

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

LONG LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

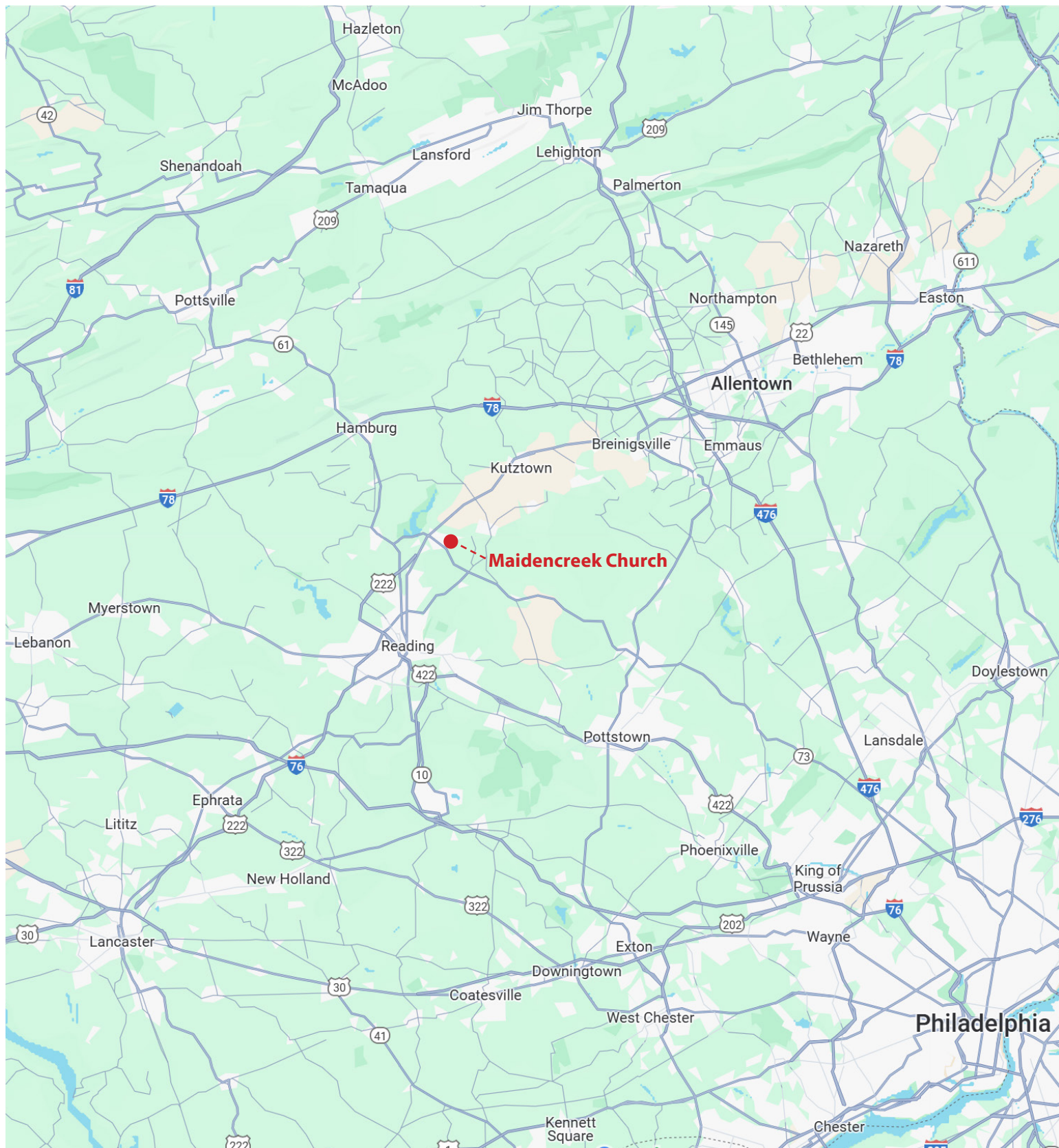


Maidencreek Church
261 Main St. Blandon, PA 19510

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**





Maiden Creek Church
261 Main St. Blandon, PA 19510

UNITED CHURCH OF CHRIST LOCAL CHURCH PROFILE

Maidencreek Church

Blandon, PA

Pastor

UCC - Covenant Association

ELCA - East Berks Mission District

February 18, 2025

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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)*



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: **Maidencreek Church**

Street address: **261 Main St., Blandon, PA 19510**

Supplemental web links:

