

UNITED CHURCH OF CHRIST LOCAL CHURCH PROFILE

St. Peter's Lischey's U.C.C.

Settled Pastor

Penn Central

York of Central Conference of UCC

March 2025

LOCAL CHURCH PROFILE CONTENTS

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****Who Is God Calling Us To Become?***

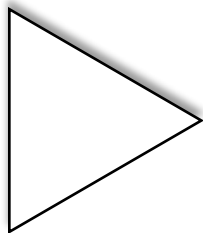
**** Who Are We Now?***

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



POSITION POSTING

LISTING INFORMATION
SCOPE OF WORK
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WHOM IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: St. Peter's Lischey's UCC

Street address: 5671 Lischey's Church Rd
Spring Grove, PA 17362

Church phone number: 717-225-3932

Supplemental web links: www.lisceysucc.org

[http://www.facebook.com >LisceysUCC](http://www.facebook.com/LisceysUCC)

Additional ecumenical affiliations (e.g. denominations, communions, fellowships): None

Conference: Penn Central

Association: York of Central Conference of UCC

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

Rev. Dr. Nora Driver Foust, Associate Minister for Congregational and Ministerial Excellence;
Penn Central Conference, Harrisburg, Pa. 717-652-1560 x3 Email: nfoust@pccucc.org

Summary Ministry Description: In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

We are searching for a person with integrity who leads a spiritual life. Someone who can guide God's followers to continue developing a healthy, thriving, and active church while maintaining community. Lischey's members are looking for someone with ideas on how to create change and grow our congregation while maintaining the intimacy that we find important. We feel it is important to have someone who participates and promotes mission and outreach in our surrounding community. The person whom God sends us should have the abilities and willingness to be involved in youth education and children's ministry. Although not required,

experience would be helpful especially in the areas of providing counseling and spiritual support for the elderly and those who may need help dealing with a loss. We hope that our new pastor would enjoy the challenge of new experiences, facilitating change, and would adapt well to new and different settings. We pray that God sends our congregation someone who will not only preach God's Word, but someone who will educate us and challenge us to practice the gospel in our everyday lives.

Photographs: Insert 1 – 3 images of your church, its people, its parsonage or building gathering space, etc.



What we value about living in our area (2 – 3 sentences):

What we value the most is the location and atmosphere of our town, while being able to enjoy the four seasons of the year. We value the family atmosphere, where family is close by and people are friendly and very welcoming. Life around here moves at a slower pace, not like living in a big city. Although we enjoy peaceful country living, being able to view the rolling hills and trees, we enjoy having the convenience of being close to several major areas like Baltimore, Philadelphia, Hershey, Gettysburg, Lancaster, and Washington DC.

Current size of membership: We currently have 163 members.

Languages used in ministry (other than English): English

Position Title: Pastor

Position Duration

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:

Part time

Does the total support package meet conference compensation guidelines?

Yes

SCOPE OF WORK

Worship & Pastoral Care:

- Prepares and leads Sunday worship including scripture, prayer, and biblically based message. Sunday worship should also include a children's message.
- Helps to find and guide lay liturgists for worship service.
- Organizes and plans worship with support of Music Director and Worship Committee members. Planning should include special services such as Lent, Easter, Advent, Christmas Eve, All Saints, World Communion, Veterans Day Observance, healing services, and indoor and outdoor summer services.
- Visits with shut-ins offering prayer and communion.
- Assists with creation of weekly bulletins and newsletters.

Administration:

- Provides executive leadership and administrative oversight to the ministries, programs, and staff of the church.

- Be the head of staff supervising and encouraging a collaborative approach with staff to accomplish goals.
- Provides good communication to staff by conducting regular staff meetings to provide oversight and to delegate work.
- Promotes healthy behaviors in the congregation, Council, and staff, and identify and address unhealthy behaviors when seen.
- Promotes the church's mission: Serving the community, praying without ceasing, and loving like Christ.
- Values and promotes shared leadership in worship and administration, and creative contributions of participants.
- In collaboration and consultation with Council members provides leadership for strategic planning for current and new directions in ministry.
- Takes a leadership role in efforts to maintain responsible management of the church's financial resources in cooperation with Council and the Treasurer.

Spiritual Formation:

- Demonstrates depth of Biblical knowledge. Leads and participates in Bible study and book studies, confirmation class, and Vacation Bible School.
- Provides support for Christian education, faith formation, and children's/youth programs.
- Inspires spiritual formation in others, based on their own deep spiritual foundation, energizing and deepening the spiritual connection and faith understanding of others in all they do.
- Works with technology to increase accessibility to the community.
- Studies and prays to increase faith and to improve skills to lead, teach, and preach better.

Community Engagement:

- Serves as community representative of the church, supporting partnerships and relationships with community groups and other churches.
- Participates in wider church activities such as conference and association meetings as time permits.
- Leads prayer chain for members and members of the community.
- Participates in and promotes mission.

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time conscious person.)

