

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

St. Paul's United Church of Christ
McConnellsburg, Pennsylvania (p1-26)
&
Trinity United Church of Christ
Fort Loudon, Pennsylvania (p27-34)

Pastor

Penn Central Conference, Mercersburg Association

LOCAL CHURCH PROFILE CONTENTS

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



POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: **St. Paul's United Church of Christ**

Street address: **228 North Second Street, McConnellsburg, PA 17233**

Church Website: **www.uccmccbg.weebly.com**

Additional ecumenical affiliations:

None

Conference: **Penn Central Conference**

Association: **Mercersburg Association**

UCC Conference or Association Staff Contact Person:

Rev. Dr. Ronnette Comfort-Butler

Search and Call Coordinator

PO Box 6625

Harrisburg, PA 17112

717-652-1560

butlerronnette@gmail.com

Summary Ministry Description:

Our church is working to regrow after COVID-19 shrunk our congregation. When we get there, our pews will be full and our church will retain its close-knit, supportive, and welcoming environment. To get there, we need an engaged, passionate, energetic, and involved leader.

Photographs:







Church Parsonage in McConnellsburg.

What we value about living in our area:

We love our church because our family history goes back generations. Many of us have grandparents and great-grandparents who were members of our congregation. We love our small town and its rural location which gives us many opportunities to enjoy God's beautifully created earth.

Current size of membership: 40

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

Position Title: **Pastor**

Position Duration: **See below**

Our first preference is 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 but we also are open to the following:

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:

Full Time, half being paid from dual charge with Trinity United Church of Christ in Fort Loudon, PA

Does the total support package meet conference compensation guidelines? **Salary will be negotiable and based upon the Pastoral Compensation Guidelines provided by the Penn Central Conference.**

1b. SCOPE OF WORK

- **Conduct regular services of worship each Sunday in both congregations on a schedule approved by the respective consistories and joint consistory.**

- **Develop a meaningful Order of Worship appropriate to the theological traditions of the United Church of Christ.**
- **Preach the Gospel of our Lord Jesus Christ in words that can be understood by the congregation, inspire a deeper faith, a commitment to the ways of Christian love, and a strong sense of hope for the future.**
- **Appropriately administer the sacraments of Holy Communion and Baptism.**
- **Conduct rites of church, including marriage, burial, and confirmation, as required.**
- **Come to know the people with whom he/she ministers through visitation and personal contact where they live and work.**
- **Provide spiritual comfort and encouragement to those who are sick and suffering physical hardships.**
- **Offer hope and comfort to those who have lost loved ones.**
- **Provide pastoral counseling to persons facing difficult decisions, mental stress and depression; and when appropriate counsel for referral to social facilities that can address a person's dilemma.**

Core Competencies:

We are seeking someone who is involved, both within the church and within the wider community. We want someone who is personally connected with our congregation. We are hoping to call someone who is passionate about ministry.

1c. COMPENSATION AND SUPPORT

Salary Basis:

Salary will be negotiable and based upon the Pastoral Compensation Guidelines provided by the Penn Central Conference. One-half of the salary is to be paid by St. Paul's UCC and one-half paid by Trinity UCC.

Benefits:

UCC Pension Boards "Plan B" health insurance provided for Pastor.

UCC Vision and Dental Plans provided.

UCC Pension Board Annuity

What is the expected living situation for your next minister?

Parsonage will be offered to a settled or designated term pastor. A housing allowance is not offered in lieu of parsonage use. Utilities are paid by the church. Housing arrangements are negotiable for an interim pastor.

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

The parsonage is available in McConnellsburg. This pastorate is a dual charge with Trinity United Church of Christ in Fort Loudon, Pennsylvania, which is about 12 miles from St. Paul's. Mileage reimbursement is provided between McConnellsburg and Fort Loudon.

