

**Name of Church**

Emanuel UCC

**Address**16 Eastern Rd  
Doylestown, OH 44230**Conference:**

Heartland

**Association:**

Living Water (Heartland)

**Title**

Settled Pastor

**Start Date**

n/a

**Description**

We are a historic church founded in 1817. We are part of the United Church of Christ, a denomination of self-governing congregations which profess Jesus as Lord. Our purpose is to strengthen faith and discipleship in Christ. Our Sunday morning worship is filled with joyful songs of praise, heartfelt prayer, and a clear, uplifting message based on the Bible. We invite you to join us as we seek a deeper knowledge of God's truth and commit ourselves to walking in all God's ways. We strive to be accessible to all. We wish to serve the needs of all ability levels.

**Church Contact Information**

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(330) 658-2301 (Church Primary Phone)

**Listing Information**

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**Web Presences**

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<https://emanuelhighchurch.org/> *Type: Professional*<https://www.facebook.com/EmanuelHighChurch> *Type: Professional*<https://www.youtube.com/@emanueluccdoylestown5972/videos> *Type: Professional***Additional Formal Ecumenical Affiliations***No response*

**UCC Conference or Association Staff Contact Person****Name:**

Rev. Dr. Elena Larssen

**Title:**

Transitional Association General Minister

**Phone:**

330.940.2220 x102

**Email:**

agm@livingwaterone.org

**Summary Ministry Description**

Who is Emanuel High Church? We are a welcoming, family-friendly, faith-building church. The oldest church in the area (established in 1817), we are long on traditions, rural in demographics, but good at what we do ... and that's helping others.

We feel we are supportive of each other in times of need as well as joy. Our church feels like a second family to our members. A lot of our members grew up in this church, so the roots go deep; but we are also approachable and open to new members.

When asked what keeps our congregation coming back, a recurring answer was to have their children grow up within our church community. Other reasons listed included:

- \* Support from church family
- \* Tradition and familiarity
- \* Open-mindedness and acceptance from the pastor and congregation
- \* Variety of topics and sources for bible studies
- \* Platform of peace and justice, neutrality on political/social issues
- \* Mission projects and church activities
- \* Mix of music during services

**Church pictures****What we value about living in our area.**

Our church is situated in a rural area, right across from a Metro Park, but close to many small villages and major cities, including Akron, Canton and Cleveland. We are within a short drive of many colleges and universities, a variety of cultural amenities, including museums, theaters and music venues, as well as national sports teams (Cleveland Guardians, Cavaliers and Browns). And, the Pro Football Hall of Fame is in Canton, just a 30-minute drive. The surrounding communities include excellent school districts, and the cost of living is low when compared to other parts of the country.

**Current size of membership**

112

**Average in person attendance**

47

**Does your church hold virtual worship services?**

Yes

**Choose platform type(s) and number for virtual worship.****Video Conferencing**

On average, how many devices are logged in per service?

4

**Video Hosting Platform**

On average, how many views are received per service?

5

**Languages used in ministry**

English

**Position Title**

Settled Pastor

**Position Duration**

Settled

**Compensation Level**

Full Time

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

Yes

**Link to current Conference guidelines**[Download compensation guidelines](#)**Scope of Work**

Some fields reference The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ .

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

**The Scope of Work developed by our church using the Call Agreement Workbook.***No response***3 core competencies that we imagine could be foundational in our next minister's relationship with the church.****First:**

Our next captivating, and motivating minister will follow scripture and be able to relate his or her actions and sermons to everyday life. The pastor will be the face of our church at community and church events, will reach out to members current and "lost," and have creative and forward-thinking ideas. We are not afraid of a risk taker, and need a person who will recruit younger generation members.

Those, are all must-have traits.

**Second:**

- \* Sense of humor
- \* Understanding of technology
- \* Facilitator – not always the leader, but have the ability to draw out others' strengths

**Third:**

**Bonus skills:**

- \* Gender not an issue
- \* Patience, empathy

We, at Emanuel High Church, have all the tools and talents to continue and prosper, we just need the right leader to help us to grow, and to serve God and others.