1. Knowledgeable: The Pastor should be able to prepare an organized sermon, using central ideas, supporting details, and relevant examples.
2. Meaningful Interpersonal Abilities: As the Pastor, you are the leader of the congregation. The Pastor needs to have the ability to reach out to new visitors and maintain connections with members. You must know how to work with people. Identifying their needs and successfully supporting them. The Pastor shall treat all members with respect and be willing to engage and participate in the mission of the Church.
3. Exemplary Leadership Qualities: As the Pastor, you should know how to rally people, offering encouragement and incentives. It is helpful if you know how to recruit help and successfully delegate responsibilities. As the Pastor, you should be able to unite people to a common cause while providing support to keep all members of the congregation growing in their faith.

Compensation and Support

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance): Salary Basis \$ 21,315.00 + 6,695 Housing Allowance (additional Basis Salary to be considered for experience)

Benefits (choose one): Salary plus Benefits

What is the expected living situation for your next minister (e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)?

We would like our new minister to be living nearby with housing allowance.

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

We expect our minister to be present in the church building several days a week; to participate in meetings and social activities; to visit members in their homes and hospitals; engage with community groups, other clergy, and regional church bodies. In order to meet this expectation, the minister should live within a reasonable commuting distance.

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

Benefits to be determined and negotiated by candidate and the Search Committee.

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

The York Association offers a monthly collegial magisterium gathering. Additionally, there are local ecumenical and UCC spiritual support groups.

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

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 Pastor to be someone who will co-collaborate with the congregation to assist in the development and use of Information Technology (IT), so that we may be able to expand our outreach. St. Peter's Lischeys would like to find and foster new ideas to benefit the community so the church may grow and increase its presence in the community.

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

The congregation is seeking someone who can help the Church to expand our outreach and take us beyond our church walls with more community engagement. We pray that God would send someone who would guide our members by various paths to assist others in need beyond our congregation.

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

There are no specific language requirements required for our next ministerial leader. We are looking for someone who can share God's word while speaking English. We do not have any members who speak another language as their primary language, nor do we have many persons in the neighboring community that primarily speak another language.

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.

1. EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

- Loving God, following Jesus Christ and guided by the Holy Spirit; living a life of discipleship.
- Praying actively and nurturing spiritual practices.
- Called to ordained ministry by God and the Church.
- Continuing discernment of one's call in community.
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

2. ENGAGING SACRED STORIES AND TRADITIONS

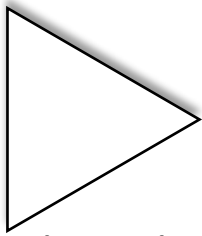
- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church, from biblical times forward.
- Bringing life to sacred stories and traditions in worship,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

3. 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 navigation change with the community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.

4. STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- Developing and maintain 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.



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)

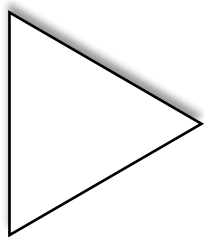
Who is God calling you to become as a congregation?

God has been calling to the members of this congregation asking them to focus their efforts on outreach in the community. It is the desire of this church to provide activities that keep our community and youth engaged in the church. God is calling on this congregation to share Christ's lifestyle through example, commission, and persistent teaching. We as a church pursue the essential business of the kingdom of God with effective worship, holy living, intimate community, powerful witness, and substantive influence in our community. Through service in our community, we can minister to the world's hurts. God is calling upon the members of this congregation to help others to understand His word and to grow in their walk with Christ.

As God calls on this congregation to be a light in the community, He emphasizes the importance to continue to concentrate our efforts on developing our own spiritual growth. Spiritual growth and development help us to develop a deeper understanding of who we really are, and how we can grow internally. As we grow spiritually our perception changes and the way we see the world around us also changes. God is calling on us to focus our energy on being positive and happy while being loyal followers of Jesus Christ. With a strong spiritual background, we can serve and help by making a connection with others resulting in a positive impact in our community. By doing so we feel a sense of worth and at the same time, we make a connection to a higher power.

Missions bring us closer to God. Jesus spent much of his time on earth discussing and preaching God's word. God is calling on our congregation to involve ourselves with mission work in which we reach out to local community service needs. For example the Harvest of Hope Food Pantry, preparing meals for the Hanover homeless shelter, and Bingo with Homewood. By doing so we can build a closer relationship with God by following the example of Jesus. God commands us to Love Our Neighbors as Ourselves. We love them as we love ourselves. As a church, it is possible to address the basic needs of other through mission work. God wants the world to know about Christ. He has chosen us as a congregation to share the Gospel with others.

Lastly, God is calling on our congregation to be faithful stewards. We believe and understand that everything we have belongs to God. It is our desire to look first to how we can serve the Lord. We are here on earth to spread the love of Jesus, make known the gospel, and bring glory to our God. God has given us what we need to be good stewards. As a congregation God is asking us to use the gifts, He has given us to be the light that shines. God is calling us to be good stewards of our time, talents, our faith, our families and friendships, and our entire lives.



WHO ARE WE NOW?

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

**CONGREGATIONAL REFLECTIONS
11-YEAR REPORT
CONGREGATIONAL DEMOGRAPHICS
PARTICIPATION AND STAFFING
CHURCH FINANCES
HISTORICAL INFORMATION**

CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith. For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

God is described in the worship liturgy as the Father of Jesus Christ. He is a Parent, Father and Mother. God is everything. God is not seen as human or male. God is often referred to as “he” in the liturgy when being spoken about but is not viewed literally as male. God is believed to be fair and just. God does discipline those who are led astray and rewards those who praise Him and ask for forgiveness of their sins.