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

- **\$1,000 continuing education allowance annually**
- **mileage reimbursement at current federal IRS rate**

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

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

- **We envision our next minister helping our congregation to regrow after COVID-19, exploring new methods to grow membership and strengthen our faith community.**
- **We envision our next minister helping us to continue the ongoing ministry of nurturing and developing the growth of our youth programs to attract young people for faith, fellowship, and fun.**

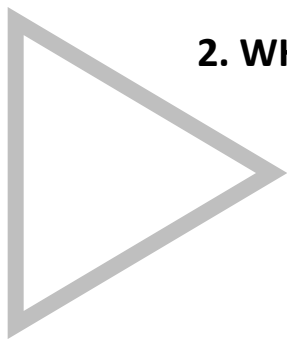
- **We envision our new minister collaborating with us to continue the church's caring ministry to all those who experience life's hardships.**

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

We seek a minister who is personable and engaging. We envision someone who will be involved with our church and with the surrounding community. We hope this minister will lead us in performing outreach into the community.

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

At this time, we have no language requirements.



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)

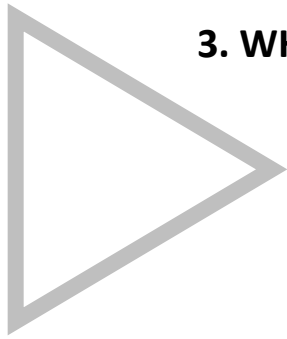
Who is God calling you to become as a congregation?

We are small but strong, and we want to continue to be a tight knit, supportive, and inclusive community as we grow our congregation. We want to be able to face the challenges all churches are experiencing in these times, such as fewer people attending church, reduced income, and growing secularism.

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

COVID-19: Like many other churches, we were challenged to create opportunities for our congregation to engage during the COVID-19 pandemic. We experimented with several ways of bringing church to our homes via the internet, settling on Facebook Live for the best option for us. This ministry continues to serve members who are shut-in, live far away, or are traveling. Also during this time, we established Zoom Sunday School classes for both Adult and Teen Sunday School. Together with Trinity United Church of Christ, we began an online bible study with attendees from both St. Paul’s and Trinity as well as individuals from outside of the area.

Kids’ Takeover Services: Annually, the children of our congregation “take over” the church service. In these services, the kids do everything including praying, reading, playing instruments, singing, and delivering the sermon. These services not only provide the children with the opportunity to shine but also bless the older people present. The younger generation are participating in church life and being prepared for the day when they are the church leadership.



3. WHO ARE WE NOW?

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

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

St. Paul's United Church of Christ Mission Statement: To spread the good news of our Lord and Savior Jesus Christ in worship, word, and deed!

We do this through our Sunday School classes, worship services, fellowship events, and outreach to the community.

Describe several strengths or positive qualities of your congregation.

Our congregation has many strengths. One of these is the ability to use our individual gifts to work together as a team, even when we need to perform a task quickly. Also, we are a tight-knit community, helping those in our midst when needed. We are welcoming to those who are new to our congregation.

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

Our Sunday School classes are attended by people of various ages. The adult classes study a variety of the books from authors such as Adam Hamilton and Amy Jill Levine.

Describe how your congregation is organized for ministry and mission.

Decisions are communicated to our church through announcements given during services, the church bulletin, the monthly newsletter, social media, or a call service, depending on the type of information which needs to be relayed.

Members of the consistory are voted for; otherwise, teams and committees include anyone who wants to be involved.

Where does your church struggle for vision?

A few years ago, a worship committee was formed to discuss matters pertaining to worship, including music selections and the format of services. These meetings were not well-attended, yet members felt like they weren't being heard.

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

For most of the year, two to three hours per month are spent a month on meetings.

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

When Covid-19 hit and our doors were closed, we immediately began to try different online platforms to bring church services to our members. Several of these methods did not work as well as we would have hoped, and we quickly experimented with other options. Also, we provided communion supplies and Lent bags to our members who were homebound.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? **Yes**

3b. 11-YEAR REPORT

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	25	yes
Number of active non-members:	10	yes
Total of church participants (sum of the numbers above):	35	yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	70	yes
Less than 10, more than 5 years:	20	yes
Less than 5 years:	10	yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
9	8	1	1	4	10	3	16	14	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0	yes
Households with minors:	5	yes
Single adults age 35-65:	2	yes
Joint households with no minors:	5	yes
Single adults over 65:	2	yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	100	yes
College:	40	yes

Graduate School:	5	yes
Specialty Training:	20	yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	45%	yes
Adults who are retired:	45%	yes
Adults who are not fully employed:	5%	yes

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

Nursing, engineering and scientific professionals, manufacturing, educators, financial professional, retail, clerical and administrative, skilled trades, self-employed

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

Our mix of ethnic heritage is not diverse, consisting of mostly western European ethnic heritages. This is reflective of the surrounding community.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

Please note the date. Comment after the exercise:

No, we have not had this conversation but welcome diversity and strive to be a welcoming congregation.

