplies & Bibles)	0	0	0	0	0		
	Nursery Care	780	525	255	780	780	1,130	
		<b>114,159</b>	<b>\$87,363</b>	<b>\$18,408</b>	<b>\$105,535</b>	<b>\$116,603</b>	<b>\$116,603</b>	
<b>TOTAL</b>		2023 proposed	2023 actual through 3rd qtr	2023 4th qtr estimate	2023 actual plus 4th Qtr	2024 ACCEPTED	Section totals	



# THEARDA

## The Association of Religion Data Archives

### Community Profile

The following report provides religious and demographic detail for 32 census block groups in Summit County, OH, with a total population of 51,784.

Between 2014 and 2019, the total population for this area changed by 1.8% (50,859 to 51,784). If current population trends continue, the projected population for 2024 would be 51,942.

#### Sources

<sup>1</sup> The information about specific congregations in your community comes from [Data Axle USA](#). The Data Axle database powers the top 5 Internet search engines and more than 90% of in-vehicle navigation systems in North America. This database provides information on more than 350,000 houses of worship. The data are collected from yellow page directories, telephone verification, denominational directories, white pages, utility sources, and church websites. The final stage of the compilation is calling each congregation to verify their information. Infogroup makes approximately 1.5 million calls per year. The names, locations and denominational affiliation of congregations shown on the ARDA's GIS maps and reports are based on data from Data Axle.

<sup>2</sup> The 2020 data were collected by the Association of Statisticians of American Religious Bodies (ASARB) and include data for 372 religious bodies or groups. Of these, the ASARB was able to gather data on congregations and adherents for 217 and on congregations only for 155. [\[More information on the data sources\]](#)

# CPB: Congregations in Selected Census Tracts (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: [https://www.thearda.com/us-religion/cpb?  
y=5037316.841309733&x=-9067174.818554344&b=5&denom=](https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=)

Name	Denomination
BAILEY ROAD CHRISTIAN CHURCH	CHRISTIAN CHURCH (DISCIPLES OF CHRIST)
BETHANY LUTHERAN CHURCH	
BROADMAN BAPTIST CHURCH	SOUTHERN BAPTIST CONVENTION
CHILD EVANGELISM FELLOWSHIP-OH	NON-DENOMINATIONAL CHURCHES
CHURCH IN SILVER LAKE	UNITED CHURCH OF CHRIST
CHURCH OF NEW HOPE	ASSEMBLIES OF GOD, GENERAL COUNCIL OF THE
CORNERSTONE COMMUNITY CHR INC	NON CLASSIFIED AFFILIATION
CRESTVIEW BAPTIST CHURCH	SOUTHERN BAPTIST CONVENTION
CUYAHOGA FALLS NAZARENE CHURCH	CHURCH OF THE NAZARENE
FAITH FELLOWSHIP BAPTIST CHR	AMERICAN BAPTIST ASSOCIATION
FAITH FELLOWSHIP BAPTIST CHURCH	
FALLSCREEK COMMUNITY CHURCH	NON-DENOMINATIONAL CHURCHES
FIRST CHRISTIAN CHURCH OF STOW	CHRISTIAN CHURCH (DISCIPLES OF CHRIST)
FISHCREEK NAZARENE CHURCH	CHURCH OF THE NAZARENE
GRACE BIBLE CHURCH	INDEPENDENT BIBLE CHURCHES
GRACE SUMMIT COMMUNITY CHURCH	NON-DENOMINATIONAL CHURCHES
GRAHAM ROAD BAPTIST CHURCH	GENERAL ASSOCIATION OF REGULAR BAPTIST CHURCHES
HOLY FAMILY CATHOLIC CHURCH	CATHOLIC CHURCH

# US Religion Census Top 5 Changes in Religious Groups (2010-2020) (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Rank	Religious Bodies	Tradition	Family	Congregations (+/-)	Adherents (+/-)	Percent Change
1	Non-denominational Christian Churches	Evangelical Protestant	Other Groups Family	24	28,636	65.9%
2	National Missionary Baptist Convention of America	Black Protestant	Baptist Family	8	2,797	545.2%
3	Muslim Estimate	Islam	Islam Family	1	1,912	105.8%
4	Buddhism, Vajrayana	Buddhism	Buddhism Family	0	1,136	1,208.5%
5	Church of God (Anderson, Indiana)	Evangelical Protestant	Holiness Family	-2	563	31.0%
				<b>31.0</b>	<b>35,044.0</b>	

# CPB> Housing Types (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Housing Types	2015	2019	% Change(2015-2019)	U.S.(2019)
Single Family Houses	14,334 (62.0%)	14,406 (61.3%)	+0.5%	61.7%
Duplexes or Townhouses	2,525 (10.9%)	2,538 (10.8%)	+0.5%	5.9%
2 to 4 Units at Address	953 (4.1%)	1,213 (5.2%)	+27.3%	7.9%
5 to 9 Units at Address	1,473 (6.4%)	1,320 (5.6%)	-10.4%	4.7%
10 or More Units at Address	3,656 (15.8%)	3,877 (16.5%)	+6.0%	13.6%
Mobile Homes	177 (0.8%)	124 (0.5%)	-29.9%	6.1%
Boats, RVs, Vans	8 (0.0%)	14 (0.1%)	+75.0%	0.1%

# CPB: Where did person live, one year ago?

## (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Where did person live, one year ago?	2015	2019	% Change(2015-2019)	U.S. (2019)
Same House	46,542 (90.8%)	45,115 (87.1%)	-3.1%	84.9%
Different House (same county)	2,589 (5.1%)	3,776 (7.3%)	+45.8%	7.9%
Different County (same state)	917 (1.8%)	1,535 (3.0%)	+67.4%	3.2%
Different State	507 (1.0%)	788 (1.5%)	+55.4%	2.3%
Abroad	87 (0.2%)	153 (0.3%)	+75.9%	0.6%

# CPB> Rent Amount (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Rent Amount	2015	2019	% Change(2015-2019)	U.S.(2019)
Less than \$400	598 (8.7%)	489 (6.8%)	-18.2%	14.2%
\$400-\$799	4,012 (58.2%)	3,299 (45.6%)	-17.8%	30.1%
\$800-\$999	1,365 (19.8%)	1,745 (24.1%)	+27.8%	15.2%
\$1,000-\$1,499	597 (8.7%)	1,424 (19.7%)	+138.5%	22.3%
\$1,500-\$2,499	187 (2.7%)	175 (2.4%)	-6.4%	13.8%
\$2,500 or more	70 (1.0%)	87 (1.2%)	+24.3%	3.5%