The Holy Spirit is always in our midst, moving to help us discern what the next step should be for our congregation. The Holy Spirit is helping us to see what God needs us to do. The Holy Spirit is pushing us to move outside our comfort zone and to try new things. During the time of the pandemic, the Holy Spirit opened new doors and showed us there are other ways to share in worship and provide outreach in our community.

Describe several strengths or positive qualities of your congregation.

St. Peter’s Lischey’s UCC has many strengths. Our strength starts with the members. We have a rich heritage that shows the loyalties our members have to the church. Our members appear regularly to the services to listen to the word of God and learn how to grow in discipleship. Our members play an active role in the service by participating in lay leadership during worship. We have a good number of children who also participate regularly in the service and Sunday school program. Those who are blessed with musical talents share and praise their love of Christ by playing guitar, trumpet, drums, piano, bells, and the organ during worship.

Our Church facility is completely wheelchair accessible and includes an elevator to all levels of the building. We have taken pride in our Church buildings making sure they are well maintained and up to date. The building has some AV capabilities including a projector and portable sound to conduct services outdoors.

Members of Lischey's work hard to participate in Mission projects within our community. Some of the most recent mission projects have included members helping in donating items to support activities for residents at Homewood Retirement Village, collecting items for Mr. Sandy's (Homeless Veterans) organization, and participating in and collecting money for The CROP Walk to help feed the hungry. The church also is part of a rotation to staff the local Harvest of Hope Food Pantry. Church members also cook and prepare meals for the Hanover Area Council of Churches Homeless Shelter several times a year. The congregation really pulls together to give to a cause. The Church is a 5-for-5 for mission church.

The Church participates multiple times a year in events at Homewood at Plum Creek, a local assisted living facility. The Church members collect items for BINGO prizes and then take them to play BINGO with the residents. The congregation members also visit the facility to do reversed Trick-or-Treat and Christmas Caroling. In addition, we collect and send Christmas cards to the residents.

In the past, the congregation has done a wonderful job organizing fundraisers. The members work together to host several events each year trying to involve and reach members of the community. Past events the church has hosted include Bingo events, Cookie Bazar during the Christmas season, Tea parties, Election Day bake sale, and Chicken Bar-B-Que events. These fundraisers have contributed to the church's ability to be financially stable, providing money to complete upgrades to the facility, while not having to withdrawal money from our savings.

The church additionally has Vacation Bible School for the children of the church and surrounding community. The Church proudly has the oldest continually running VBS program, since 1921, and will celebrate our 104th anniversary of VBS this year.

Finally, we are celebrating our 275th Anniversary this year with activities and a focus on the various parts of the church's history throughout the entire year which will include the history of Rev. Jacob Lischy, Cemeteries, Stained Glass Windows and Symbols, Mission and Outreach, VBS, Sunday School, Worship and Music, and Fellowship.

Describe what worship is like when your congregation gathers. For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

The sound of Worship beginning at St. Peter's Lischey's can be heard for miles as the Church bell is rung with joy. As the members gather at the church each Sunday morning it is apparent the importance of gathering together in the presence of The Lord. Our church members take time to socialize and offer support to one another by providing a listening ear and sharing concerns, trusting God is present in the church and hears us.

The service takes place in the sanctuary and includes an organ prelude, call to worship, prayer of confession, scripture, message, prayers of the people, Lord's Prayer and hymns. We as a congregation, strive to host a service that provides an atmosphere that is welcoming and inviting to all who wish to attend even if they are not members. We have welcomed those with special needs, such as persons who live at local group homes.

The service is filled with the many musical talents of its members. Not only are many members of our congregation blessed with the ability to sing praises to the Lord, we also enjoy the sounds of other musical instruments such as the organ leading the way or the sound of the bells, guitar, trumpet, piano, and drums. The congregation also glimmers with joy as the children share their musical praises to the Lord.

Along with music, the Sermon from the Pastor is important to us. As the congregation hears God's word during the Sunday Sermon, we hope to hear a clear message that is thought provoking and relevant so we can apply it to our daily lives. The Word of God can be better understood and applied when the Pastor takes the time to break down the scripture and gives a bit of background information to the congregation. We love to see some spontaneity of a Pastor who has the capability to come away from the physical pulpit to preach or educate. At the end of the service, we would like to be left with reflections and insights that give us something to ponder in the coming week.

Describe the educational program/faith formation vision of your church. For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

Faith formation begins with the children of our church, as the youth are the future of our church. Bible school is offered each Sunday to all interested youth. We have always made a commitment to making Christian education a priority by establishing an environment that is conducive to growth and development in a life of faith. With the use of scripture, the youth are provided with fundamental building blocks to apply to their daily lives. The youth are encouraged to take their faith back to their communities and spread the good news that God has to share. The youth in the past have demonstrated that despite outgrowing the weekly youth Sunday school program, they want to be a part of the education for the generation behind them. This is demonstrated in their efforts to participate in youth programs by helping to be leaders during Vacation Bible School. In addition to weekly Christian Education for our youth, we feel it is also important for the formation of faith, that our youth are involved in the weekly church service. The youth, generally under the age of 18, thrive on the weekly children's sermon during the service. This gives them a sense that they belong to and are valued in the church. Most recently, the church explored the topic of communion with our youth and whether or not it was important to the formation of their faith. The council decided that the youth should

be given the opportunity to participate in the full Communion, with the permission of their parents, as they are members of the Family of God. It is believed that Communion is a sacrament of the church that all Christians share young and old. When we celebrate communion, we have fellowship with our Lord and with one another as part of the body of Christ. It is the strong belief of this Church that the children should not be excluded from this sacrament.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