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	Who plans each of the listed gatherings? <i>(list any and all worship</i>
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	people involved in attendance	<i>planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	16	Lay leaders
Baptisms (<i>number last year</i>)	5	Pastor
Children's Groups or Classes	13	Lay leaders
Christmas Eve and Easter Worship	30	Pastor
Church-wide Meals	27	Church Women's Group
Choirs and Music Groups	0	
Church-based Bible Study	15	Pastor or lay leaders
Communion (<i>served how often?</i>)	11/year	Pastor and Elders
Community Meals	0	
Confirmation (<i>number confirmed last year</i>)	3	Teen Group leader
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	1	Pastor
Intergenerational Groups	0	
Outdoor Worship	2	Pastor
Prayer or Meditation Groups	4	Lay leaders
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	0	
Worship (time slot: 11:00)	About 25	
Worship (time slot: _____)	0	
Young Adult Groups or Classes	4	Lay leader
Youth Groups or Classes	10	Lay leader

Other		
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Additional comments:

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. E. Loy Garber	No			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:

Rev. E. Loy Garber (1966-1973) is a member of the Consistory but currently resides in an assisted living facility.

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
Secretary	NA	Volunteer	NA	
Organist	NA	Part Time	NA	
Treasurer	NA	Volunteer	NA	

REFLECTION

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

These demographics show that we are struggling to grow our congregation in these post-Coivd times. However, we maintain small but strong and remain optimistic for our future. Our strong youth participation gives us hope for the future.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year) **2023**

Source	Amount
Annual Offerings and Pledged Giving	\$69,846
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0 (reinvested)
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0 (other than scholarship withdrawal)
Fundraising Events	\$4817
Gifts Designated for a Specific Purpose	\$4278
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0 (women's group provides funding/donations to specific causes)
Transfers from Special Accounts	\$0 (transfers from building fund as needed)
Other (specify):	\$
Other (specify):	\$
TOTAL	\$78,941

Current annual expenses (dollars budgeted for most recent fiscal year): \$81,565 (2024)

An annual budget is developed by the consistory and presented in the annual congregational meeting in January. The current church budget available upon request.

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

Has the church ever failed to pay its financial obligations to a minister of the church? **No**

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (*indicate those included during the most recent fiscal year*)

☒ Our Church's Wider Mission (OCWM – Basic Support)

☒ One Great Hour of Sharing

☒ Strengthen the Church

☒ Neighbors in Need

☒ Christmas Fund

In what way is OCWM (Basic Support) gathered?

A set amount is contributed quarterly.

What is the church's current indebtedness?

Total amount of loan debt: **None**

Reason for debt: NA

Are capital and other payments current?

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

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The church received a large monetary donation in 2019 which was earmarked for expansion of our facilities. Our congregation purchased an adjacent commercial building with a portion of the gift, and we initiated a fundraising campaign for construction beyond the remainder of the gift. The planning and design continued during COVID. The church received bids in mid-2022 for the proposed construction. Due to inflation, labor shortages, and supply chain issues, construction costs nearly doubled from 2019 estimated values. The project is on hold while the church considers options.