# CPB> Housing Values (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Housing Values	2015	2019	% Change(2015-2019)	U.S.(2019)
Less than \$50,000	608 (4.2%)	320 (2.2%)	-47.4%	6.9%
\$50,000-\$89,999	982 (6.7%)	784 (5.3%)	-20.2%	9.7%
\$90,000-\$149,999	5,103 (34.9%)	4,700 (32.0%)	-7.9%	16.0%
\$150,000-\$199,999	4,283 (29.3%)	4,053 (27.6%)	-5.4%	14.1%
\$200,000-\$299,999	2,889 (19.7%)	3,587 (24.4%)	+24.2%	19.5%
\$300,000-\$399,999	480 (3.3%)	884 (6.0%)	+84.2%	12.1%
\$400,000 or more	286 (2.0%)	367 (2.5%)	+28.3%	21.7%

# CPB> Age of Housing (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Age of Housing	2019	U.S.(2019)
Built 2000 or after:	2,469 (10.5%)	19.1%
Built 1990-1999	3,882 (16.5%)	13.9%
Built 1970-1989	7,418 (31.6%)	28.7%
Built 1950-1969	6,703 (28.5%)	20.9%
Built before 1950	3,020 (12.9%)	17.4%



# CPB> Household Income (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Household Income	2015	2019	% Change(2015-2019)	U.S.(2019)
Less than \$25,000	3,609 (16.8%)	2,921 (13.3%)	-19.1%	19.6%
\$25,000-\$44,999	4,127 (19.2%)	3,763 (17.2%)	-8.8%	17.4%
\$45,000-\$74,999	5,813 (27.0%)	5,829 (26.6%)	+0.3%	21.0%
\$75,000-\$124,999	4,956 (23.0%)	5,355 (24.4%)	+8.1%	21.7%
\$125,000 or more	3,022 (14.0%)	4,064 (18.5%)	+34.5%	20.3%

# CPB> Poverty Status (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Poverty Status	2015	2019	% Change(2015-2019)	U.S.(2019)
Below Poverty	3,752 (7.4%)	3,602 (7.0%)	-4.0%	13.7%
Near Poverty	1,248 (2.5%)	1,243 (2.4%)	-0.4%	4.4%

# CPB> Occupation Categories (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Occupation Categories	2015	2019	% Change(2015-2019)	U.S.(2019)
White Collar	18,836 (70.7%)	18,551 (68.5%)	-1.5%	60.1%
Blue Collar	3,441 (12.9%)	4,668 (17.2%)	+35.7%	22.8%
Services	4,368 (16.4%)	3,869 (14.3%)	-11.4%	17.8%

# CPB> Travel Time to Work (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Travel Time to Work	2015	2019	% Change(2015-2019)	U.S.(2019)
Under 10 minutes	3,339 (13.1%)	2,967 (11.7%)	-11.1%	12.2%
10 to 14 minutes	4,045 (15.8%)	3,597 (14.2%)	-11.1%	13.2%
15 to 19 minutes	4,556 (17.8%)	4,729 (18.6%)	+3.8%	15.1%
20 to 29 minutes	6,575 (25.7%)	6,471 (25.5%)	-1.6%	20.8%
30 to 44 minutes	4,454 (17.4%)	5,026 (19.8%)	+12.8%	20.9%
45 to 59 minutes	1,330 (5.2%)	1,526 (6.0%)	+14.7%	8.3%
60 minutes or more	1,239 (4.9%)	1,062 (4.2%)	-14.3%	9.4%

# CPB> Gender (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Gender	2015	2019	% Change(2015-2019)	U.S.(2019)
Female	26,880 (52.5%)	27,093 (52.3%)	+0.8%	50.8%
Male	24,360 (47.5%)	24,691 (47.7%)	+1.4%	49.2%

# CPB> Age Groups (2019) (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Age Groups (2019)	2015	2019	% Change(2015-2019)	U.S.(2019)
4 and Under	2,773 (5.4%)	2,869 (5.5%)	+3.5%	6.1%
5 to 9	2,674 (5.2%)	2,524 (4.9%)	-5.6%	6.2%
10 to 14	3,104 (6.1%)	2,712 (5.2%)	-12.6%	6.4%
15 to 17	2,043 (4.0%)	2,044 (3.9%)	0.0%	3.9%
18 to 20	1,541 (3.0%)	1,584 (3.1%)	+2.8%	4.1%
21 to 24	2,693 (5.3%)	2,589 (5.0%)	-3.9%	5.4%
25 to 34	7,241 (14.1%)	7,676 (14.8%)	+6.0%	13.9%
35 to 44	5,612 (11.0%)	6,061 (11.7%)	+8.0%	12.6%
45 to 54	7,272 (14.2%)	6,422 (12.4%)	-11.7%	13.0%
55 to 64	7,604 (14.8%)	7,273 (14.0%)	-4.4%	12.9%
65 to 74	4,367 (8.5%)	5,759 (11.1%)	+31.9%	9.1%
75 and Up	4,316 (8.4%)	4,271 (8.2%)	-1.0%	6.6%

# CPB> Family Structure (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Family Structure	2015	2019	% Change(2015-2019)	U.S.(2019)
Married Couples with Children	4,000 (18.6%)	3,747 (17.1%)	-6.3%	18.7%
Married Couples No Children	6,923 (32.2%)	6,864 (31.3%)	-0.9%	29.3%
Single Parents	1,580 (7.3%)	1,306 (6.0%)	-17.3%	8.8%
Other Families	1,397 (6.5%)	1,431 (6.5%)	+2.4%	8.6%
Non-Families	7,627 (35.4%)	8,584 (39.1%)	+12.5%	34.5%

# CPB> Marital Status (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Marital Status	2015	2019	% Change(2015-2019)	U.S.(2019)
Never Married	11,646 (27.3%)	12,677 (29.0%)	+8.9%	33.4%
Married (not separated)	22,249 (52.1%)	21,790 (49.9%)	-2.1%	45.3%
Separated/Spouse Absent	885 (2.1%)	1,188 (2.7%)	+34.2%	4.6%
Divorced	5,020 (11.8%)	5,116 (11.7%)	+1.9%	10.9%
Widowed	2,889 (6.8%)	2,908 (6.7%)	+0.7%	5.8%



# CPB> Educational Attainment of Adults, 25 and Older (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

<b>Educational Attainment of Adults, 25 and Older</b>	<b>2015</b>	<b>2019</b>	<b>% Change(2015-2019)</b>	<b>U.S. (2019)</b>
No High School Diploma	2,287 (6.3%)	1,518 (4.1%)	-33.6%	12.1%
High School Diploma	9,707 (26.7%)	9,792 (26.1%)	+0.9%	27.0%
Some College/Associate's Degree	9,975 (27.4%)	10,396 (27.8%)	+4.2%	28.8%
At Least a Bachelor's Degree	14,443 (39.7%)	15,756 (42.1%)	+9.1%	32.1%