**Compensation and Support**

The salary basis comes from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	0	<input type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 0			
Pension/Annuity	0	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

**If needed, please comment further on your church's salary and benefits for the minister.**

All of the Pastor's salary and benefits will be provided per UCC Guidelines

**The expected living situation for our next minister.**

We are not offering the parsonage for the pastor. We expect he, or she, to live within 10 miles of the church. For this, they will receive a housing allowance.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

*No response*

**How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.**

*No response*

**Peer and professional supports available for ministers in our association/conferences.**

The Living Water Association offers Communities of Practice, which brings together a group of pastors for regular discussions and sharing as well as opportunities for professional development, spiritual nurturing and service. In addition, pastors may develop informal relationships with other UCC churches in the area.

## Who Is God Calling to Minister with Us?

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The ministry goals we envision our next minister collaborating with the congregation to achieve.

Our congregation has many hopes and desires for the future of Emanuel High Church. One of our top goals is to grow in numbers. A recurring desire noted in the survey is to recruit more in the younger generations while also retaining the older generational members. We wish to have more intergenerational activities, outings, and missions. We also hope to continue to be known as a welcoming and accepting church. Some of the other hopes and desires for the church include:

- \* Each member feels spiritual growth within themselves
- \* Working toward an inclusivity policy
- \* Expand activities to be throughout the week and not just on Sundays

Overall, Emanuel High Church desires to continue to serve and make a positive impact in ourselves and our surrounding communities. We hope to remain flexible and willing to change with the times. Yet, we strive to be able to stand in our faith and not bend to societal pressures of negativity and close-mindedness. We aspire to grow and spread God's love.

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

Our church helps to fill a social need by providing a sense of connection within the congregation and community. Our church also gives our members a chance to slow down and reconnect with themselves and to God in this fast-paced world. They are given a chance to refresh and recharge. Our members have also stated that they feel heard within the church and that they "have a seat at the table" when it comes to decisions involving the church.

Our congregation has many ideas for what they feel the mission and aim of Emanuel should be. Our top mission is to spread the love of Jesus through compassion, equality, and kindness.

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

We strive to be known for our acceptance and inclusivity of others. We want to be able to meet people where they are on their spiritual walk, and we aspire to be a safe space for everyone. Other goals we hope our next pastor will help us achieve include:

- \* Continue to offer help and support to the community through our missions
- \* Growth in our faith as well as in our membership numbers
- \* Continue to care for our church family as needed

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

Strategically creating the future of God's Church  
Building faith intergenerationally  
Drawing on the ministry of Jesus Christ to confront injustice and oppression  
Someone of high moral character and who possesses strong communication skills in person and through technology

## Who Is God Calling Us to Become?

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"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 God is calling us to become as a congregation.

Our church helps to fill a social need by providing a sense of connection within the congregation and community. Our church also gives our members a chance to slow down and reconnect with themselves and to God in this fast-paced world. They are given a chance to refresh and recharge. Our members have also stated that they feel heard within the church and that they "have a seat at the table" when it comes to decisions involving the church.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

Our congregation has many ideas for what they feel the mission and aim of Emanuel should be. Our top mission is to spread the love of Jesus through compassion, equality, and kindness. We strive to be known for our acceptance and inclusivity of others. We want to be able to meet people where they are on their spiritual walk, and we aspire to be a safe space for everyone.

## Congregation Reflections

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**We would describe our congregation's life of faith as...**

In our worship service, God is described as full of grace and strength and is a loving God. The Holy spirit moves within us to help us determine our course of action and deepening our understanding of our faith.

Our membership vows talk about joining the church on a pilgrimage of faith, and no matter if that journey is easy or difficult, you are now not alone on that quest, and that starting today, you are a full member of the household of God.

**Strengths or positive qualities of our congregation.**

Our congregation is made up of youth and adults who see a need in the surrounding communities, and work to fix those needs. We are very giving when it comes to helping those less fortunate, as we strive to share God's love exponentially.

**A growing edge for our congregation and what we plan to strengthen as a congregation**

We are trying to stay relevant to all age groups within the church. We seek growth in our faith as well as in our membership numbers.

**What worship is like when our congregation gathers.**

Although we have at least one service a year in the village park, and have even had "breakfast church" in the Fellowship Hall, for the most part our services are held in the sanctuary and based on God's word. The service is traditional, including liturgy, music, scripture, sermon and prayer. A member of the congregation volunteers to be the liturgist each week, with a member of the Elders scheduled as liturgist on communion Sundays (first Sunday of the month).