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

What is the market value of the assets? **\$238,315**

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

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

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

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

Please comment on the above calculations or estimates: **Other than the scholarship fund, funds are not withdrawn on a regular basis.**

Other Assets

Reserves (savings): **\$104,318 (includes 51,000 reserve from hail damage insurance claim)**

Investments (other than endowment): **\$530,282 (gifts for potential expansion project)**

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

Fair market rental value of the parsonage: **\$1200 (estimate)**

How is the parsonage used? **As a pastor's residence as needed. Also, a room in the basement is used for a teen Sunday School class.**

203 East Walnut Street, McConnellsburg, PA 17233

Finished square footage: **about 2200**

Number of Bedrooms, Number of Bathrooms: **3 bedrooms, 1.5 bathrooms**

Assessed real estate value: **\$67,380 (county assessment); \$184,000 est market value from Zillow**

Available for minister residence: **Yes**

Expected minister residence: **Yes**

Condition of structure, systems and appliances: **The house is in good condition with well maintained systems and appliances. It is located one half block from the church building.**

Entity in the church responsible for review and needed repairs: **The consistory trustees are responsible for review and hiring of professionals as needed.**

Describe all buildings owned by the church: **Church, parsonage, adjacent empty commercial building**

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

None used or rented.

Which spaces are accessible to wheelchairs?

All spaces within the church are accessible to wheelchairs with the exception of the pulpit. The parsonage is not accessible to wheelchairs at the current time.

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

Our church is fortunate to have ample financial assets and reserves. We closely monitor our budget and expenses. Recent financial data indicates we are on budget or slightly above budget. However, giving has been on a downward trend. We hope that our new pastor will reinvigorate participation as well as giving.

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.

Like many other churches, we have experienced reduced participation since the COVID-19 pandemic. As mentioned elsewhere in this profile, we have developed an online presence in response.

Our congregation has been served by three interim pastors in the previous ten years. Through this upheaval, we have learned much about ourselves as a congregation and about what we are looking for in a pastor.

In the years of 2018-2019, we had a large influx of youth. The Christian Education Committee restructured our Sunday School classes for youth, and the teen class was moved to the basement of the parsonage to have their own space.

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

COVID-19 regulations were a big change for many churches. As mentioned elsewhere in this profile, we responded to this change by experimenting with different methods of bringing services and other activities to the congregation. We continue to stream out worship services on Facebook Live, where members who are homebound, traveling, or live far away can stay connected. Along with Trinity, we continue to have a Zoom bible study twice a month with participants from both churches and throughout other areas of the country.

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.

When returning to church after the COVID-19 pandemic, members of the church were divided about wearing masks in Sunday School classes. The Christian Education Committee decided to follow the protocols used by the local schools, which at the time meant wearing masks. Some members left our church because of this decision.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Barron Barley	1986-2006	Y
Rev. Valeria Schmidt	2009-2015	Y
Rev. Keith Tussing	2015-2016	Y
Rev. Janice Bye	2016-2018	Y
Rev. Marleen Shepherd	2018-2022	N
Rev. Peter Billings	2023-2024	Y

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

We have learned that we desire an engaging and involved pastor.

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

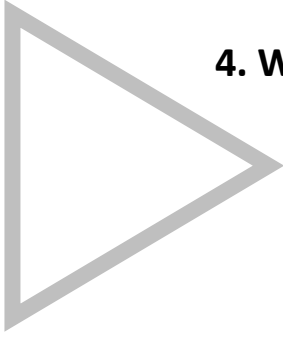
No

Has your church been involved in a Situational Support Consultation?

No

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

No



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?

For many years, we have participated in the Operation Christmas Child Shoebox Ministry. Participants fill boxes on their own or bring supplies to the church to fill with all Sunday School class age groups. Others donate money to ship these boxes.

The children’s Sunday School classes raise money to support local missionaries serving in the horn of Africa. In previous years, they have raised money for Heifer International.

We support a local interdenominational organization called Hands and Feet of Hope that organizes youth to perform home repairs for elderly and disadvantaged individuals.

We actively support several other local charities such as the Fulton County Catholic Mission, Fulton County Food Bank, and the Carlisle Truckstop Ministry.

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

The 522 Interdenominational Youth Group is for middle school and high school students primarily from the McConnellsburg United Presbyterian Church, United Methodist Church of McConnellsburg, and St. Paul’s United Church of Christ. Several of our youth frequently participate, one of our members is on the board, and another is a parent volunteer.

The McConnellsburg Ministerium was recently reestablished after an extended period of being idle. We also participated in a community-wide Ash Wednesday event in which individuals could receive drive-through ashes in the square of McConnellsburg.