<https://www.maidencreekchurch.org>

<https://www.facebook.com/maidencreekchurch/>

<https://www.youtube.com/@maidencreekchurch4701/streams>

Conference: **Pennsylvania Southeast Conference (UCC) / Northeast Pennsylvania Synod (ELCA)**

Association: **Covenant Association (UCC) / East Berks Mission District (ELCA)**

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

Rev. Kevin McLemore

Associate Conference Minister for Search and Call

484-949-8774 ext. 302

mclemore@psec.org

Rev. Rachael Dietz

Executive Associate to the Bishop

(610) 266-5101

rachael@nepsynod.org



Website



FaceBook



YouTube

1a. LISTING INFORMATION (cont'd)

Summary Ministry Description:

Maidencreek Church is journeying toward an even more vibrant expression of faith that deepens our inclusivity, expands our community engagement, and enriches our spiritual practices through diverse and creative avenues. We envision a future where our warm and supportive congregation continues to thrive, embracing individuals from all backgrounds while our traditions are enlivened by new perspectives and talents. To reach this vision, we seek strong leadership that shares our passion for music, community service, and inclusive worship, guiding us to further connect with and uplift those around us. We are looking for a pastor who is eager to join us on this meaningful path, contributing their gifts and joining in our commitment to making faith a dynamic and welcoming journey for all.

Photographs:



1a. LISTING INFORMATION (cont'd)

What we value about living in our area:

We value living in Berks County for its serene rural atmosphere and the close-knit community it fosters. The natural beauty and tranquility of our area enhance our spiritual journey and community involvement. Additionally, being within easy reach of Philadelphia and New York City provides us with access to rich cultural, educational, and recreational opportunities, allowing us to enjoy the best of both rural and urban life.

Current size of membership:

Active Members: 399

We are currently in the process of updating our membership, per our constitution. At this point, we're expecting the total to be slightly below 300.

Languages used in ministry (other than English):

None

Position Title:

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

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

Full Time

Does the total support package meet conference compensation guidelines?

It depends



1b. SCOPE OF WORK

Bold titles indicate highest priorities

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation (including a children's message), finding and guiding lay liturgists (unless delegated), collaborating with the Minister of Music, preaching, offering of prayers, etc.
- **Faith formation and vitality** through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- **Leadership development** by working with people in the church to create ministry and programs
- Pastoral care in collaboration with lay people
- **Community engagement** and leading the way for the church to be an ambassador of God's love
- Weddings and funerals for participants in the worshiping community
- **Strategic planning** for current and new directions in ministry in collaboration with lay leadership
- Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- Participate in wider church activities, both UCC and ELCA, as time permits
- Administration responsibilities (unless delegated) such as email, website, church supplies, more
- **Faithful financial development** and stewardship
- Shared responsibility for supervision of staff in collaboration with the church board
- Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations
- Counseling, listening and referral
- Study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- Energizing and deepening spiritual connections and faith understandings of others in all they do

Core Competencies:

We are looking for an organized, perceptive and collaborative leader.



1c. COMPENSATION AND SUPPORT

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

Maximum total pay + benefits: \$115,000, negotiated based on experience

Benefits:

Salary includes Optional Benefits

What is the expected living situation for your next minister?

Living nearby with a housing allowance

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

We expect them to live close enough to our church to visit and minister to homebound members. We expect office hours in the church throughout the week; we are willing to negotiate some remote office hours.

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

Communities of practice (UCC and ELCA)

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 collaborating with us to deepen our community engagement. We would also like to reestablish and/or reinvigorate ministries that were in place pre-covid (i.e. youth programs and lay ministries). Together, we aim to find different ways of engaging our members in existing and new ministries.

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

We aspire to have a minister who will inspire and guide us to expand or enhance our community outreach, initiating programs that address local needs and foster deeper connections beyond our congregation.

1d. WHO IS GOD CALLING TO MINISTER WITH US? (cont'd)

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.

ENGAGING SACRED STORIES AND TRADITIONS

- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church, from biblical times forward.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- Leading faith formation effectively across generations.
- Holding the Holy with integrity especially as represented in the Sacraments.

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

- Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Strategically creating the future of God's Church.
- Witnessing in the public square to God's redeeming power.
- Performing necessary and appropriate administrative tasks.
- Working collaboratively with intercultural awareness and sensitivity.
- Encouraging leadership development of self and others through continuing education and lifelong learning.

WORKING TOGETHER FOR JUSTICE AND MERCY

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.
- Identifying and working to overcome explicit and implicit bias in the life of the Church.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God's people.
- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.

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?