# CPB> Private vs. Public Schools (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Private vs. Public Schools	2015	2019	% Change(2015-2019)	U.S.(2019)
Private Pre-School	539 (45.7%)	642 (43.0%)	+19.1%	28.1%
Public Pre-School	641 (54.3%)	850 (57.0%)	+32.6%	71.9%
Private K-12	1,054 (14.4%)	1,024 (15.5%)	-2.8%	10.5%
Public K-12	6,253 (85.6%)	5,595 (84.5%)	-10.5%	89.5%
Private College	462 (13.2%)	397 (11.9%)	-14.1%	25.2%
Public College	3,036 (86.8%)	2,944 (88.1%)	-3.0%	74.8%

# CPB> Languages (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Languages	2019	U.S.(2019)
Arabic	530 (1.0%)	0.4%
Chinese (incl. Mandarin, Cantonese)	185 (0.4%)	1.0%
English only	45,994 (88.8%)	72.9%
French, Haitian, or Cajun	75 (0.1%)	0.6%
German or other West Germanic languages	193 (0.4%)	0.4%
Korean	54 (0.1%)	0.3%
Russian, Polish, or other Slavic languages	204 (0.4%)	0.6%
Spanish	452 (0.9%)	13.3%
Tagalog (incl. Filipino)	51 (0.1%)	0.5%
Vietnamese	50 (0.1%)	0.5%
Other languages	1,127 (2.2%)	3.3%

# CPB: Race/Ethnicity (Downloaded from thearda.com on Mon May 06, 2024)

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

Race/Ethnicity	2015	2019	% Change(2015-2019)	U.S. (2019)
Asian (non-Hispanic)	1,111 (2.2%)	1,642 (3.2%)	+47.8%	5.4%
Black (non-Hispanic)	1,395 (2.7%)	1,881 (3.6%)	+34.8%	12.2%
Hispanic	913 (1.8%)	867 (1.7%)	-5.0%	18.8%
Native American (non-Hispanic)	94 (0.2%)	95 (0.2%)	+1.1%	0.7%
Pacific Islander (non-Hispanic)	0 (0.0%)	0 (0.0%)	0%	0.2%
White (non-Hispanic)	46,935 (91.6%)	46,387 (89.6%)	-1.2%	60.1%
Multi-racial (non-Hispanic)	720 (1.4%)	844 (1.6%)	+17.2%	2.4%
Other (non-Hispanic)	72 (0.1%)	68 (0.1%)	-5.6%	0.2%

# Downloaded from theARDA.com on Mon May 06, 2024

From the ARDA Web Page: <https://www.thearda.com/us-religion/cpb?y=5037316.841309733&x=-9067174.818554344&b=5&denom=>

<b>Top 10 Foreign Born Populations</b>	<b>2019</b>	<b>U.S.(2019)</b>
India	0.56%	0.78%
Saudi Arabia	0.52%	0.03%
Other South Central Asia	0.42%	0.02%
England	0.19%	0.09%
Turkey	0.18%	0.04%
Iraq	0.16%	0.07%
Canada	0.15%	0.25%
Germany	0.14%	0.17%
Nepal	0.14%	0.04%
Russia	0.14%	0.12%
United Kingdom, excluding England and Scotland	0.14%	0.10%

# THE COMMUNITY CHURCH OF STOW

## CONSTITUTION AND BYLAWS

*revised November, 2012*

### ARTICLE 1 - NAME

- 1.01 The Church is incorporated in the State of Ohio as The Community Church of Stow, it is commonly referred to as Stow Community United Church of Christ.
- 1.02 This Church shall take the Holy Scriptures as all sufficient rule and practice.
- 1.03 The Church motto is as follows:
  - In Essentials Unity
  - In Non-Essentials Liberty
  - In Diversities Charity
  - In All Things Christ First.

### ARTICLE 2 - PURPOSE

- 2.01 The purpose of Stow Community United Church of Christ is to engage in covenant relationship with God and with all God's children, accepting all people as we seek to know and live God's Holy Will. In sharing the ministry of Jesus Christ, we will strive to practice the Biblical ethics of love, justice, mercy, forgiveness, and compassion in all pursuits of our ministry and mission. In witness to a precious heritage of faith, we will provide for the worship of God, celebrate the sacraments of Baptism and the Lord's Supper, preach the gospel, offer education and nurture in the Christian faith, strive to enhance fellowship, family life and personal growth among the members, support the faith claims of The United Church of Christ and be witnesses for God in the world, reaching out to all people through word and deed.

### ARTICLE 3 - STATEMENT OF FAITH

- 3.01 The United Church of Christ statement of faith is currently in use in at least three different forms: the original 1959 Statement adopted in Kansas City, a 1976 adaptation by our late UCC President Robert V. Moss, and a version set as a prayer, or doxological version. Any and all of these beautiful summaries of the historic Christian faith may serve as a guide to personal and corporate belief and practice at Stow Community UCC.
- 3.02 In addition, the traditional covenant of this congregation is as follows:

We believe in God, the eternal spirit, father of our Lord Jesus Christ and our father. We believe in Jesus Christ, the man of Nazareth our crucified and risen Lord. We believe in his Holy Spirit who guides our lives and calls us into his fellowship with Christians throughout the world. We accept as the sufficient guide for our life and conduct the teachings of Jesus Christ, who, when asked what the great commandment was, said, "Thou shalt love the Lord thy God with all thy heart, and all thy soul, and all thy mind, and with all thy strength. And the second is like unto it, thou shalt love thy neighbor as thyself."

### ARTICLE 4 - COVENANT AFFILIATION

- 4.01 This Church shall be a member Church of the Eastern Ohio Association of The Ohio Conference of the United Church of Christ as one of its self-governing local Churches and shall live faithfully in covenant with The United Church of Christ.

## **ARTICLE 5 - GOVERNMENT**

- 5.01 The government of this Church is vested in the body of the membership who compose it. All members on the current membership roll have the right to vote, and a majority vote of the members present at any business meeting properly convened (see Article 8 - Meetings) shall be final, except as otherwise stated herein.
- 5.02 Between Congregational Meetings, the Church Council shall serve as the governing body of the church, exercising all responsibilities and powers of government except for those excluded under Article 8.11 (Limited Authority). The Church Council may delegate responsibilities to the Committees of the Church.

## **ARTICLE 6 - MEMBERSHIP**

- 6.01 Membership in this Church shall be by personal confession of faith or by reaffirmation of faith, or by letter of transfer from another Christian Church. Confirmation may be one route to joining the church by confession of faith, and is required for membership of persons younger than 18, who are not already confirmed members of another church.