**The educational program/faith formation vision of our church.**

At Emanuel, we seek to build a solid foundation of spiritual growth through scripture with the children, including Sunday School, including participation in Palm Sunday and Christmas services, to junior high confirmation classes and a community-wide Vacation Bible School. Adults learn more about Jesus' teaching by participating in a weekly Lunch and Learn class, while the adult Sunday School combines discussion of everyday topics with scripture and corresponding articles from a study guide.

**How our congregation is organized for ministry and mission.**

We have a team structure through which activities are channeled. Activities may involve one committee or a combination of committees, or the creation of a new sub-committee.

**When it comes to decision-making, 10 hours are spent in meetings per month.**

**Is the pastor expected to attend all church meetings?**

No

**In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...**

If a situation comes up, the pastor, Consistory president and chair of the Elders meet to come up with a solution.

**A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance**

[🔗 CONSTITUTION AND BYLAWS - Organizational Chart.pdf](#)

[🔗 annualreport2024.meeting2025\\_with cover.pdf](#)

**11-Year Report**

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[🔗 Download 11-Year Report](#)

**Congregation Demographics**

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	100
NUMBER OF ACTIVE NON-MEMBERS:	12
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	112

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	76%
LESS THAN 10, MORE THAN 5 YEARS:	12%
LESS THAN 5 YEARS:	12%

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	7
12-17	5
18-24	3
25-34	10
35-44	20
45-54	8
55-64	15
65-74	23
75+	25

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	0%
HOUSEHOLDS WITH MINORS:	25%
SINGLE ADULTS AGE 35-65:	5%
JOINT HOUSEHOLDS WITH NO MINORS:	54%
SINGLE ADULTS OVER 65:	16%

ARE THESE NUMBERS ESTIMATES?

Yes

**Education level of adult participants by percentage:**

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	31%
COLLEGE:	51%
GRADUATE SCHOOL:	12%
SPECIALTY TRAINING:	6%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

**Percentage of adults in various employment types:**

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	55%
ADULTS WHO ARE RETIRED:	41%
ADULTS WHO ARE NOT FULLY EMPLOYED:	4%

ARE THESE NUMBERS ESTIMATES?

Yes

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

Hourly to professional, to business owners.

**The mix of ethnic heritages in our congregation, and the overall racial make-up.**

Predominantly white congregation.

**What diversity means in our context?**

We are mono-cultural, with our biggest diversity being age group.

**Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future**

Yes

DATE COMPLETED: Oct 22 2024 

**Comment after the exercise:**

We lack a formal policy. We are working to create a policy that clearly expresses our commitment to being a church that welcomes everyone -- regardless of race, age, gender, marital status or sexual orientation. This new policy will affirm that all members without exception receive the same rights within the church including marriage, baptism and other sacraments.

**Participation and Staffing**

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### Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	11	Adult Sunday School Discussion Group: Tom Finley & Ernie Lyons (members)
Children's Groups or Classes	8	Christian Education: Helen Tritt
Christmas Eve and Easter Worship	85	Christmas Eve -103; Easter-67; Pastor (Bells usually ring)
Church-wide Meals	45	Planned by various committees or Hospitality: 1-2 potlucks a year; Easter sunrise breakfast
Choirs and Music Groups	20	Adult & Youth Bell Choirs; Special Music
Church-based Bible Study	12	Bible Study about upcoming scripture lessons led by Pastor (Tuesday at noon: 5 members attend); Lunch & Learn video series (Pastor starts video. Member provides soup lunch. Thursdays at noon)
Communion (served how often?)	1	1st Sunday of each month; led by Pastor & Elders
Community Meals	11	Barberton Soup Kitchen: Ernie Lyons Funeral Dinners at request of family: Nancy Lyons coordinates
Confirmation (number confirmed last year)	0	Confirmation is usually every other year (7th & 8th graders). Classes are usually 3-4 youth. 2024-25 Confirmation class: 4 youth
Drama or Dance Program	28	Maundy Thursday Service: Pastor & Elders Christmas Pageant: Helen Tritt
Funerals (number last year)	3	2 led by Pastor; 1: Ordinated member
Intergenerational Groups	7	Quilting Group: Debbie Steele; 3 Summer Craft sessions
Outdoor Worship	45	Church Picnic at local park pavilion: Service: Pastor Food/Games: Hospitality
Public Advocacy Work	9	Missions Committee (9 members) + member volunteers: Barberton Soup Kitchen, Emanuel Blessing Box 24/7 Micro-pantry, Friends in Tents, Marian's Closet, Giving Tree, Blessing bags; Clothe-A-Kid; Share-A-Christmas
Retreats	0	Confirmation Retreat
Worship (digital / online / livestream)	4	average live Zoom attendance; available on YouTube the next day
Young Adult Groups or Classes	5	Christian Education: Helen Tritt; Sunday School, Youth events: movie, game night, egg hunt, etc:
Youth Groups or Classes	7	Christian Education: Helen Tritt; Sunday School, Youth events: movie, game night, egg hunt, etc:
Other	31	Grief Support Group: Lynda Rutherford, Vaughn Daniels; Card Ministry 21 participants- Val Cordray; Second Sunday Social- various providers Andrea Sammons & Alexandra Barner

### Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
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WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Sunday 10:30AM	54	Pastor

**Additional comments:**

We have evening services for Ash Wednesday, Maundy Thursday, and Christmas Eve. We have a sunrise (9 a.m.) service in our cemetery on Easter Sunday with traditional service at 10:30 a.m. We do not have a Christmas Day service unless it falls on a Sunday. We have a healing service following worship on the 5th Sunday of the month.

**List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.**

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Rev. David Loar	none	n/a	Substitute preacher for Pastor; church member	<input checked="" type="checkbox"/>
Rev. Tom Gerstenlauer	none	n/a	Substitute preacher, lead healing service & preach on 5th Sunday, husband of Pastor, current member	<input checked="" type="checkbox"/>

**Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:**

Both Rev. Loar & Rev. Gerstenlauer are recent members of the church (joined 2024). They are retired from their own ministry (not at Emanuel UCC). Rev. Loar fills in as a guest preacher when the Pastor is out of town. Rev. Gerstenlauer fills in as needed. He is the husband of our Pastor. He has been preaching on 5th Sundays and leading the healing service after worship.

**List of all current staff:**

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Treasurer: Andrea Sammons	n/a	part	Consistory	26 years
Financial Secretary: Bonnie Kurtz	n/a	vol	Consistory	~ 10 years
Office Manager: May Sweet	n/a	part	Consistory	11 years, then left 1 year, current 5 years (16 total)
Secretary: Sandy Bee Lynn	n/a	part	Consistory	5 years (+ interim few months 2018)
Custodian: Jan Rohrig	n/a	part	Consistory (Property Committee)	1 year
Mowing/Grounds Keeper: Kenneth Rich	n/a	part	Cemetery Association (separate funding from church)	20+ years
Organist: Nancy Perry	n/a	part	Consistory	40+ years
Organist: Carol Blonar	n/a	part	Consistory	40+ years
Christian Education Director: Helen Tritt	n/a	vol	n/a	10+ years

**Reflection: What this information reflect about our congregation's overall ministry:**

Our congregation is primarily led by dedicated members working in partnership with the minister.

**Church Finances**

**Current Annual Income**

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	150094
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	24237
Gifts Designated for a Specific Purpose	12956
Rentals of Church Parsonage	11700
<b>Total</b>	<b>198987</b>

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

162429

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget–list current budgeted expenses here.

[Download church budget](#)

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

55

**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?**

Taken out of the church budget

**If calculated as a percentage of operating budget, this is the percentage?**

0

**Total amount of loan debt:**

No response

**Reason for debt:**

N/A

**Are capital and other payments current?**

Yes

**Capital Campaigns**

Description of any building programs projected or underway.

No project is underway or planned.

**Pictures**

**Description of any capital campaigns in the last ten years:**

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

**Description of any capital campaigns underway or anticipated:**

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

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

N/A

**Does your church have an endowment?**

Yes

**What is the market value of the assets?**

313711

**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)?**

0

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

0

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

N/A

**Please comment on the above calculations or estimates:**

*No response*

**Other Assets**

*No response*

**Reserves (savings):**

45339

**Investments (other than endowment):**

*No response*

**Does the church have a parsonage?**

Yes

**Fair market rental value of the parsonage:**

*No response*

**How is the parsonage used?**

Rental

**Street**

36 Eastern Road

**City**

Doylestown

**State**

OH

**Zip**

44230

**Finished square footage:***No response***Number of Bedrooms:***No response***Number of Bathrooms:**

2

**Assessed real estate value:***No response***Available for minister residence?**

No

**Expected minister residence?**

No

**Condition of structure, systems and appliances**

Very good condition

**Entity in the church responsible for review and needed repairs**

Property committee

**Parsonage pictures****Description of all buildings owned by the church:**

Church building, constructed in 1873 and updated in 1967; parsonage, built in 1960; and a garage/outbuilding that houses mowers, tools, ladders and misc.