God is calling us to become a beacon of inclusivity and compassion, embracing all individuals regardless of their background, and deepening our faith through service, music, and diverse spiritual practices. We are called to extend our warmth and support beyond our congregation, making a meaningful impact in our community and inviting others to join us on our faith journey.

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

In the past we were a church of rapid growth, but that growth has slowed, mirroring that of the local community. To address this challenge, we have reached out to other churches experiencing the same challenges to combine youth programs aimed at middle and high school aged members. We have engaged in activities outside of the church service that invited members and non-members to participate, including: a fishing trip, blessing of dogs at the local dog park, and surprising another local congregation by caroling during their service.



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.

At Maiden Creek Church, the congregation's faith is expressed through music, helping the community, and opportunities to share spiritual gifts. We believe that spiritual growth is a journey, and everyone is accepted to join it. It doesn't matter if you are young or old, an individual or a family, straight or LGBTQ+, worship every week or have never worshiped. Whatever your journey has been to lead you to our door, you are welcome here.

Describe several strengths or positive qualities of your congregation.

We are deeply committed to community service, regularly participating in initiatives to support and engage with the community. We are a close-knit and supportive congregation, where members care for and uplift one another. Music plays a central role in our worship, thanks to our Minister of Music (who also has a seminary degree) and services are enhanced by our gifted members through a rich variety of musical expressions.

Our “tech team” provides a quality online worship experience and helps to supplement the in-person worship services. The team includes church members from age 15 to 50 and they have a mutually complementary set of skills. Expertise among members includes audio engineering, photography and videography, graphic design, networking and information technology, 3D printing and design, and more general tech savvy than we can reasonably expect to have gathered in such a small group.

Among many other vocations, our congregation includes many educators, professional photographers, and a variety of skilled tradespeople.



3a. CONGREGATIONAL REFLECTIONS (cont'd)

Describe what worship is like when your congregation gathers.

Our worship services are rooted in UCC and ELCA practices. At first glance, our worship appears very traditional (and we do value tradition highly), however we're always open to try something new during our worship service. We strive to include whomever wants to participate, including children in non-trivial roles.

Some of our traditions include special services, such as:

Blue Christmas - a small, quiet service for those who are having a difficult time being happy during the holidays for whatever reason.

Lent - lenten services have been done in different ways (discussion, video testimonials, regular and zoom services).

Palm Sunday - palms are distributed to the congregation by the children

Blessing of students and teachers - this normally takes place in late August/early September where each student and teacher is anointed with oil for the coming school year.

Church Camp Sunday - takes place the Sunday after Church Camp and includes musical numbers by the children who attended Church Camp.

Music is a very important part of our worship service and includes not only hymns, which tend to be traditional, but offerings from various musicians ranging in age from 3-95. Standard, traditional instruments are generally used during worship: piano, organ, and guitar. However, it can also include a number on the boomwhackers by the children, a song on handbells by children or the adult bell choir (can also include chimes).

Our children learn early on that this is their church, too, and are encouraged to share their gifts, whether they be musical, dramatic, dancing, or reading scripture/prayers.



3a. CONGREGATIONAL REFLECTIONS (cont'd)

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

Maidencreek Church is in the process of discovering what faith education looks like in a post-COVID church. Our vision is to provide a learning environment for youth and adults in which they feel comfortable asking questions and discovering what the text and teaching means in their lives. We strive to create a “home-base” for our youth - a place where they feel comfortable and are actively involved in the life of the church. Our challenge lies in balancing a meaningful Christian education program with the ever-expanding commitments that our active families face.

Current youth programs:

- Weekly Sunday school and music program
- Church Camp (VBS)
- Youth group events
- High school youth events (we are currently in talks with other local churches for joint events)

Adults:

- Lent devotional
- Book studies

Our educational program is extremely important to our church and this is an area for which we are seeking pastoral guidance.

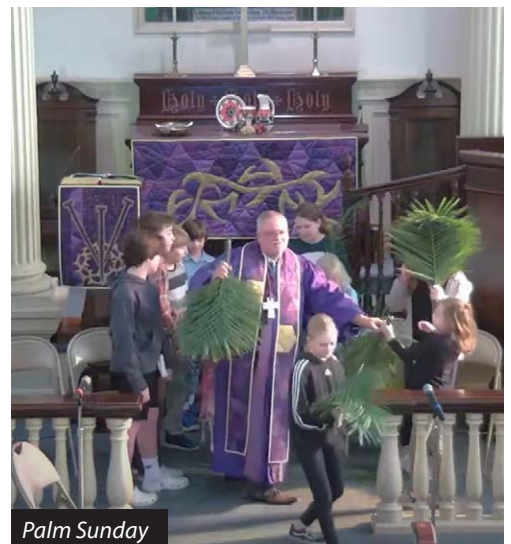
Describe how your congregation is organized for ministry and mission.