Any baptized adult, who, after consultation with the Minister, and/or the Membership Committee, is in sympathy with the objectives and purposes of the Church, and who desires to join with members of the church on a lifelong path of Christian discipleship and discovery, may be received as a member in the Church.

- 6.02 All members are expected to attend the morning worship service and contribute, according to their ability, to the funds of the Church, and live to the best of their ability in harmony with the principles of the Gospel of Jesus Christ.
- 6.03 Members who for a period of three years, in spite of kindly approaches, have not communicated with the Church or contributed to its support, may after careful consideration and recommendation from the Membership Committee and with approval of the Church Council, be removed from the membership rolls of the Church.
- 6.04 The membership rolls of the Church shall be kept up to date by the Church Clerk by adding or deleting names in accordance with actions taken in Sections 6.01, 6.03 and 6.05.
- 6.05 Applications for a letter of resignation or transfer shall be made to the Church and issued on the signature of the Clerk or Minister. All such resignations or transfers shall be reported to the Clerk and Membership Committee for proper keeping of the membership rolls.

## **ARTICLE 7 - MINISTER**

- 7.01 The Minister shall be entrusted with the spiritual welfare of the Church. The Minister shall seek to enlist all people as followers of Christ, preach the Gospel of Jesus Christ, administer the sacraments, have under his or her care all services of public worship and oversee the activities of the Church in cooperation with the various boards and committees.
- 7.02 Agreements between The Community Church of Stow and the Minister on matters such as compensation, insurance, disability, education, sabbatical leaves, and vacations are to be outlined in the call agreement between the two parties.
- 7.03 The Minister shall be "called" for an indefinite period of time by 3/4 affirmative vote of the members of the congregation attending a special congregational meeting for that purpose.
- 7.04 While the term of the Minister may be indefinite, the Church may at any time, by a majority vote at a special congregational meeting called for the purpose, request the Minister's

resignation with the understanding that he or she will vacate the pulpit and other church property within 30 days. Likewise, the Minister shall give 30 days' notice in the event that he/she wishes to leave of his/her own volition.

The 30 days notice may be altered by mutual consent. In case of the loss of ministerial standing within the authorized body of the UCC, relations shall cease at once.

- 7.05 The Minister shall be non-voting member of all boards and committees, (except the Church Council, see 8.03 below). The Minister is a member of the Church Council with voice and vote, in matters not involving a conflict of interest pertaining to compensation or performance.
- 7.06 Whenever the Church is without a Minister, it shall proceed without unnecessary delay to call a Minister of good report with standing in the authorized body of the UCC. A Search Committee of five to seven members shall be selected by the Church Council when needed. It will be the duty of this committee to assume the responsibility of supplying interim ministers and recommend a candidate to fill the vacancy.
- 7.07 The minister, with approval of the Church Council, shall be responsible for the hiring, termination and compensation recommendations of the Church Secretary or the Administrative Assistant. The minister shall submit an evaluation of the Secretary or Administrative Assistant to Church Council prior to September 1, each year.
- 7.08 While the Search Committee is selecting a candidate for Minister, a committee consisting of three members shall be selected by the Moderator to employ pulpit supply, with the help of the Administrative Assistant, and/or to select an Interim Minister. The method of call for an Interim Minister shall be the same as for a continuing Minister except the term of employment shall be specified.



## **ARTICLE 8 - THE CHURCH COUNCIL**

### 8.01 **Authority**

Unless otherwise provided in the Church Constitution, the official board of the Church is designated as the Church Council.

8.02 **Composition.** The Church Council shall have ten members, consisting of the Minister, Clerk, Administrative Assistant or Financial Secretary, Treasurer, and six members elected at-large by the congregation. Two members shall be elected each year at the annual meeting of the congregation for three-year terms. The members of Church Council elected by the congregation will fill the following positions.

- Moderator
- Chairperson of the Diaconate
- Chairperson of the Christian Education Committee
- Chairperson of the Property and Maintenance Committee
- Chairperson of the Membership, Outreach Committee
- Chairperson of the Music Committee

8.03 **Committee Assignments.** At the end of the December Church Council meeting, the members of the incoming Church Council for the next year shall meet and elect from among themselves a Moderator to serve on that Council for the coming year. The new Moderator will then oversee the process of the new Council electing from among themselves the chairpersons of the committees represented on the Church Council for the coming year. Following these elections, the new Council shall appoint a Clerk, a Treasurer and either a Financial Secretary or the Administrative Assistant, hired per 7.07, for the coming year. A member of Church Council may change responsibilities with the consent of the Moderator, or by the direction of the Moderator.

8.04 **Eligibility.** Each Council Member shall be a member in good standing of the Church congregation who regularly attends the worship service of the Church and shall be at least 18 years of age.

8.05 **Term.** Although the new Council meets in December to elect a Moderator and officers and to assign Committee posts, it does not assume office until January 1.

### 8.06 **Duties of Council.**

Duties of Council shall include but not be limited to:

1. Oversight of employees and hiring of independent contractors
2. Oversight of facility (Council shall develop and oversee a policy governing use of church property and premises.)
3. Share news from committees, and take actions based on these reports and any recommendations.
4. Coordinate projects
5. Attend to new business of the congregation
6. Review monthly all financial reports and make necessary financial decisions, approving all expenses over \$200.00 (Committees must seek guidance and approval of Council in the case of major expenses or expenses beyond approved budget.)
7. Coordinate preparation of annual budget and recommend approval to the congregation at annual meeting.

8. In addition to the regular and ongoing business of the church, it shall be the responsibility of the Church Council to convene from time to time a general gathering of the members for the purpose of reformulating and reaffirming the church's vision for ministry and mission.

- 8.07 **Meetings.** The Council shall meet at least once a month and at such other times as a majority or the Moderator may decide. Regular meetings may be omitted upon majority consent of the Church Council Members. Notice of any meeting other than the regular monthly meeting shall be given to each member of Council by the Clerk or Moderator at least 24 hours prior to the meeting. A summary of the business transacted shall be posted and a copy made available to the Church membership.
- 8.08 **Vacancy.** Vacancies among elected Church Council positions shall be filled by candidates selected by Church Council. Vacancies among appointed Council officers shall be filled by candidates selected and approved by the Church Council.
- 8.09 **Dismissal.** A Council Member who is absent from three consecutive Church Council meetings and has not fulfilled the obligations assigned to this member without valid reason may be replaced by Church Council and the position shall be filled as though it were vacant.
- 8.10 **Quorum** A majority of members of the Church Council shall constitute a quorum for the transaction of business.
- 8.11 **Limited Authority.** The Council shall have no power to buy, sell, mortgage, or lease for church use real property without specific authority given by a 2/3 vote of the members of the congregation attending a congregational meeting for this purpose. Exception: in the case of a catastrophic emergency, the Council may lease a temporary facility for up to 30 days, with the understanding the matter will be brought to a vote of congregation within one month.