Traveling long distances from their homes and working other jobs limited some of our interim pastors' involvement in the community. COVID-19 compounded this. We hope that our new pastor will be an active participant in our community.



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

Rev. Peter Billings, Settled Pastor 2023-2024
609-477-9194/ rev.peter.billings@gmail.com

REFERENCE 2

Rev. Marleen Shepherd, Designated Term Pastor 2018-2022
618-521-541/marleen.shepherd@gmail.com

REFERENCE 3

Rev. Jan Bye, Interim Pastor 2016--2018
717-372-7955 /janicembye@gmail.com

REFERENCE 4

Rev. Keith Tussing, Interim Pastor 2015-2016
612-940-4005/ ktuss@windstream.net

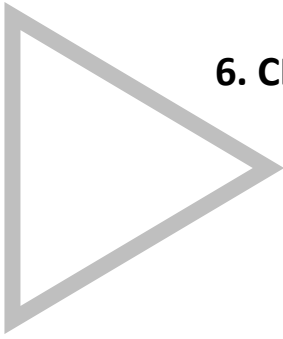
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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:

Dear Heavenly Father, we pray that you wrap our church and its congregation and your loving hands. Please help us put all our faith in you and know that you will guide the feet of the leader you have intended for us to our church. We pray that you will open our hearts to receive the message that they will be bringing. Give them wisdom and peace to know that the path that they are following is your will, and that we are praying for them throughout our search to feel this blessed assurance that only you can give. In your name we pray. Amen.

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Signed:

Scott M. Arwood, Search Committee Chairman

1244 Narrows Road

McConnellsburg, PA 17233

717-494-1188

smarwood@outlook.com

6c. VALIDATION BY CONFERENCE/ASSOCIATION

Both congregations are currently in good standing with the association / conference named.

Staff Comment:

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

Staff Comment:

To the best of my knowledge, available church financial information **for each congregation** is presented thoroughly.

Staff Comment:

My signature below attests to the above three items as they relate to both churches.

Signature: *Nora D Foust* (electronic)

Name / Title: Associate Conference Minister

Email: nfoust@pccucc.org

Phone: 717-652-1560

Date: 10/24/2024

UNITED CHURCH
OF CHRIST



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

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

Trinity United Church of Christ - - Profile

Listing Information

- Trinity United Church of Christ
P.O. Box 253
13189 Main Street – Fort Loudon – Pennsylvania – 17224
- Facebook: Trinity United Church of Christ Fort Loudon
- Conference: Penn Central Conference – UCC
- Association: Mercersburg Association – UCC
- Penn Central Conference Contact person:
- Our Mission Statement
To spread the good news that God is still speaking through our worship and fellowship experiences; and also through our service to our local community.
- The Values of Living in Our Community:
 - Small town life in a rural setting
 - Access to local state parks and historical sites (British 1756 Fort)
 - Whitetail Ski Resort (14 mi)
 - Library
 - Close to Wilson College, Mont Alto Campus of Penn State and Shippensburg University
 - School District: Tuscarora School District
 - Centrally located near : Rt. 30, I-81 & PA Turnpike
 - Pittsburgh – 3 hr.
 - Philadelphia – 3 hr
 - Washington DC – 2 hr.
 - Baltimore, MD – 2 hr.
 - Harrisburg – 1 ½ hr.
 - Nearby Health resources: Fulton County Medical Center (McConnellsburg, PA), Wellspan Health (Chambersburg, PA), Meritus Medical Center (Hagerstown, MD)
- Breakdown of Current Congregational Membership:

Age Range	People
Cradle to 19	0
20-49	12
50-70	20
71 & Up	18
- Position Title: Pastor
 - Settled or Designated Term

- Full Time

Scope of Work

- Core competencies in Minister's Relationship with the Congregation:
 - Seeking a pastor who feels comfortable in relating to young people. A person who can provide programs, events and children's talks in worship services to inspire the fellowship and participation of youngsters and teenagers in Christian Education, youth groups and community service.
 - Seeking a pastor who can lead a congregation to "think outside the box" in order to find better options to stimulate church growth through revitalizing new life and energy into Jesus' words and actions in the lifestyle and outreach of the local congregation.
 - Seeking a pastor who exhibits compassion toward members who are suffering; support for those troubled or experiencing personal loss or hard times. Conducts him/herself as a person of faith who loves God, and shares God's love with others.