Our shared board (12 voting members) meets once a month for 1-2 hours. This board is the governing body of the church.

Beyond our shared board, our individual committees are largely self-sufficient. In times of crisis, we've been able to work quickly with our lay ministries and shared board. We recognize that the current structure (or lack thereof) is not sustainable. It is time to re envision our committee structure.



Blessing of Teachers and Students



Palm Sunday

3b. 11-YEAR REPORT

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



Church#: 600150

Assoc: 642

Schedule: 0

Maidencreek Church

Blandon

PA

19510

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2013	506	145	73	0	0	15	12	0	3
2014	507	140	63	3	0	11	6	7	1
2015	529	144	87	7	0	30	10	5	22
2016	534	154	75	8	1	5	5	4	5
2017	534	154	62	0	0	0	0	0	0
2018	537	140	88	3	4	6	10	0	3
2019	550	140	85	3	0	15	5	0	13
2020	555	130	53	5	0	7	7	0	5
2021	553	130	45	4	0	0	6	0	-2
2022	391	85	26	6	0	9	9	168	-162
2023	395	82	22	3	0	7	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
2013	\$204,328	\$0	\$3,250	\$0	\$3,250	\$20,879	\$24,129	1.59	\$228,457	\$192,965
2014	\$186,793	\$0	\$3,500	\$0	\$3,500	\$0	\$3,500	1.87	\$190,293	\$177,759
2015	\$191,398	\$2,975	\$3,750	\$0	\$3,750	\$13,155	\$16,905	1.96	\$211,278	\$197,076
2016	\$186,186	\$0	\$4,000	\$0	\$4,000	\$18,806	\$22,806	2.15	\$208,992	\$182,386
2017	\$186,186	\$0	\$4,250	\$0	\$4,250	\$0	\$4,250	2.28	\$190,436	\$0
2018	\$209,273	\$71,899	\$4,500	\$0	\$4,500	\$15,257	\$19,757	2.15	\$229,030	\$485,193
2019	\$203,280	\$150,803	\$4,750	\$0	\$4,750	\$14,648	\$19,398	2.34	\$222,678	\$366,873
2020	\$201,410	\$815,000	\$4,750	\$0	\$4,750	\$0	\$4,750	2.36	\$206,160	\$379,994
2021	\$118,240	\$126,456	\$5,263	\$0	\$5,263	\$13,585	\$18,848	4.45	\$137,088	\$205,799
2022	\$228,022	\$0	\$5,500	\$0	\$5,500	\$0	\$5,500	2.41	\$233,522	\$202,435
2023	\$199,793	\$7,480	\$5,700	\$0	\$5,700	\$8,589	\$14,289	2.85	\$214,082	\$202,975

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2018-2023	-26.44	-41.43	-75.00	-23.08	-40.00	-4.53	26.67	-6.53
2013-2023	-21.94	-43.45	-69.86	-33.33	-50.00	-2.22	75.38	-6.29

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.

		Estimate?
Number of active members:	175	yes
Number of active non-members:	10	yes
Total of church participants (sum of the numbers above):	185	yes

Percentage of total participants who have been in the church:

		Estimate?
More than 10 years:	70%	no
Less than 10, more than 5 years:	22%	no
Less than 5 years:	8%	no

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Estimate?
23	20	23	19	31	38	27	62	70	calculated estimate

Percentage of adults in various household types:

		Estimate?
Single adults under 35:	5%	yes
Households with minors:	22%	yes
Single adults age 35-65:	12%	yes
Joint households with no minors:	30%	yes
Single adults over 65:	25%	yes

Education level of adult participants by percentage:

		Estimate?
High school:	95%	yes (might be higher)
College	40%	yes
Graduate School:	15%	yes
Specialty Training:	10%	yes

3c. CONGREGATIONAL DEMOGRAPHICS (cont'd)

Percentage of adults in various employment types:

		Estimate?
Adults who are employed:	48%	yes
Adults who are retired:	52%	yes
Adults who are not fully employed:	10%	yes

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

Laborers, tradespeople, educators (pre-k through higher education), farmers, health care professionals, technical professionals, theologians, artists and musicians, and many more.

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

We are also largely mono-cultural (primarily caucasian). Our community has grown in ethnic diversity over the past few decades and we would like to find ways to become attractive to other ethnic groups. In our congregation, diversity comes in the form of: political affiliation (“purple”), sexual identity, multi-generational, and socioeconomic status.