## **ARTICLE 9 - CHURCH OFFICERS**

- 9.01 The Officers of the Church shall consist of the following members: Moderator, Treasurer, Clerk, Administrative Assistant or Financial Secretary and any other officers as the Church Council may decide. The Moderator shall be elected per Section 8.03 above. The Treasurer, Clerk, Administrative Assistant or Financial Secretary and any other officer shall be elected for a term of one year. Any such officers may be re-elected from year to year so long as they are eligible.
- 9.02 **Moderator**  
The Moderator of the Church Council shall also be Moderator of the Church and shall preside in all meetings of either. The Moderator shall call meetings of the Church Council by giving proper notice whenever, in the judgment of the Moderator, or a majority of the Church Council, the interest of the Church requires it.

The Moderator shall be empowered to execute, on behalf of the Church, all documents authorized by the Church Council or the Church membership.

In case of disability or absence of the Moderator, the duties of the Moderator shall be performed by the Chairperson of the Diaconate.

9.03 **Treasurer**

The Treasurer shall be elected by the Church Council and shall serve as a member of the Church Council. An Assistant Treasurer may be appointed by the Church Council to serve during his absence of the Treasurer. The Assistant Treasurer will be a member of Council during that period

The Treasurer shall receive all money of the Church and dispense the same upon order of the Church Council or through action at a congregational meeting.

The Treasurer shall keep proper account of all monies received and paid. All accounts shall be open at all times to inspection by the Church Council and by active members of the congregation of the Church. A written account of all expenditures, receipts, and balances of all accounts shall be made available monthly, quarterly, and yearly.

All accounts of the Treasurer will be audited each year and a report made to the Church Council.

The Treasurer shall keep a record by name, number, and bank of all accounts belonging to Stow Community United Church of Christ, except those of Women's Fellowship, Men's Brotherhood, the Farmers Market and similar groups.

The Treasurer shall give bond for the proper performance of his or her duties as the Church Council may require. Payment of such bond shall be the obligation of the Church.

9.04 **Clerk**

The Clerk shall be elected by the Church Council and shall serve as a member of the Church Council.

The Clerk shall prepare the minutes of all meetings of the Church Council and of all meetings of the congregation.

The Clerk shall preserve the minutes of all Church Council and congregational meetings and the minutes shall be open for inspection by all members of the congregation.

The Clerk shall keep a list of members of the Church, a record of all baptisms, and a record of deaths of members.

The Clerk shall cause notice to be given of annual or special meetings of the Church congregation as required by Article 11.02.

9.05 **Administrative Assistant**

The Administrative Assistant, hired as outlined in 7.07, shall supervise the Church Office and shall serve on the Church Council.

The Administrative Assistant shall keep a record of all accounts between the members of the congregation and the Church and record all monies contributed to the church and submit the same to the Treasurer to be deposited in the proper account. The Administrative Assistant shall provide a statement of account to all contributors at least semi-annually.

## 9.06 **Church Secretary and Financial Secretary**

If the position of Administrative Assistant is vacant, a Church Secretary shall be hired as outlined in 7.07; and a Financial Secretary shall be appointed by the Church Council.

The Church Secretary will assume the clerical duties of the Administrative Assistant, except those assigned to the Financial Secretary, and will not serve on the Church Council.

The Financial Secretary shall keep a record of all accounts between the members of the congregation and the Church and record all monies contributed to the church and submit the same to the Treasurer to be deposited in the proper account. The Financial Secretary shall provide a statement of account to all contributors at least semi-annually. The Financial Secretary will also serve as a member of the Church Council.

## **ARTICLE 10 - COMMITTEES**

### 10.01 **The Diaconate**

**A. Purpose** - The word deacon comes from the Greek word diakonos, which means servant. Deacons and Deaconesses give leadership to the church's ministry of serving the physical and spiritual needs of members and people beyond the church.

#### ***B. Composition and Election -***

(1) The Diaconate shall be composed of the chairperson of the Diaconate elected from within the Church Council and nine Deacons and nine Deaconesses.

(2) At each annual meeting of the members of the congregation, three Deacons and three Deaconesses shall be elected for terms of three years each.

(3) Members of the Diaconate shall be members of the congregation and at least 18 years of age.

(4) In addition to the elected Deacons and Deaconesses, the members of the congregation, assembled at the annual meeting, may upon the recommendation of the Church Council or the Diaconate elect honorary Deacons and Deaconesses from among the members of the congregation who have rendered unusual service to the Church. Each honorary Deacon or Deaconess shall serve for life and have all the rights and privileges of the other members of the Diaconate.

#### ***C. Duties of the Diaconate***

(1) The Diaconate shall prepare and distribute the elements of the Lord's Supper and shall assist the Minister in advancing the spiritual interest of the Church. The Diaconate shall provide greeters before worship services, welcome strangers, and help maintain a spirit of friendliness in the Church.

(2) The Diaconate shall be responsible for ushering at regular and special worship services. Other members of the Church may be invited to assist in the ushering responsibilities.

(3) The Diaconate shall be responsible for the altar and pulpit vestments. They shall handle flower arrangements and attend to the acolyte ministry.

- (4) The Diaconate shall keep informed on the health and welfare of the elderly that are members of the congregation and assist the Minister in the visitation of those that require spiritual attention at home or in the hospital.
- (5) It shall be the duty of the Diaconate to promote evangelism and the spiritual life and work of the Church. They shall be sensitive to the needs of the congregation, having a concern for its spiritual condition, and be willing to give spiritual aid for its necessities and wants.
- (6) The Diaconate shall meet a minimum of once a quarter, and as needed.

#### 10.02 **Membership, Outreach Committee**

(A) The Membership, Outreach Committee shall consist of seven members as follows:

Chairperson of the Membership, Outreach Committee elected from within the Church Council.

One Deacons and one Deaconesses in their first or second year of term selected for two-year terms by the chairperson of the Diaconate.

One member appointed by the Membership chairperson from members of the congregation for a two-year term, and any volunteers as co-opted by the Committee.

The Chairperson shall appoint a Committee Member to take minutes.

(B) The purpose of the Membership, Outreach Committee is to provide an outreach program for the enlistment of men, women, and the youth of the community in commitment to Jesus Christ and membership in the Church, and to promote mission projects and benevolent giving for the betterment of God's ministries.

(C) In cooperation with the Minister, the Membership, Outreach Committee will establish, organize, and support appropriate activities within and out of the Church that would encourage others to unite in membership and to make an active public awareness effort in the community to encourage membership in the Church.

(D) The Membership, Outreach Committee shall assist the Minister in calling on active, inactive, or potential members of the Church.