**Description of non-owned buildings or space used or rented by the church:**

The church cemetery is actually owned by the Cemetery Association of the church which is a separate entity.

**Accessibility features of our building(s):**

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance



Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)

Access to child care spaces for wheelchair users and people with other mobility aids

Large print bulletins

Closed-captioning on sanctuary screen and/or livestream

Wheelchair access in bathrooms

Handrails on all stairs

Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)

Curb cuts

Accessible bathroom on each floor

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#### Which spaces are accessible to wheelchairs:

All

#### Policies regarding financial practices of the church:

We have checks and balances in place. The Financial secretary handles ALL money (cash, coins, checks, etc.). The Financial secretary is responsible for balancing and then depositing the weekly offerings and all other special offerings. The Financial secretary provides all end-of-year giving statements for the church members. The Financial secretary is accountable to the consistory via the Treasurer.

The Treasurer authorizes and pays all bills, processes payroll, oversees all the checking and savings accounts, plus investments. The Treasurer prepares reports for the consistory meetings held every month and the annual meeting. The Treasurer is chair of the budget committee and is accountable to and a permanent member of the consistory.

All groups of the church are given budgets to adhere to and any expense of the church over \$3,000.00 must have congregational approval.

#### Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

We are very, very fortunate to have faithful members who give to the church not only for offerings toward the budget but for missions, special offerings taken throughout the year, projects of the church, etc. If there is ever a need for anything within the church, we can always ask the congregation, and they will come through.

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## Historical Information

#### Significant happenings in the history of our church that have shaped the identity of our congregation.

In 2017, Emanuel celebrated 200 years as a church. Each week during the year, the congregation heard a snippet of history as written by a church member, and at the end of the year, a 200-year history book was published. There were several services and church meals throughout the year that also helped celebrate the milestone.

In 2022, the Confirmation Class built a micro pantry "Blessing Box" for its community service project. Since then, the "Blessing Box" has become the main focus of our church's mission committee, filling it daily to combat the need of those less fortunate in our area.

#### A specific change our church has managed in the recent past.

We navigated the pandemic that called on us to adjust to online services, we learned to worship via Zoom, navigate outdoor services when possible, and finally return to in-person worship. When we returned to in-person worship, we added new live-streaming technology.

To keep our children's Sunday School alive during the pandemic, a church member hand-delivered materials to keep them involved.

#### Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

People with conflicts can bring them to the Pastoral Relations Committee. The committee tries to solve the problem, and if it needs to go further, we take it up with the appropriate leadership.

#### The most recent major conflict through which our church has navigated.

A former church member wrote a letter encouraging Emanuel to consider becoming Open and Affirming.

Our Pastor first gave the letter to the Pastoral Relations Committee to review. After speaking with the Living Water Association, Pastoral Relations referred the letter to Elders.

Elders discussed ONA with an Association member and several other venues. They then forwarded ONA to Consistory in March 2024.

Consistory spent the next 7 months researching ONA and talked to an Association representative. After many discussions, Consistory voted to pause ONA discussions in October 2024 while we updated our bylaws and formed a search committee for a new pastor. In the meantime, Consistory is in the process of forming a policy of inclusion to be voted on by the congregation and put in our bylaws.

**Ministerial History:**

<i>Name:</i> Rev. James D. Edwards	<i>Years of service:</i> 9	<b>UCC Standing</b>
<i>Name:</i> Rev. Lawrence R. Cook - Interim (2 times: 2 years + 6 months)	<i>Years of service:</i> 3	<b>UCC Standing</b>
<i>Name:</i> Rev. Jeffrey Nelson	<i>Years of service:</i> 8	<b>UCC Standing</b>
<i>Name:</i> Rev. Gaye Santoro (Interim then full Pastor)	<i>Years of service:</i> 11	<b>UCC Standing</b>

**What our church has learned about itself and its relationship with people who provided ministerial leadership.**

We have been able to work with many personalities, and have always searched for someone who has the ability to connect with all age groups. It's important that the minister provides leadership, is a good listener, able to share their faith and generate excitement about our mission and vision for the future.