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:

We have often discussed welcoming diversity but not in an official capacity (ONA/Reconciling in Christ). We are trying to discern what our next steps should be in this area.

We’ve made progress in the area of physical accessibility by adding an elevator as part of our new addition in 2020.



3d. PARTICIPATION AND STAFFING

Ways of Gathering	Estimated number of people	Who plans each of the listed gatherings?
Adult Groups or Classes	none since covid	lay leaders with pastoral support
Baptisms (number last year)	2 (2023)	pastor, prayer shawl ministry, worship and music committee
Children's Groups or Classes (Sunday School/VBS)	15-25	Pastor and lay leaders and members
Christmas Eve and Easter Worship	~200	Pastor, minister of music, worship and music committee
Church-wide Meals	75	lay leaders/committee heads
Choirs and Music Groups	30-35 (5-6 groups)	minister of music
Church-based Bible Study	9	members with optional pastoral guidance
Communion (served monthly + ~5)	~80	pastor, worship and music committee
Community Meals	0	
Confirmation (number confirmed last year)	3 (2023)	pastor and lay leaders
Drama or Dance Program (annual Christmas play)	20 kids	lay leaders
Funerals (number last year)	5 (2023)	pastor
Intergenerational Groups	0	
Outdoor Worship	0	
Prayer or Meditation Groups	6	prayer chain organized by lay people
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	10-12	"Theology with a Twist" organized outside of our church
Weddings (number last year)	0	pastor and minister of music
Worship (time slot: 9am)	70-100	pastor, minister of music, lay leaders, worship and music committee
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	in progress - pastor and lay leaders
OTHERS:		
Softball Team	18	volunteers
Annual Golf Tournament	75-100	volunteers
Oldies concert and dinner/dance	250	volunteers
Purse bingo	150	volunteers

3d. PARTICIPATION AND STAFFING (cont'd)

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?	Ministry Setting	Type of Ministry Role	Retired?
Virginia Miles	No		Supply Pastor	Yes

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:

Sara Hertzog, Former Pastor - member of the church

Ann Bolek, member of the church

John Aurand, Pastor Emeritus - member of the church, currently in assisted living

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	Supervised by	Length of Tenure
Minister of Music	No	PT	Pastor *	11 Years
Secretary	No	PT	Pastor *	6 Months
Sexton	No	PT	Pastor *	10 Years

* In collaboration with the shared board

REFLECTION

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

Our focus over the past few years has been on rebuilding our youth program. We have maintained a solid and well-represented music program while experiencing a lull in growth. We recognize a need to reestablish committees and ministries and focus our attention on demographic groups that are represented but under-served.



3e. CHURCH FINANCES

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

Source	Amount (2023)
Annual Offerings & Pledged Giving	\$196,100
Endowment Proceeds	\$0
Endowment Draw	\$0
Fundraising Events	\$15,400
Gifts Designated for a Specific Purpose	\$2,800
Grants	\$0

Source	Amount (2023)
Support from Related Organizations	\$200
Rentals of Church Building	\$500
Rentals of Church Parsonage	N/A
Transfers from Special Accounts	\$0
Other (UCC OCWM/ELCA Benevolence)	\$6,300
Other (Monthly mission offering)	\$8,600
Other (Property Fund)	\$7,400
TOTAL	\$237,300



3e. CHURCH FINANCES (cont'd)

Current annual expenses (dollars budgeted for most recent fiscal year):

Account Name	2024 Budget
General Fund Expense	\$1,000
Search Committee Expense	\$2,500
Worship Supplies Expense	\$1,000
Stewardship Supplies Expense	\$1,000
Confirmation Supplies Expense	\$300
Education Supplies Expense	\$500
Electronic Giving Expense	\$1,000
B&G Heating Expense	\$7,000
B&G Liability & Workmans Comp Expense	\$21,500
B&G Trash & Recycling Expense	\$2,500
B&G Electric Expense	\$5,000
B&G Water & Sewer Expense	\$450
B&G Snow Removal	\$1,500
B&G General Supplies	\$750
B&G Maintenance	\$3,000
B&G Elevator Maintenance	\$350
Sexton Salary Expense	\$14,100
Sexton Employer SS Expense	\$874.20
Sexton Employer Medicare Expense	\$204.45
Office Copier Expense	\$5,500
Office Supplies Expense	\$1,500
Office Telephone Expense	\$2,000
Office Postage Expense	\$1,000
Office Technology Expense	\$2,000