Compensation and Support

This Is a Joint Charge with St. Paul's UCC in McConnellsburg. Each congregation is responsible for ½ of the listed Salary and Benefits

- Salary Plus Benefits:
 - Salary will be negotiable and based upon the Pastoral Compensation Guidelines provided by the Penn Central Conference.
 - Negotiation of UCC Pension Boards health insurance either Plans A, B, or C.
 - FICA withholding
 - Annuity Pension Fund
 - Worker Compensation
 - Mileage Reimbursement of church related business (IRS suggested rate)
 - Continuing Education Fund
- Housing
 - Parsonage may be provided (McConnellsburg, see St. Paul's profile)
- Parsonage expenses covered:
 - Fuel oil, electric, sewerage, water, property taxes, dwelling insurance.
- Expenses covered by the minister
 - Personal phone(s), TV cable, renter's insurance on personal contents.

Who Is God Calling to Minister With Us?

Ministry Goals with Pastor and Congregation Working Together as a Team:

- Continue the ongoing ministry of nurturing and developing the growth of our youth programs that attract young people through faith, fellowship and fun.
 - The challenge would be to continue the encouragement and enlistment of youth participation in Christian Education (Sunday School), year-round social bonding activities, and out-reach projects in the local community and beyond.
- To enhance the ministry to young people, the congregation must continue to provide ministry to the young adult families that bring the youth into our midst.
 - Plan activities that emphasize family participation.
 - Find the ways and means to address the issues young adult families are facing.
- Explore new methods to grow the membership and strengthen our faith community by “thinking outside the box”.
- Continue the church’s caring ministry for all those who experience life’s hardships. Find ways to show compassion and ways that provide personal concern.

In all of the above ministry goals, the leadership skills and energy of the pastor is vital as he/she works within the congregational membership team of volunteers.

Areas of Responsibility the Minister Should Display to Further Our Congregation’s Ministry.

- Provide creative thinking and leadership to assist the congregation to achieve the ministry goals described in the above section.
- Worship:
 - Conduct regular services of worship by developing meaningful Orders of Worship appropriate to the theological traditions of the United Church of Christ.
 - Preach the Gospel in words and illustrations that can be understood by the congregation, inspiring a deeper faith and a strong sense of hope for the future.
 - Appropriately administer the sacraments of Holy Communion and Baptism.
- Pastoral Care:
 - Come to know the people with whom he/she ministers through visitation and personal contact where they live and work.
 - Provide spiritual comfort and encouragement to those who are sick and suffering physical hardships.
 - Comfort and offer hope to those who have lost loved ones.

- Provide pastoral counseling to persons facing difficult decisions, mental stress and depressions; and when appropriate counsel for referral to social facilities that can address a person's dilemma.

Who is God Calling Us to Become?

As A Congregation:

- The words and actions of our congregation must continue to be a channel through which we convey the reality that God Is Still Speaking.
- We are being called to achieve the ministry goals already described in this Profile. Pastor and people working together.
- Ministering to people's hardships.
 - The church sends cards to the sick, the shut-ins and those who have lost loved ones, as well as a collection of funds to help out with unexpected expenses.
- Scholarship Fund
- Visit our Facebook page "Trinity United Church of Christ Fort Loudon" to view some of our activities.

Other Ways of Involvement for Congregation and Pastor

- We are small but mighty and maintain an excellent relationship with two other churches within the community with who we share our community mission. This includes:
 - Support for Hoffman Home for Youth
 - Truck Stop Ministry Cookie Drive
 - Local Homeless Shelter
 - Ruritan
 - Annual Peach Festival on Community Grounds
 - Community Pot Pie Suppers
 - OCWM
 - Community Vacation Bible School
 - Community Thanksgiving Services
 - Community Sunrise Service
 - On-line Bible Study via Zoom
 - Church Cemetery Restoration
- Pastor is encouraged to participate in the ministerial functions of the Mercersburg Association (meets monthly) and activities of the Penn Central Conference.
- The congregation participates in shared activities with St. Paul's UCC in McConnellsurg at various planned events: picnics, common worship service, and a Joint Consistory governing board.