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

Typically, the Council meets monthly for about 2 hours. During the council meetings, reports from correspondence, the secretary, the Pastor, and the secretary are reviewed. Also, on the agenda each month are the reports from each of the ten committees. New and Old business will also be discussed at the meeting. Music and worship also meet regularly, usually bimonthly, spending about 90 minutes discussing the layout for the weekly services. They do meet more frequently as needed when there are special events in the church calendar.

Committees are initiated by Council when there is a need to form a new committee. At least one member from council helps to organize and recruit members from the congregation to serve on the committee. Decisions that are made during these committee meetings are presented to Council by the Council representative serving on that committee. Council then gives the committee their blessing to move forward with sharing the information with the congregation. Then the information is communicated to the congregation several ways. Weekly announcements are made during the service and also may be made during informal breakfasts and lunches, which occur in the social hall before and after the services. Announcements are also displayed on the screen in the sanctuary and streamed online prior to the start of the service and printed in the bulletin which is emailed to the church's members

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

During the COVID-19 Pandemic, the Church began to make adjustments within two weeks of the closure of gatherings. St. Peter's Lischey's UCC staff and Council members pulled together to create an organized list of email addresses so we could better communicate with members when we were unable to meet face to face. In order to obtain this information, team members called and sent letters to members to get up to date email information. The council quickly realized that we did not have the ability to stream or record services. Therefore, we began to email and snail mail mid-week reflections and sermons.

Zoom meetings were utilized during church closure to conduct church service, adult Sunday school, and also children's story time. Although it is not our traditional church service, St Peter's Lischey's was able to hold interactive church services which included communion during the Lenten season. Zoom meetings were also used to continue council meetings to ensure we could effectively discuss and make decisions in order to meet members needs while helping to keep members safe and healthy.

We learned many things from this crisis. We need to identify a Response Team and who the members of this team should be. It is important to keep up to date records of members contact information by checking with members quarterly to make sure our information is accurate. We are also exploring ways to better serve our members who do not have internet access.

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


The church has a constitution and by-laws that are available for the Pastor to review. The St. Peter's Lischey's United Church of Christ Operations, Policy, and Procedures Manual includes: Church Administration and Policies, the Church employment manual, Council information for voting procedures, the history of the church, and job descriptions.

Annual Report

Available for review

11-YEAR REPORT

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

UNITED CHURCH OF CHRIST															
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS															
															
UNITED CHURCH OF CHRIST															
Church#:	562330														
Assoc:	608	Schedule: 0	Saint Peter's (Lishey's) UCC										Spring Grove	PA	17362
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	236	94	34	1	0	3	10	0	-6						
2014	233	89	32	1	0	6	10	0	-3						
2015	216	83	35	0	0	4	5	16	-17						
2016	215	80	35	5	0	3	3	6	-1						
2017	201	73	35	0	0	0	6	8	-14						
2018	197	70	35	0	0	4	7	1	-4						
2019	181	69	35	0	0	3	5	14	-16						
2020	164	59	35	0	0	2	11	8	-17						
2021	170	61	34	4	1	4	3	0	6						
2022	169	65	32	0	0	1	2	0	-1						
2023	160	64	32	5	0	1	3	12	-9						
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS					
2013	\$173,665	\$54,147	\$6,566	\$1,181	\$7,747	\$3,354	\$11,101	3.78	\$238,913	\$86,797					
2014	\$153,946	\$4,758	\$4,956	\$616	\$5,572	\$2,049	\$7,621	3.22	\$166,325	\$93,287					
2015	\$155,475	\$4,758	\$8,682	\$2,295	\$10,977	\$4,954	\$15,931	5.58	\$176,164	\$152,764					
2016	\$172,485	\$4,758	\$6,656	\$1,138	\$7,794	\$5,011	\$12,805	3.86	\$190,048	\$159,556					
2017	\$206,764	\$4,758	\$7,523	\$3,519	\$11,042	\$2,804	\$13,846	3.64	\$220,610	\$194,742					
2018	\$147,223	\$66,576	\$7,129	\$2,026	\$9,155	\$6,228	\$15,383	4.84	\$162,606	\$163,133					
2019	\$152,840	\$0	\$8,019	\$2,181	\$10,200	\$3,262	\$13,462	5.25	\$166,302	\$110,456					
2020	\$133,931	\$0	\$6,106	\$1,499	\$7,605	\$5,223	\$12,828	4.56	\$146,759	\$117,944					
2021	\$164,688	\$0	\$6,944	\$1,601	\$8,545	\$4,575	\$13,120	4.22	\$177,808	\$130,091					
2022	\$151,825	\$0	\$6,703	\$1,467	\$8,170	\$4,620	\$12,790	4.41	\$164,615	\$132,645					
2023	\$151,825	\$0	\$5,958	\$2,190	\$8,148	\$0	\$8,148	3.92	\$159,973	\$132,196					
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE							
2018-2023	-18.78	-8.57	-8.57	50.00	87.50	3.13	-11.00	-1.62							
2013-2023	-32.20	-31.91	-5.88	50.00	50.00	-12.58	5.18	-33.04							