Account Name	2024 Budget
Secretary Salary	\$12,500
Secretary Employer SS Expense	\$775
Secretary Employer Medicare Expense	\$181.25
Music Expense	\$1,300
Piano Maintenance Expense	\$400
Organ Maintenance Expense	\$1,500
Organist Salary Expense	\$33,304
Organist Employer SS Expense	\$2,064.85
Organist Employer Medicare	\$482.90
Organist Continuing Ed Expense	\$100
Organist Supply Expense	\$450
OCWM Benevolence Fund Expense	\$12,600
Association & Mission District Expense	\$500
Pastor Housing Expense	\$30,000
Pastor Salary Expense	\$57,220
Pastor Reimbursement Expense	\$3,000
Pastor Supply Expense	\$600
Pastor Continuing Ed Expense	\$0
Pastor Conferences Expense	\$500
Benefits - Pension Expense	\$11,342
Benefits - Dental Expense	\$552
Benefits - Life Ins & Disab	\$1,215
Benefits - Medical Expense	\$14,592
Benefits - Vision	\$110
TOTAL	\$261,818

3e. CHURCH FINANCES (cont'd)

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

45%

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) *

☒ ELCA Benevolence *

☐ One Great Hour of Sharing

☐ Strengthen the Church

☐ Neighbors in Need

☐ Christmas Fund

* As a federated church, our larger church giving is split between UCC and ELCA

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)

During the budget review process, our donation is calculated to increase giving over the previous year.

What is the church's current indebtedness?

Total amount of loan debt: \$0

Reason for debt: N/A

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.

N/A

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

Year(s)	Purpose	Goal	Result	Impact
2018-2020	Building addition	\$800,000	\$800,000	Addition included ADA-accessible bathrooms, elevator, additional gathering spaces. Loan fully paid in 2 years.

3e. CHURCH FINANCES (cont'd)

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

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

Project Elevate: to make our building ADA-accessible and to provide additional gathering spaces

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

What is the market value of the assets? **\$141,000**

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

What is the percentage rate of draw (last year, compared to 5 years ago)? **0%**

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:

We are able to sustain our budget without withdrawing money from the endowment

Other Assets

Reserves (savings): **\$14,000**

Investments (other than endowment): **\$4,000**

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

Describe all buildings owned by the church:

Church building, 1 small storage building, 1 storage shed.

Describe non-owned buildings or space used or rented by the church: **N/A**

Which spaces are accessible to wheelchairs?

Worship space, fellowship space, facilities

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

We pride ourselves in creating and maintaining a sustainable budget

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.

The merging of separate Lutheran and UCC congregations that shared a building into a federated shared ministry in 1998 set us on a path to the church we know today. Almost 30 years later, we retain meaningful elements from each denomination.

The most important event in the past 10 years would be our building addition that was completed in 2020. The fact that the congregation pledged monetary support for the addition and we were able to repay the 25-year loan in only 2 years is indicative of our congregation's commitment to our shared goals.

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

We were able to quickly get online in March of 2020 when COVID interrupted our in-person services. We never missed a single service by implementing a streaming service and by continually improving the quality of the online services. Our desire to continue worshipping together prompted us to find innovative ways to reach not only our existing congregation but also our neighbors outside of our membership. We were excited to have viewers (and even gain members) from around the world.

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 an embezzlement occurred involving a former treasurer, the board, once the matter was discovered, presented all of the facts openly to our congregation and gave step by step updates until the matter was resolved. Of key interest was when this member's spouse, who was totally unaware of her husband's actions, came to church. While she was ill at ease at first, being embarrassed about the situation, she was openly welcomed. One member said that was the day we showed we were true Christians.

Prior to our full-time minister retiring, we enacted a committee entitled "Mutual Ministry." Parishioners were encouraged to express any concerns and joys they experienced in our services and practices to this committee. If this committee was unable to resolve the matter at hand or if it was of major significance, it was referred to the board for them to address the situation. We hope to reconvene this committee once we have a new full-time pastor.

3f. HISTORICAL INFORMATION (cont'd)

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

Staff member's name	Years of service	UCC Standing (Y/N)
Bruce Schoup (interim) *	2023-	Yes (dual standing ELCA)
Sara Hertzog *	2006-2023	Yes (dual standing ELCA)
Darryl Dech	2002-2004	Yes
James W. Adam	1995-2000	Yes
David A Heckler	1992-1999	N/A (ELCA)
David A. Lawton	1988-1993	Yes

* Attained ELCA standing after starting their tenure with our church.

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

We would like to maintain a culture of collaboration where the pastor works in unity with the staff, committees, shared board (consistory) and members of the congregation.