**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

**Has a previous minister been a contributor to conflict following their tenure as pastor?**

No

**Community Vision**

**How the relationships and activities of our congregation extend outward in service and advocacy.**

In recent years, we have engaged in a lot of activities in service to the surrounding community. Our Bell Choir is famous for its Christmas Concert, which includes an open invitation to all. We advertise on our electronic sign in the front yard everything from community dinners and events (outdoor movie nights, concerts, art shows, touch a truck) to drive-through ashes on Ash Wednesday. Church children carol to shut-ins and at nursing homes, and send cards and Christmas cookies. They also make blessing bags, complete with hand-written messages, to give out when it is our turn to supply the meal at the Barberton Soup Kitchen (once every 10 weeks). In 2024, we saw a need for a grief group, and church members developed one to help in that area.

**Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.**

The minister attends association meetings and takes part in other activities within the association, while the children annually attend UCC-sponsored church camps. We often have UCC Association officials speak to the church, be it to preach on a Sunday or attend meetings.

**How our church engages with the community organizing movements in our community.**

Because we are situated in the country between several small towns, we aren't as dialed in on such movements. We do participate with area churches in food collection and soup kitchens, as well as clothing and household need programs in neighboring Wadsworth and Barberton. Our church yard sale, which pays for the majority of our mission projects, donates all items leftover to Mission Thrift, while anyone who attends that needs household items that they can't afford, they can have for free.

**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, through Just World Covenants or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.**

None.

**What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.**

Areas not checked above are certainly not out of the question as we feel we align with most of them, but they haven't presented themselves to date.

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

Confirmants annually attend Temple Israel to learn about the Jewish faith and are joined by several members of the congregation.

**How our mission statement compares to the actual time spent engaging in different activities.**

Our Mission Statement is: "We seek to nurture and empower disciples to live their faith journeys in their daily lives."  
It was developed roughly 15 years ago. It reflects Emanuel's desire to help in making us all better understand God.  
Once again, our main focus has been our service to others, done with a caring and giving heart, just as Jesus would have us do.

**The scope of work assigned to our pastor(s). How their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time.**

We encourage our minister to be active and participate in both community and denominational groups. Ample time is given for participation and expenses are covered. Activities in the past have included Doylestown ministerium, Living Water Association committee on Ministry, Pastoral Excellence groups, Association Vitality committee, the community empty bowl, Community Appalachian service project, etc.

**The ARDA or MissionInsite Reflection**

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ARDA/MI File

[Download ARDA/MI File](#)

**From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.**

The report shows that there is very little population change in the area; and is below the national average for expected population growth. The highest percentage age group is 55-64 at 15.4%. The 25-34 age group makes up 13% of the area population. Only a few select pockets in the area show the percentage of families with children at over 38%.  
White, English-speaking individuals make up 91% of the race, of which most are middle income wage earners. The percentage with High School diplomas is above the national average, but the percentage with advanced degrees is below the national average.

**How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.**

Our congregation aligns with most of the ARDA numbers, especially in the percentage of older adults within the area. The number of children, young adults and families with children is below the area averages, a point of emphasis for our church going forward.

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

We have seen a need to help those less fortunate in our area and have really tried to meet them where they are.

**What we hear when we talk to community leaders and ask them what our church is known for.**

The best yard sale in Doylestown. We collect donations throughout the year and hold a yard sale in the church parking lot on the day of the community-wide yard sale. It has become quite popular, and the proceeds are used to fund our mission projects such as the Barberton Soup Kitchen and our Blessing Box micro pantry.

**What new people in the church say when asked what got them involved.**

That they were welcomed when they first came through the door. They love the country setting, the beautiful sanctuary and the opportunity to make a difference.

**References**

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Jeffrey Nelson

Completed: Monday, Oct 13, 2025

I served as pastor at Emanuel UCC from 2004 to 2013.