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

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CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church. Is this number an estimate? No

Number of active members:	163
Number of active non-members:	12
Total of church participants (sum of the numbers above):	175

Percentage of total participants who have been in the church: Is this number an estimate? No

More than 10 years:	79%
Less than 10, more than 5 years:	10%
Less than 5 years:	10%
Unknown:	1%

Number of total participants by age: Are these numbers an estimate? No

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Estimate
22	13	6	12	15	19	26	49	39	No

Percentage of adults in various household types: Is this number an estimate? No

Single adults under 35:	6%
Joint household with minors:	17%
Single adults age 35-65:	2%
Joint household with no minors:	54%
Single adults over 65:	20%

Education level of adult participants by percentage: Is this number an estimate? No

High school:	56%
College:	16%
Graduate School:	12%
Specialty Training:	11%
Other (please specify):	5% (Military)

Percentage of adults in various employment types: Is this number an estimate? No

Adults who are employed:	45%
Adults who are retired:	50%
Adults who are not fully employed:	5%

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

Half of our current congregation consists of retired persons however; many members are employed. Those who work or may have worked in the past have or have had occupations as farmers, teachers, healthcare workers, accountants, bus drivers, factory/warehouse workers, retail workers, and truck drivers.

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?

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:

St. Peter’s Lischey’s congregation is of an all-Caucasian ethnicity. Diversity in our context refers primarily to political views, social issues and theological views. St. Peter’s is open to becoming more diverse; however, the surrounding community is also lacking diversity as you will see in the community demographics.

PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

<u>Ways of Gathering</u>	<u>Estimated number of people involved in attendance:</u>	<u>Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</u>
Adult Groups or Classes	2 groups	(Craft group for Christmas, WHIMPS)
Children's Groups or classes:	6-15 children	Children and worship group: <ul style="list-style-type: none"> • Preschool- 5th grade: Jennell McKowen, Beth Mensinger, Crystal Freed • Middle/High School Kari & Cody Kauffman
Christmas Eve and Easter Worship:	Christmas Eve: 141 Easter: 101	Music and worship
Church-wide Meals:	about 3 meals a year	(Easter, Veterans Day, and a Fellowship meal)
Choirs and Music Groups:	10 in Chime Choir, 12 in Joyful Singers (children's group), 14 in Adult choir, and 5 in Band instrument group.	These groups are all led by the music director Nancy Cherry.
Church-based Bible Study (Adult Sunday School)	12 Adults	Pastor and church members
Communion (served how often?)	Served 8 times per year	
Community Meals:		Six meals are shared during Lenten season with neighboring churches, The Veterans Days service includes a meal with local veterans, and the summer picnic includes community

		members who have participated in Vacation Bible School.
Confirmation (number confirmed last year)	No current class	
Drama or Dance Program	No current program	
Funerals (number last year)	5	
Intergenerational Groups:	None	
Outdoor Worship:	Outdoor Worship is offered as an additional service from the first Sunday in June through the last Sunday in August	
Prayer or Meditation Groups:	1 group with 12 members	
Public Advocacy Work:	None	
Retreats:	None	
Theology or Bible Programs in the Community:	None	
Weddings (number last year)	0	
Worship (time slot: _10:30)	70 Average 43 during summer service	
Worship (time slot: 8:30 Summer worship)	Average 24	
Young Adult Groups or Classes:	None	
Youth Groups or Classes	2 different age group classes	Pre School- 5 th grade: 5 Middle/High School: 12
Other:		

Additional comments: None

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).

St Peter's Lischey's UCC currently does not have any members who are ordained, licensed, or commissioned ministers. However, we have had two in the past 10 years who were members. These persons have since passed away.

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:

St Peter's Lischey's UCC does not have any previous pastors or retired ministers that currently hold membership in the church.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure in this position
Interim Pastor		Part Time	Council	5 Years
Music Director		Part Time	Council/Pastor	5 Years
Secretary		Part Time	Council/Pastor	4 Years
Sextons		Part Time	Council/Pastor & Cemetery Board	<1 Year

REFLECTION

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

After reviewing the above information, the overall reflection shows that based on the number of members we have, there is a small core group who participate in weekly activities. Many members are only engaged in attending weekly worship. How can we get more members involved in organized activities? Perhaps we need to be more encouraging and inviting to our members to participate.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving:	\$130,274.77 collected from Current, Loose, BFG Capital Improvements: \$9211.24
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return) * Interest paid to Cemetery Board * Principle may be used for church repairs	Current balance in Menges Trust fund: \$76,392.80
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	No money was used for Church expenses
Fundraising Events:	No Recent fundraisers
Gifts Designated for a Specific Purpose:	None
Grants:	N/A
Rentals of Church Building:	\$310.00
Rentals of Church Parsonage:	N/A
Support from Related Organizations:	<ul style="list-style-type: none"> Cemetery Board - Towards Sexton Salary and Sexton House maintenance - \$10,200.00
Special Offerings:	<ul style="list-style-type: none"> OCWM \$5519.25 Other \$4750.00
Other (specify):	<ul style="list-style-type: none"> I/O Flowers: \$868.00 Good Samaritan \$2070.00 Initial Offering \$421.00 Interest \$5706.42 Memorial Fund \$170.00

	<ul style="list-style-type: none"> • Splatt SS Class \$3175.16 • Sunday School/ VBS \$268.90 • Community Aid \$80.00 • Kennies Rewards \$430.97 • Building For Service: 435.50 • 275th Anniversary \$600.00 • Miscellaneous: \$441.34
Total:	\$242,550.08

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

2025 Budget- Annual Expenses Budgeted \$181,852.50

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.