(E) The Membership, Outreach Committee shall periodically review the church rolls and make recommendations concerning removal of membership per Article 6.03 of this constitution.

(F) The Membership, Outreach Committee shall educate the members of the Church in regard to our Christian ministries that are supported by the Church, evaluate causes and ministries previously supported by the church and, recommend policy regarding benevolence funding and outreach ministries to the Church Council

10.03 **Christian Education Committee**

(A) The Christian Education Committee shall consist of four members as follows:

Chairperson of the Christian Education Committee elected from within Church Council.

Two members to be selected by the Christian Education Committee chairperson from members of the congregation, one selected each year to serve two years.

One member to be selected from Church School teachers and advisors, to serve one-year terms.

(B) The Christian Education Committee shall be responsible for the operation of the church school, library, youth activities, camp activities, adult education, and assist the Minister with confirmation classes. The Committee shall recommend the church school curriculum for approval by the Church Council.

(C) The Christian Education Committee shall appoint the Church School Superintendent to serve from January 1, each year.

(D) If it is determined that a Christian Education Director or a Youth Director is necessary, the Christian Education Committee will select and employ or terminate these positions as required with approval of Church Council. These individuals will be evaluated every six months with a written evaluation submitted to Church Council prior to December 1, and June 1, each year.

(E) The Committee may call on any members of the congregation to assist them in carrying out their duties.

(F) The Christian Education Committee shall meet once every two months or on the call of the chairperson of the Christian Education Committee or the Minister or by a majority of the members of the Committee.

10.04 **Music Committee**

(A) The Music Committee shall consist of four members as follows:

Chairperson of the Music Committee elected to from within the Church Council.

Two members shall be selected by the Music Committee chairperson from members of the congregation, one appointed each year to serve two years.

One member shall be the president of the Choir. Not more than two members of the Choir may serve on the Music Committee at one time.

(B) The Music Committee, with approval of Church Council, shall be responsible for the hiring, termination, and compensation recommendations of the Choir Director, the Organist, and such other musical leadership as is necessary for the conduct of worship. Evaluations of these employees are to be submitted to Church Council prior to September 1, each year.

(C) The Music committee shall be responsible for the selection of new hymnals when necessary, with final decision to be made by the congregation.

(D) Meetings of the Music Committee shall be held at least once a quarter and may be held upon the call of the Chairperson of the Committee or by majority vote of the Committee.

## **10.05 Memorials and Tributes Fund**

(A) A Memorials and Tributes Fund Administrator shall be appointed by the Church Council from members of the congregation to serve a three year term.

(B) The Memorials and Tributes Fund Administrator, shall keep records of monies donated for memorial purposes and shall inform donor and recipient families of all memorial gifts. These monies shall be deposited by the Memorials and Tributes Fund Administrator in a memorial account. The Memorials and Tributes Fund Administrator shall report regularly to the Finance Committee. The Memorials and Tributes Fund Administrator shall keep a record by name, number and bank, of all accounts held in Memorials and Tributes Fund.

## **10.06 Finance Committee**

(A) The Finance Committee shall consist of the following members:

Moderator, who will act as Chairperson.

Treasurer.

Administrative Assistant or Financial Secretary.

Memorials and Tributes Fund Administrator

(B) The Finance Committee shall be responsible for advising the Church Council on all matters of finance affecting the Church.

(C) The Finance Committee with input from the various committees of the church, officers and pastor, will prepare the annual Church budget of income and expense. The budget will be presented to the Church Council for approval prior to its presentation by the Committee Chairperson at the annual meeting of the members of the congregation.

(D) The Finance Committee shall be responsible for the stewardship programs of the Church and shall seek to educate and inform the congregation about the joys and responsibilities of Christian giving. The Finance Committee shall conduct a financial campaign each year to secure "estimates of giving" from the members.

(E) The spending of memorial funds for various purposes will be approved by the donor, or the donor's family, and either the Church Council or the congregation. Recommendations may be presented to the Finance Committee for consideration by any member of the congregation.

(F) The Finance Committee shall annually prepare an audit of all accounts of the church maintained by the Church Treasurer and Memorials and Tributes Fund for examination by the Audit Committee.

## **10.07 Audit Committee**

(A) The Audit Committee shall consist of:

The Moderator, acting as Chairperson and two members of the congregation, chosen by the Chairperson, not members of the Finance Committee, appointed annually for one year.

(B) This Committee will annually examine the audit of all accounts of the church maintained by the Church Treasurer and Memorials and Tributes Fund, and report its findings to Council not later than the March Council meeting.

#### 10.08 **Property Committee**

(A) The Property Committee shall consist of at least four members as follows:

Chairperson of the Property and Maintenance Committee elected from within the Church Council.

Three members appointed by the Property and Maintenance Committee chairperson from members of the congregation, one selected each year to serve three years.

(B) The Property and Maintenance Committee shall determine and carry out the requirements of proper maintenance, repair, upkeep, and cleanliness of all church buildings, contents, and grounds.

(C) It shall be the duty of this committee to receive all requests for furnishings and equipment for the Church buildings and to select that which meets specifications approved by this committee. The furnishings and equipment shall be in keeping with the decor of the Church building and must harmonize with existing fixtures and equipment of the building. Approval of Church Council is required for all expenditures of over \$200.00.

(D) Individuals and groups wishing to present gifts of furniture and equipment to the Church shall consult with this committee to ascertain if these gifts would be suitable and appropriate for use by the Church, and in keeping with the decor of the Church building. Approval of Church Council is required for all major items.

(E) The Property and Maintenance Committee, with approval of Church Council, will be responsible for the hiring, termination, and compensation recommendations of the Custodian. An evaluation of the Custodian shall be made and submitted to the Church Council prior to September 1, each year.

#### 10.09 **Nominations**

(A) The Moderator and the Chairperson of the various committees shall be responsible for obtaining nominees for positions which will become vacant on council and the on the various committees each year. They can be assisted in this by the Moderator and the Minister

(B) The nominee's names shall be submitted to the Administrative Assistant who will compile a list of candidates to be nominated for office, and submitted as a slate for election at the Annual Meeting.

#### 10.10 **Pastoral Relations Committee**

(A) The Pastoral Relations Committee seeks to support and maintain an open and healthy relationship between the pastor and members of the congregation. The committee serves in two primary ways: as an advisory group to the pastor and as support for the pastor's leadership. As an advisory group the committee shares ideas, dreams, hopes, expectations, and concerns of the congregation with the pastor. As support for the pastor, the committee interprets roles, functions, and needs of the pastor to the congregation.

Constructive and caring communication in an atmosphere of confidentiality and trust is essential to the work of the committee. This committee is the congregation's fundamental support group for the pastor. It builds the framework in which conflict can be dealt with creatively. Its goals are the professional growth and well-being of the pastor and the promotion of mutual ministry between the pastor and the congregation.