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

Yes. A pastor was strongly encouraged by the board, synod and conference to resign. This occurred about 20 years ago.

Has your church been involved in a Situational Support Consultation?

Yes, in the situation mentioned above.

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

Yes. The pastor mentioned above had their standing terminated as the result of a Fitness Review. Details can be provided by our church board or the UCC conference and ELCA synod.





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?

Maidencreek takes pride in all the ways we are involved in the community. On a monthly basis, we collect money for an identified mission project (such as local food pantries, first responders, and animal shelters). We participate in Veterans Stand Down, we make meals for Opportunity House (our local homeless shelter), we collect supplies and assemble cleanup buckets for world-wide natural disasters. We also provide meeting spaces to Scouts, AA, a local senior citizens group, and a community exercise group.

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

Members of the church have been involved in Covenant Association for a number of years and have served as moderator, treasurer, delegate to the conference, and Committee on Ministry. The pastor participates in both ELCA Synod and UCC Association and conference meetings.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input checked="" type="checkbox"/> None |

4a. COMMUNITY VISION (cont'd)

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?

We are not currently affiliated with any of the above designations. We look for guidance in discerning our potential involvement.

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

We participate (often in a leadership role) along with other congregations in support of a local food pantry.

Our confirmands previously attended services of other faiths as part of their confirmation education. While this practice has been sporadic post-COVID, there is interest in reinstating it.

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.

N/A

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

While we expect our minister to be an active participant in our church and community, any expectations we have are flexible and can be adjusted as needed. Despite the fact that our pastor will need to be involved with dual affiliation (ELCA/UCC), it is not expected that they will participate in every meeting and function. The pastor should establish priorities with the board.



4b. MISSION InSite

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

Within a 5-mile radius of Maiden Creek Church, there are a half-dozen UCC churches and an equal number of Lutheran churches. It is incumbent on the Maiden Creek Church to differentiate itself from the other churches, without alienating the other congregations.

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?

Maiden Creek Church's membership is typical and consistent with churches within the area but does not represent the increasing ethnic/racial diversity of the surrounding population. The community underwent considerable housing development starting ~25 years ago. Presently, growth is slow but families move in and out of the area as employment and family changes dictate.

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

In our local school districts, a large number of families experience financial insecurity. As a result, we've reached out to local schools to assist with programs such as providing school supplies, backpacks, food, and clothing. Some financial resources are also available for our church family when experiencing emergency situations.

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

We are known as a church that community organizations can depend on for support.

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

Children attending VBS

Knowledge of our music program/Minister of Music

Personal invitation from existing member/pastor





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. Ann Bolek
Retired Pastor
Member of Maidencreek Church
(610) 334-4346
spirit2u@ptd.net

REFERENCE 2:

Rev. Corrine Dautrich
Pastor, Friedens UCC
Former member of Maidencreek Church
(610) 739-8471
cdautrich11@gmail.com

REFERENCE 3:

Rev. Linda Kozlowski
Pastor, Good Shepherd UCC, Reading
Former Student Pastor at Maidencreek Church
(484) 529-2241
pastorlindakoz@gmail.com



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:

For such a time as this, we need to put our hope, faith, and trust in God.

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.

Which individuals and groups in the church contributed to the contents of this Local Church Profile?

Search committee, interim pastor, and shared board

Additional comments for interpreting the profile:

Candidates do not need dual standing (UCC/ELCA) in order to apply.

Signed:



Tom Wright - Search Committee Chairperson - December 2nd 2024

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:



Name / Title:

Rev. Kevin McLemore

Email:

mclemore@psec.org

Phone:

773-717-0029

Date:

February 18, 2025



5. REFERENCES

Maidencreek Church Pastor Search

Where I'm coming from:

I was a life-long Roman Catholic before becoming a member of Maidencreek Church. Two members invited my wife and me to attend and see if it was a good fit. One of my main concerns was that I could be "out" – no hiding or beating around the bush. The pastor at the time (Sara Hertzog) said that if anyone had a problem with that, then it was their problem not ours. That was it for me. This church became my home as long as support continued. And it did.

So, what should the next called pastor be and do??

First, the congregation members see themselves as the church and are willing to take responsibility for its functioning and growth. The pastor needs to be willing to share the leadership by acknowledging and supporting the work of the laity, particularly in non-ecclesiastical matters. (I hope these words convey what I intend.) New ideas need to be heard and discussed, including the "how" and the challenges of implementing them. The Board members and the pastor need to come to an agreement on what is feasible, possible, and worthy of the effort. Who will assume leadership if approval is given? How many others are needed to see the task through? The proposal might need to be laid out in more detail before it is accepted or rejected. Does it need a congregational vote?