	Full-Time Pastor 2025	Part-Time 2025	Full-Time Pastor 2024	% of change	Estimated YTD Income/Expense
INCOME					
Receipts-Current					
Envelopes-Current	180,804.00	180,804.00	164,702.50	9.78%	134,667.00
Plate	2,000.00	2,000.00	2,500.00	-20.00%	1,894.96
Initial	500.00	500.00	700.00	-28.57%	450.00
Building for Service	1,000.00	1,000.00	2,600.00	-61.54%	487.33
Cemetery Board-Sexton Expense	9,000.00	9,000.00	9,000.00	0.00%	9,000.00
Miscellaneous	1,000.00	1,000.00	2,500.00	-60.00%	500.00
ACNB checking - Interest	25.00	25.00	100.00	-75.00%	25.00
Fundraisers	0.00	0.00	0.00	0.00%	0.00
TOTAL CURRENT INCOME	194,329.00	194,329.00	162,102.50	-0.01%	147,024.29
EXPENSES					
SALARIES					
Pastor Salary	41,789.00	45,000.00	41,789.00	0.00%	45,000.00
Pastor Housing	12,537.00	0.00	12,537.00	0.00%	0.00
Min. of Music Salary	17,775.00	17,775.00	17,775.00	0.00%	17,775.00
Secretary Salary	10,651.00	10,651.00	10,651.00	0.00%	10,651.00
Sexton Salary	7,985.00	7,985.00	7,985.00	0.00%	7,985.00
Graves-Sexton	1,000.00	1,000.00	1,000.00	0.00%	1,000.00
Subtotal Salaries	91,737.00	82,411.00	91,737.00	0.00%	82,411.00
PASTOR FRINGE BENEFITS					
SS Offset	4,156.00	0.00	4,156.00	0.00%	0.00
Pension	7,606.00	0.00	7,606.00	0.00%	0.00
Health Insurance	15,139.00	0.00	15,139.00	0.00%	0.00
Life/Disability Insurance	815.00	0.00	815.00	0.00%	0.00
Continuing Education	500.00	500.00	500.00	0.00%	0.00
Mileage	1,100.00	1,100.00	1,100.00	0.00%	835.00
Ministry Expenses	300.00	300.00	300.00	0.00%	0.00
Subtotal Pastor Fringe Benefits	29,616.00	1,900.00	29,616.00	0.00%	835.00
EMPLOYER EXPENSES					
Payroll Taxes	2,850.00	2,850.00	2,850.00	0.00%	2,850.00
Workers Compensation Insurance	1,000.00	1,000.00	1,000.00	0.00%	1,000.00
Subtotal Employer Expenses	3,850.00	3,850.00	3,850.00	0.00%	3,850.00
OPERATING EXPENSES					
Bank/Vanco Charges	460.00	460.00	100.00	360.00%	613.33
Accountant Fees	1,055.00	1,055.00	955.00	N/A	1,406.67
York Assoc & Conference Meeting Expenses	150.00	150.00	150.00	0.00%	150.00
Copier Expense	1,850.00	1,850.00	1,500.00	23.33%	1,853.33
Office Supplies	850.00	850.00	850.00	0.00%	416.00
Postage	1,000.00	1,000.00	1,000.00	0.00%	974.67
Printing-Church Envelopes	314.00	314.00	314.00	0.00%	355.00
Church Supplies	850.00	850.00	850.00	0.00%	438.67
Church Maintenance	20,000.00	20,000.00	10,000.00	100.00%	40,495.00