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Reference Response

Emanuel UCC is a church of warmth and welcome. They care for one another when a member has a pressing need, they show hospitality to guests and visitors, and they are generous and caring toward their ministers. The church has recently adopted a statement of inclusion as part of their journey to be more welcoming to those of all backgrounds.

Set at the intersection of several communities, they have long embraced opportunities to serve and support mission projects around them such as serving at an area soup kitchen, donations to area clothing and food drives, and maintaining a food Blessing Box. They regularly seek to engage with nearby villages and cities, and their beautiful building has been cited as an attractive draw by new members and those seeking to hold events on their campus.

Any pastor would be blessed to partner with them in ministry.

## Closing Prayer

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### The Journey

The journey is before us  
Our past; our history,  
Will guide our steps  
And light the way  
To what we yet may be,

God's summon leads us forward  
To spread His love to all,  
To spend our lives in service  
Meeting needs both big and small,

Our lives are meshed together  
Diverse, yet one in love,  
Striving to live out our faith  
With trust in God above,

Hand in hand together  
Our mission to fulfill,  
To be a godly beacon  
Upon our little hill,

Our future lies before us  
Guide our steps oh Lord we pray,  
Strong, for you are with us  
Every step along the way.  
A closing poem by church member Karen Foster

## Statement of Consent

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

*For example, church council or consistory, transition team, etc.*

First, the entire congregation attended sessions to get their opinions, then the Transition team compiled the information and began filling out the profile. The church treasurer and secretary also assisted in completing the profile, which eventually was approved by Consistory before being published.

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

*No response*

To whom this may concern,

Hello, my name is Mike Moore. I am the president of the Coalition of Concerned Christians in Barberton Ohio. Our organization is comprised of nine different churches which is commonly called the Barberton Soup Kitchen. Each of the nine churches serve once a week on a rotating basis. For decades our volunteer churches welcome guests into a comfortable hall at the First Presbyterian Church.

This is how I have become friends with the members of Emanuel United Church of Christ. Each church has a different menu to serve our guests. This is where the team of Emanuel CC shines. Wow do they put on a show! Our neighbors and friends are greeted with smiles and warmth when they enter the hall. Each meal is started with a meaningful prayer by their prayer warrior Ernie Lyons. The dinner served is always a hot home-cooked meal that satisfies the hunger pangs of many. The last time EUCC served they prepared for 75 but 100 meals distributed. The kitchen team leader, Helen Tritt, told everyone, fishes and loaves, fishes and loaves! We have hungry people out here! If the delicious meal isn't enough, their team packs goodie bags for all to go. The bags have spiritual messages hand drawn by children from their church. The bags have homemade goodies which our clients really appreciate.

EUCC sets the bar high for the other 8 churches to follow. It warms my heart when I see a little child leave the dining hall with a chocolate circle around their lips and tell me that this is the best meal they ever had.

This outreach is provided by many giving members of this fabulous ministry.

EUCC generates their own funding through an annual yard sale at their church. The monies collected fund this ministry all year.

It is with great pride that I can call this group of fellow Christians, my friends.

If you have any questions, please feel free to contact me.

May God bless you all.

Mike Moore

(330) 618-0378

[Porkym2014@neo.rr.com](mailto:Porkym2014@neo.rr.com)

I had the privilege of serving as an organist/pianist once a month at Emanuel United Church of Christ, Doylestown, over a two-year period (2021-2023). Emanuel is a friendly, down-to-earth congregation. They were welcoming, and I found the worship service to be a balanced blend of traditional worship with creative contemporary audio-visual aids. I especially enjoyed the children's message every Sunday, which was lay led. The children played the chimes on occasion, which infused worship with energy and praise. I got the sense that this congregation is family-oriented, with many families who have deep historical ties to the town and the church.

Since my involvement with the church was just once a month over a period of two years, I am limited in describing areas for improvement. The church does not have a choir or a praise team. Development in that area could make a significant difference in the worship experience and in the life of the church. I particularly enjoyed the celebration of milestones for people in the church, which were celebrated regularly—birthdays, anniversaries, graduations, retirements, new jobs, etc. This provided a time for the congregation to recognize God's presence in the lives of individual persons on an ongoing basis.

The congregation often has a coffee hour and refreshments after worship, which provides a great opportunity for people to get to know each other.

- **Rev. Sharon Dobbins Alberson**
- **Organist/pianist once a month at Emanuel 2021-2023**
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