(from "The Pastoral Relations Committee," UCC Office for Church Life and Leadership)



(B) The Pastoral Relations Committee shall be composed of 6 to 8 members. In the first three years of a pastor's call, the Search Committee shall continue on as the Pastoral Relations Committee. After three years of service of the pastor, the number of committee members will revert to six. Members of the committee shall be selected for three year terms in a process as follows:

1. The pastor submits four names.
2. The Church Council submits four names.
3. From these eight names, Council shall select three names from the pastor's list and three names from the council's list. This slate is recommended for election by the congregation at the annual meeting.

(C) The Pastoral Relations Committee shall be a separate standing committee, accountable only to the congregation, rather than to the Church Council. Each year, the Pastoral Relations Committee shall elect a chairperson from among its members who shall be the liaison between the committee and the Minister. The committee should make an annual report to the congregation. The committee shall meet with the pastor annually, during the month of October, and at such other times as may be required; and may want to report to the congregation after each of these meetings. These reports can evidence the committee's advocacies in behalf of the pastor and indicate the categories discussed during its deliberations.

(D) Responsibilities and procedures for the Pastoral Relations Committee shall be taken from the guidebook, *The Pastoral Relations Committee*, prepared by the UCC Office For Church Life and Leadership (or another such resource if this one is updated or replaced), and shall include but not be limited to an annual review of the pastor's performance.

(E) The Committee that selects an Interim Minister shall serve as a Pastoral Relations Committee during the Interim.

(F) Vacancies on a Pastoral Relations Committee shall be filled by candidates selected by the chairperson of the Pastoral Relations Committee and approved by the Pastor and the Church Council.

#### 10.11 **Standing Committees and Special Boards**

All standing Committees and Special Boards except as otherwise designated in this Constitution will be formed by, and be responsible to the Church Council.

#### 10.12 **Beginning of Term**

All elected and appointed members of the Church Council, committees, and boards will assume their offices on January 1. Appointments to fill vacancies occurring at other times will take effect immediately upon the action of Church Council, the Moderator, or the committee chairperson as appropriate.

Installation of elected members of Church Council, committees and boards and Association and Conference representatives will take place at a regular worship service in January.

10.13 **Committee Vacancies**

Upon recommendation of the chairperson of any committee, the office of a member of the committee which has not fulfilled the obligations assigned to it for a period of three months, without a valid reason, may be declared vacant by a majority vote of the subject committee. The vacancy shall be filled by a candidate recommended by the Committee Chairperson and approved by the Church Council. (Exception: Vacancies on Diaconate shall be declared by majority vote of Council upon recommendation of the Diaconate, and filled upon recommendation of The Diaconate and approval of Council.)

10.14 **Annual Reports**

The Minister, Moderator, all committee chairpersons, Church officers, and the chairpersons of standing and special boards shall prepare a comprehensive report of the previous year's accomplishments and a program outlining their objectives for the coming year. These reports shall be submitted to the Church office prior to January 31 for compilation and distribution by February 28.

**ARTICLE 11 - MEETINGS OF THE CONGREGATION**

11.01 **Annual Congregational Meeting**

This meeting shall be for the purpose of electing members of the Church Council, Deacons, and Deaconesses, Pastoral Relations Committee, and representatives to meetings of the EOA and Ohio Conference. The meeting agenda shall also include the adoption of the Church budget, the transaction of other business of the Church, and shall be held when the Church Council shall specify, within the first three weeks of November.

11.02 **Special Meetings**

(A) Special meetings of the members of the Church may be called by the Church Council, the Moderator, or at the written request of ten members submitted to the Moderator. When requested by petition, the Moderator must call this meeting within four weeks of receipt of the request.

(B) Notice of every meeting of the members of the congregation, stating the place, day, and hour, shall be announced from the pulpit during two regular Sunday worship services preceding such meeting.

A written notice shall be mailed to the membership at least one week preceding such meeting and notice must be posted in a prominent place in the Church building.

(C) In the case of special meetings, the notice shall state the nature of the business to be transacted at the meeting. Only such business as mentioned in the notice may be transacted at this meeting.

11.03 **Postponement of Meetings**

In the event of an emergency, the Moderator may postpone congregational meetings and shall re-schedule them without unnecessary delay.

11.04 **Quorum and Vote**

The presence of thirty members entitled to vote shall constitute a quorum. If a quorum is not present, a majority of those present may delay the meeting for a time until a quorum is available. A delay of half an hour is the maximum delay permitted. If a quorum cannot be obtained, the meeting is to be re-scheduled by the Moderator as soon as possible. Unless specified elsewhere herein, a simple majority shall constitute a decisive vote.

11.05 **Minutes**

At each annual meeting, the minutes of the previous annual meeting shall be made available to those present and if a majority of those present so direct, shall be read.

At each special meeting, no minutes of any previous annual meeting shall be read unless otherwise directed by a majority vote of those present.

**ARTICLE 12 - SACRAMENT OF THE LORD'S SUPPER**

12.01 The Sacrament of the Lord's Supper shall be observed regularly during the morning worship service on the first Sunday of every month and/or at such other times as the Diaconate or the Minister shall designate.

**ARTICLE 13 - AMENDMENTS**

13.01 This Constitution may be amended at an annual or special meeting of the congregation by a two-thirds affirmative vote.

13.02 The text of suggested amendments shall be posted in a conspicuous place in the Church. Notice of this posting shall be read from the pulpit during the two regular Sunday worship services preceding the called meeting, and the text shall be mailed to the membership at least one week prior to the meeting.

**ARTICLE 14 - CONSTITUTION REVIEW**

14.01 This Constitution shall be reviewed at least once every ten years by a committee appointed by Church Council.

**ARTICLE 15 - DISSOLUTION**

Upon dissolution of the church, its assets and all property and interests of which it shall then be possessed, including any devise, bequest, gift or grant contained in any will or other instrument, in dissolution, shall be transferred to the Eastern Ohio Association of the United Church of Christ, or its continuing body.

# ***RESOLUTIONS AND STATEMENTS***

## **STOW COMMUNITY CHURCH ENDOWMENT FUND RESOLUTION TO THE CHURCH CONSTITUTION**

- I. Resolution for amendment to the constitution of the Stow Community United Church of Christ, 1567 Pilgrim Drive, Stow, Ohio; incorporated as The Community Church of Stow.

Resolution to be adopted November 9, 2008.

An Endowment Fund shall be established. The purpose, management and operational procedures are hereinafter defined by a special resolution adopted and passed by the congregation. The Endowment Fund is a permanent fund of the Stow Community Church and is subject to the laws of the State of Ohio.