Routine Church Maintenance	4,500.00	4,500.00	2,650.00	69.81%	4,661.00	
Sexton House Maintenance	1,000.00	1,000.00	1,000.00	0.00%	621.33	
Building/Liability Insurance	10,000.00	10,000.00	10,000.00	0.00%	10,000.00	
Property Taxes-Vacant Lot	978.00	978.00	950.00	2.95%	978.00	
Property Taxes-Sexton House	3,756.00	3,756.00	3,700.00	1.51%	3,756.00	
Miscellaneous	68.00	68.00	50.00	36.00%	50.00	
Website	168.00	168.00	168.00	0.00%	168.00	
Equipment Maintenance	250.00	250.00	250.00	0.00%	0.00	
Subtotal Operating Expenses	47,249.00	47,249.00	34,487.00	37.01%	66,937.00	
UTILITIES						
Electricity	5,138.00	5,138.00	5,138.00	0.00%	5,072.00	
Phone/Internet	3,850.00	3,850.00	3,850.00	0.00%	3,873.00	
Gas	4,157.00	4,157.00	4,157.00	0.00%	3,076.00	
Gas Line-Sexton House -ELIMINATE	0.00	0.00	0.00	0.00%	0.00	
Waste	665.00	665.00	600.00	10.83%	665.33	
Drinking Water	250.00	250.00	250.00	0.00%	112.00	
Subtotal Utilities	14,060.00	14,060.00	13,995.00	0.46%	13,020.00	
COMPUTER EXPENSES						
Computer Hardware	0.00	0.00	0.00	0.00%	0.00	
Computer Software/Maint Contract	670.00	670.00	670.00	0.00%	555.00	
Sound System & Equip Maintenance	500.00	500.00	500.00	0.00%	1,050.00	
Subtotal Computer Expenses	1,170.00	1,170.00	1,170.00	0.00%	1,605.00	
DEPARTMENTS/COMMITTEES						
Care Committee	0.00	0.00	0.00	0.00%	0.00	
Fellowship Committee	750.00	750.00	500.00	50.00%	260.00	included paper supplies
Outreach Committee	0.00	0.00	0.00	0.00%	35.00	
Stewardship Committee	0.00	0.00	0.00	0.00%	0.00	
Search & Call Committee	150.00	150.00	300.00	0.00%	0.00	
York Association-Member Dues	325.00	325.00	297.50	9.24%	338.00	
Subtotal Departments/Committees	1,225.00	1,225.00	1,097.50	11.62%	633.00	
CHRISTIAN EDUCATION						
Children Sunday School	100.00	100.00	100.00	0.00%	55.00	
Adult Sunday School	0.00	0.00	0.00	0.00%	0.00	
Splatt Program	1,500.00	1,500.00	1,500.00	0.00%	1,035.00	
Church Camp	0.00	0.00	0.00	0.00%	0.00	
Upper Room	200.00	200.00	200.00	0.00%	224.00	
VBS	900.00	900.00	900.00	0.00%	790.00	
Subtotal Christian Education	2,700.00	2,700.00	2,700.00	0.00%	2,104.00	
WORSHIP MINISTRY						
Music -Worship	800.00	800.00	800.00	0.00%	486.00	
Supply Pastor-Worship	900.00	900.00	900.00	0.00%	0.00	
Supply Organist-Worship	400.00	400.00	400.00	0.00%	150.00	
Music Awards-Worship	0.00	0.00	0.00	0.00%	0.00	
Supplies-Worship	500.00	500.00	500.00	0.00%	175.00	
Organ/Piano Maintenance	250.00	250.00	250.00	0.00%	0.00	
Copyright Licensing	350.00	350.00	350.00	0.00%	340.00	
Subtotal Worship Ministry	3,200.00	3,200.00	3,200.00	0.00%	1,151.00	

***** CHURCH EVENTS					
Church Picnic	0.00		250		
Other	0.00				
***** Transferred to Fellowship Committee 2024	194,329.00	145,538.00	182,102.50	6.71%	136,326.00

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

\$181,852.50/ \$82,411.00 = 45.32%

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)

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

X One Great Hour of Sharing

X Strengthen the Church

X Neighbors in Need

X Christmas Fund

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

OCWM is not calculated as a % of the budget. We submit all congregational offerings.

What is the church's current indebtedness? Total amount of loan debt: Reason for debt: Are capital and other payments current?

No Debt - All Payments Current

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

There are no building programs projected or underway at this time.

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

Year(s)	Purpose	Goal	Result	Impact
2023	Parking Lot/Projector	\$50,000.00	All money raised	
2017	New Boiler	\$38,645.00	All money raised	

If a capital campaign is underway or anticipated, describe:

The Church currently has no capital campaign underway.

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

Our most recent mission was for the resurfacing of the parking lot and installation of a projector. The previous mission for the capital campaign, which was the replacement of the Church boiler, was to replace the boiler before it became a costly problem. We also wanted to update the system to be more efficient and in doing so decrease the cost of operation.

Does your church have an endowment? Menges Trust Fund

- **What is the market value of the assets?**
\$76,392.80
- **Are funds drawn as needed, regularly, or under certain circumstances?**
Interest Paid to Cemetery Board.
Funds not drawn down in the last 10 years.
- **What is the percentage rate of draw (last year, compared to 5 years ago)?** N/A
- **Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:** N/A
- **At the current rate of draw, how long might the endowment last?** N/A
- **Please comment on the above calculations or estimates:** N/A

Other Assets: Sextons House

- **Sexton House Value** \$237,600 estimated
- **Reserves (savings):** \$301,483.75

Does your church have a parsonage?

The Church no longer owns a parsonage. The parsonage was sold in 1997.

Describe all buildings owned by the church:

The Church co-owns the Sexton House. This ownership is shared with the cemetery board. It is located across the street from the church and is adjacent to the church parking lot. It is a single-family home that contains 1450 square feet and was built in 1948. It contains 3 bedrooms and 1 bathroom. There is also an unattached 2 car garage.

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

The Church for many years rented the New Oxford Social Club located at: 200 W Golden Lane, New Oxford, PA 17350. This was rented for the purpose of hosting a BINGO fundraiser. In the past the church has also rented Elicker's Grove Park located at: 511 Roths Church Road, Spring Grove, PA 17362. This park was used by the church congregation in order to have a picnic at a location that had picnic tables.