While I said that congregants see themselves as the church and take on responsibility and leadership, it is also true that there are some who attend but are not otherwise active. I think it would be good for the pastor to, in some way, help less active and new members discover their gifts and how those gifts can be of value to the church and the community. This should include children and teens with the support of their parents. At the church I now attend in Maryland, someone welcomed me and – a few weeks later – asked if I would like to help with a specific task. I appreciated that they didn't pounce right away to get me involved, but gave me some time to acclimate and see if the church was a good fit for me. If I turn down a request, I add some more information (e.g. maybe sometime later or I'm not really comfortable working with young kids, etc.).

The next pastor should also be informed about community needs and how the congregation might help meet those needs – both practical and spiritual. Get to know the other local clergy. Can you join together to do more than the joint Thanksgiving service and the Fleetwood Food Bank? Or maybe those two things are sufficient right now.

Maidencreek Church is a wonderful place to be part of the family of God. Blessings on the next called pastor.

If I can clarify anything that I said above, please feel free to reach out to me:

610-334-4346 (leave a message if I don't answer)

Spirit2u@ptd.net

Blessings on your discernment!

Ann Bolek

5. REFERENCES



337 Main Street
Oley, PA 19547
610-987-3536
www.friedensuccoley.org

November 5, 2024

To Whom It May Concern,

It is a joy to write this letter of reference for Maiden Creek Church, where I've been a member since 2001. Maiden Creek Church has been a welcoming place for me and my spouse, from the time we started "church shopping" for a church home. We were thrilled to be able to be married in the sanctuary in 2014.

For over the past 20 years, the church has embraced a rich culture of welcoming all people into its doors. There is a strong emphasis on hospitality and it flows through all aspects of the congregational life. There are generations of kids! On many Sundays in worship, there were around 20-25 kids who would come forward for the Children's message. What a gift for a local church to have about 10 kids who attend worship.

Not only have children been invited to attend worship, but in conjunction with the pastor and the music director, the children are encouraged to share their gifts in a variety of ways. Children play their musical instruments, sing in the choirs, play chimes, read scripture and other aspects of the worship service. Their gifts are affirmed and everyone is blessed by their participation.

When the congregation voted to build on the new addition to the church, so that the building would be more physically accessible to all, the congregation members really stepped up to make it happen. The \$800,000 was raised and it was paid off! It wasn't long after the new addition was dedicated, when the COVID-19 pandemic happened, and the church had to quickly learn how to "be church" without the building. It did so in creative and faithful ways. The on-line presence has been embraced and continues in positive ways.

There are so many other wonderful items I'm able to share about this church. I would welcome a conversation with anyone who is seeking to be the pastor of Maiden Creek Church. I can be reached at cdautrich11@gmail.com or 610-739-8471.

Blessings,


Rev. Corrine R. Dautrich
Pastor

5. REFERENCES

Maidencreek Church Reference

Rev. Linda L. Kozlowski
Pastor, Good Shepherd UCC
170 Tuckerton Road
Reading, PA 19605
pastorlindakoz@gmail.com
484. 529.2241 (cell)

I served as Student Pastor at Maidencreek Church from September, 2012 through May, 2013 while in seminary.

Maidencreek Church is a very warm, open, welcoming faith community which embraces and loves all people. They have a wide variety of opportunities for folks of all ages. They are mission oriented and follow the ministry of Jesus by reaching out with love to all of God's children. This faith community has a strong children and youth program, a wonderful music ministry, and offers meaningful worship. New ideas and ministries are welcome and both joys and struggles are shared in community.

As with all congregations in this season, Maidencreek Church must continually seek new ways to reach people, especially those who are unchurched. In this regard, they do offer livestreaming of worship services and continue to try new ways to be the Church. This may mean releasing the "way we always did this," and embracing new visions and dreams. My belief is that under a wise leadership, they will continue to grow and flourish and thrive and bring the Good News of Jesus Christ to the communities where they serve.

While I was Student Pastor at Maidencreek Church I had the blessing of working weekly with the youth. I noticed they were really welcomed and invited to participate in all aspects of the church life. I also noticed there was something offered for folks of all ages, from young children to seniors. Serving with this faith community helped deepen my faith and form my call as a Pastor. Their growth was evident in their capital campaign and addition to the building. The presence of God's Spirit is tangible in this community.





MAIDEN CREEK



CHURCH

UCC & ELCA
A Shared Ministry

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