Community & Congregation Characteristics

Population:

- Fort Loudon – population: 1,088
 - 100% White
- Franklin County - population:
 - 91% White, 4.5% African American, 7.7% Hispanic/Latino

Congregation:

- Education Level

Less than High School	3%	High School Graduate	75%
Some College/vocational	10%	College Graduates	20%
Graduate School	5%		

- **Employment:**

Employed	54%
Unemployed	
Retired	46%

- Community Demographics That Can Influence Present & Future Ministries
 - Drug usage and Overdose among young adults
 - An aging population & limited new population growth
 - Large number of rentals in the community
 - Conservative thinking: politics and religion
- Congregation ministry addressing the above issues
 - Outreach to individuals with substance abuse issues
 - Activities designed to attract and keep youth interested
 - Provide a meeting place for local Brownie Troup.

Congregational History

The year 2019 marked the 200th Anniversary of the founding of our church. First formed in 1819, the original “Meeting House” was built in 1820 in union with the Reformed, Presbyterian and Lutheran congregations. As time went by the various denominational groups separated and built their own buildings. In the 1940’s the present parish arrangement was created with St. Peter’s Reformed Church in Fort Loudon and St. Paul’s Evangelical and Reformed in McConnellsburg becoming dual pastoral charge. In the 1960’s St. Peter’s Reformed Church and Trinity Lutheran in Fort Loudon joined hands to

form the present Trinity United Church of Christ. In the 1980's Trinity also absorbed members from the nearby St. Luke's Church. Ever changing and evolving we are given the privilege to fulfill to some measure our Lord's prayer for his disciples that "they all may be one."

Recent Church Renovations

- Paint exterior of Building 2020
- New HVAC system 2018
- Complete Upgrade to the Electrical Panel 2017
- Basement Waterproofing 2014
- AV Upgrade 2024

Ministerial History:

Minister	Type	Yrs of Service	UCC Standing
Rev. Barron Barley	Full Time	20	Yes
Rev. Valeria Schmidt	Full Time	6	Yes
Rev. Keith Tussing	Interim	2	Yes
Rev. Janice Bye	Interim	2	Yes & UMC
Rev. Marleen Shepherd	Designated Term Pastor	4	Yes & Disciples of Christ
Rev. Peter Billings	Full Time	17 mo.	Yes & Presbyterian

- Has any pastor left under pressure or involuntary termination? No
- Has your church been involved in a Situational Support Consultation? No
- Has a past pastor been the subject of a Fitness Review while at your church? No

Conflict Resolution Procedure

No formal procedure in place. Many of our members have attended the church for a long time and have learned to avoid conflict by not discussing it. As in most churches members are somewhat divided on ways for the church to move forward with some wishing things to stay as they are and others wishing to change with the times. It is sometimes difficult to get members to openly discuss what they are concerned about. We have learned to be flexible in order to accommodate differences of opinion.

Church Budget

- A budget proposal is drafted by the church treasurer and the deacons serving on the Consistory.
- The budget is approved at the annual congregational meeting in January.

- A copy of the current budget can be requested for review from the Search Committee Chair Person.

References

Rev. Keith Tussing	Interim Minister	612-940-4005
Rev. Janice Bye	Interim Minister	717-372-7955
Rev. Marleen Shepherd	Designated Term Pastor	618-521—3541
Rev. Peter Billings	Full Time Pastor	609-477-9194

A Closing Thought

Our congregation has had a good relationship with past ministers. The minister has been the guiding force for the Consistory and other church groups, helping to direct lay leaders in areas in which they needed some guidance. They assisted us with community and church events. They suggested new activities for the church which included the local community. Our congregation was open to their suggestions and tried to implement them as much as possible. We work well together as a group.

We expect the new minister to be someone who can lead us forward and be our spiritual guide. He or she should encourage members to assume and carry out leadership positions in the church. This person should be familiar with divergent views. Also, this person should be good at giving directions on future planning and increasing membership.

We hope the new minister will combine the sermons with Biblical and real-life situations and can work well with youth and children.

Contact:

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