- II. Resolution to implement the Endowment Fund

The Endowment Fund is created for the charitable purposes of Stow Community Church, with the principal objectives being to promote and develop religious, charitable and educational activities, missions or capital improvements on the building and grounds for purposes not regularly budgeted by the Church membership.

- III. There shall be an Endowment Committee established to administer and manage the Endowment Fund, and shall consist of 5 members.
- IV. The Endowment Fund will receive and hold gifts made to the Church such as bequests, insurance policies, trusts, cash gifts, real estate and other planned or deferred assets as deemed by the Endowment Committee.
- V. The Principal of the Endowment Fund will be maintained in perpetuity and only the income earnings from the Fund will be used for the purposes of the Fund except as noted in Part B #4.

### **ENDOWMENT FUND PLAN**

- A. The Committee

The Committee shall consist of 5 members, all of whom shall be active members of The Stow Community Church. Except as noted, the term of each member shall be 3 years. The 3 standing members of the committee are the current Council Moderator, Council Treasurer and the Council Clerk. The Minister of Stow Community Church shall be an ex officio member of the Endowment Committee. There will be two (2) At Large members appointed by the committee for a term of 3 years. No appointed member shall serve more than two consecutive terms. After a lapse of 1 year, former members of the committee can be reappointed. In the event of a vacancy on the committee, the Church Council Moderator shall appoint a member to fill the vacancy.

The committee shall meet at least twice a year, or more frequently as deemed necessary in the best interest of the fund at the request of the Chairman or of 3 committee members. A quorum shall be 3 members. A majority of the committee shall carry any motions or resolutions.

The Moderator/Chairperson shall preside at all committee meetings. The Council Treasurer will be the Fund Treasurer and shall maintain complete and accurate records of accounts for the fund. Both the Moderator and Treasurer shall sign checks and all other documents on behalf of the congregation as determined by the committee.

The Committee Clerk shall maintain complete and accurate minutes of all meetings of the committee and supply a copy thereof to each member of the committee and to the Church Council. Each member shall keep these complete minutes to be delivered to his or her successor.

The Endowment Fund fiscal year shall be September 1 thru August 31 of the succeeding year.

The Committee shall have its books audited annually by a an internal auditing committee (who are not members of said committee) or qualified outside auditor for a presentation of the Annual Report to the Annual Congregational Meeting.

All assets are to be held in the name of the Endowment Fund of Stow Community Church.

The committee shall be empowered to hold, sell, exchange, reject, rent, lease, transfer, convert, invest, reinvest, and all respects to manage and control the assets of the fund, including stocks, bonds, mortgages, notes, or other securities of real property as in their judgment and discretion they deem wise and prudent. The committee shall report to the council twice a year and to the congregation at its Annual Congregational meeting. Members of the committee shall not be held liable for any losses which may be incurred upon the investments of the assets of the fund except to the extent such losses shall have been caused by bad faith or gross negligence. Members shall not be liable for the acts or omissions of any other members. No member shall engage in any self dealing or transactions with the fund in which the member has direct or indirect financial interest and shall at all times refrain from any conduct in which his or her personal interest would conflict with the interest of the fund.

#### B. Accumulation and Distribution of the Fund

1. The committee shall determine what is principal and income according to accepted accounting procedures.
2. The committee shall evaluate all requests for program support directed to the fund.
3. The Endowment Fund is a receptacle into which all matured bequests and charitable remainder interests will flow.

4. The income will support new or expanded program services (excluding normal operation expenses); and the principal will remain untouched, unless a dire emergency was declared by Church Council and approved by the Congregation.
5. The members of the endowment fund committee authorize the acceptance of donations restricted to the purpose of endowment.
6. If the donor specifies at the time of the gift, any significant endowment gift of \$10,000 or more, may be designated as a Named Account for recognition purposes.
7. Endowment gifts of less than \$10,000 shall be placed in the general endowment fund.
8. A donor wishing to make an endowment gift with revenue designated to a specific approved purpose or ministry is to be encouraged to include a clause allowing the endowment committee to redirect such revenue if the original purpose ministry ceases to exist.
9. Endowment gifts, the revenue of which is designated to a specific purpose other than an ongoing ministry or purpose may be accepted only with the approval of the endowment committee.
10. The purpose of this resolution is to allow the solicitation of new funds to strengthen the financial reserves of the church, thereby assuring the orderly continuation of the church's mission in Stow, Ohio.
11. Subject to the conditions above, endowment gifts may be accepted in the name of Stow Community Church and the endowment committee.
12. Gifts and bequests to the endowment fund, unless otherwise specified by grantors shall accumulate until the principal amount of \$20,000 is achieved, after which the income generated by the endowment fund principal may be expended annually and at such other times as deemed necessary and/or feasible to accomplish the following purposes:
  - a. Up to 50% of the annual earnings to a capital improvement fund or debt reduction of Stow Community Church.
  - b. The remainder of the annual earnings for the discretionary needs of the endowment fund committee including but not limited to the operating budget. Monies from the fund are not to exceed 20% of the annual operating budget for any given calendar year.
13. The yearly auditing report of investment products which are  
A part of the Endowment Fund will include the status of:
  - Savings Accounts
  - Certificate of Deposit
  - Treasury Certificates
  - Stocks
  - Mutual Funds
  - Bonds

Included in this review will be specific acknowledgement of donors (if permitted).

14. The committee shall devise a plan to encourage and attract more endowments and will publicize the results of the fund and The committee's decisions to allocate said fund at the expense of the funds' earnings.

15. The Endowment Fund Committee has the authority to accept or reject gifts of real property and other assets if such gifts present a risk, hazard, or liability such as a gift of real estate that is contaminated and violates Federal/State/Local environmental laws.

16. The Finance Committee in consultation with Council shall recommend to the Endowment Committee the purpose and/or projects for the funds to be distributed.

VI. Amending the Resolution

Any amendment to this resolution which will change, alter, or amend the purpose for which the fund is established will require for adoption a majority vote of members present at a duly called congregational meeting.

VII. Adoption of Resolution

This resolution, recommended by the Church Council and the Endowment Committee and accepted by the congregation at the regularly schedule congregation meeting November 9, 2008 is hereby adopted.

**STOW COMMUNITY UNITED CHURCH OF CHRIST  
STATEMENT OF WELCOME**

**The Stow Community United Church of Christ rededicates itself to a focus on the community. We will be authentically welcoming. We seek and submit to God's will as we partner with Jesus to invite in and bless those now outside the church. This means we will orient all our ministries, our worship programming and music to meet the spiritual and cultural needs of those outside the church—who God is calling to join us—as well as those inside the church. We celebrate the fact that each new family and new member will change and enrich the culture of this church.**

*Adopted unanimously at a special congregational meeting February 28, 2010*



*Add the Statement on Child Safety as the last page.*