Which spaces are accessible to wheelchairs? (worship space, pulpit, fellowship space, facilities, etc.)

St Peter's Lischey's Church building is fully wheelchair accessible. It has a ramp that leads to the main entrance, which enters into the main sanctuary. There is also a ground level entrance that requires no steps or ramp. The building is equipped with an elevator that allows all members to participate in any and all activities regardless of the level of the building in which the event takes place. The only area that is not wheelchair accessible is the pulpit, however a ramp could easily be made to allow access to the pulpit if needed.

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

The church's financial condition appears to be strong and stable. We have not needed to remove money from our savings and it is evident that when there is a cause or mission to support the congregation is very supportive.

For example, when was a time the church made a major budget change? How is the budgeting process done?

In 2010, the Church began construction to add much needed additional space. During the planning for this construction project, the members of the building planning committee prayerfully considered all the needed improvements. The renovation project added approximately 3,000 square feet to the church which gave the congregation more space for gatherings. With this added square footage, the church gained space for an office for the secretary and the Pastor on the same level as the Sanctuary. They previously had to share

space. A music room was also designated for the many musical groups to prepare for their spiritually lead performances. This project also gave the church the ability to make the church even more handicap accessible. An elevator was added during this expansion project along with more modern handicap accessible bathrooms. Previously, many members were not able to partake in activities that took place in the fellowship hall, since it was in the basement of the church. The church congregation considers every member's needs important and desires to allow everyone to participate in fellowship activities. Along with the increased space that was added with this project, the planning committee also took the opportunity to add air conditioning to the building to make it more comfortable for members to worship during God's hotter months.

This expansion project could not have been possible without the dedicated members of the congregation here at Lischey's. After all of the planning, the building planning committee presented the estimates to the council for approval and budget planning. It was a large sum of money that was going to be needed to complete the project. How were we going to pay for this? Well, our church committees and members make things happen due to their strong commitment, faith, friendship, and love of God. The members here are very goal driven. Of course, a loan was needed to get the project started, but the fundraising committee quickly went to work to begin planning how we would pay back this loan. There were many fundraisers that helped to repay this loan. Some of the fundraisers included BINGO, chicken barbeque, Cookie Extravaganza, Granny's Attic, and Election Day cookie bake sales. In addition to fundraisers, the money to repay the loan came from a generous donation from a congregational member. Also, a memorial fund contribution was used to make the final payments of the loan. With the commitment of the congregation this project was completed and the loan was repaid before the end of the term of the loan.

In addition to the expansion project the church also recently needed to replace the boiler, which was not done at the time of the expansion. The boiler was beginning to show signs of wear and tear. It was decided that the current oil boiler would be replaced with a gas boiler that was more efficient and would be less costly to heat the church. Once again, the church members showed their love of God and their church by coming together to raise the money for the boiler campaign. One member of the congregation challenged the congregation to raise the money. This member committed to matching the congregational donation up to a specific amount. The congregation accepted the challenge and the congregation collected enough money in donations to replace the boiler without getting a loan or having to withdraw money from savings.

In 2023, the congregation was challenged to raise funds for the resurfacing of our parking lot and for a projector. The congregation provided the funds through donation in order to avoid the need for a loan or a withdrawal from savings to complete the needed repairs. We also received a \$5,000 grant that our church secretary researched and applied for through Community Aid that also assisted in covering the cost of the projector.

What new ministry initiative has your church financed?

The church within the last two years has worked in collaboration with another local church to provide and help the local community with Christmas gifts. This was our second year hosting the Christmas Gift Away and it has been much appreciated within the local community. The gift away was funded by the two churches providing gifts, wrapping, and prizes for the local community to come and shop with their families. We provided gifts for the parents to come and shop for their children while the children went to another section that allowed them to shop for gifts for their parents. The local community that attended this event stated that they were very grateful and appreciated that the churches provided them a space to come and get Christmas gifts for their children. This event proved to be very enjoyable for everyone involved.

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 15 years.

The expansion project the church completed has had the biggest physical impact on the church over the past fifteen years. As previously discussed, this project made some major changes to the space in which we worship. It has given the church the ability to provide a space that is more accommodating to all persons in the community who wish to participate in worship and social events here at St. Peter's Lischey's UCC.

THE REFORM: (Told from the memory of one of our Lifelong members here at St. Peter's Lischey's who lived through it.)

The most significant happening in the church that has shaped the identity of the church occurred in 1983. This is the year in which St. Peter's Lutheran Church and St Peter's Lischey's United Church of Christ merged as one congregation, thus bringing to an end St. Peter's Lischey's Union Church which had existed since 1781. The merger was very amicable as indicated by the fact that many of the Lutherans stayed and joined the UCC. Those that did not wish to join the UCC graciously left without contention.

The process started when the second World War ended, and we were recovering from the Depression, the Union Churches in the area began separating. The process took many years and much trial and error before we reached the obvious conclusion.

The Reformed Congregation was the largest. They worshiped one Sunday and the Lutheran Congregation the next, with a large Sunday School every week, taught and attended by members from both congregations.

At some point (it may have been the late 1950's) the wish was expressed for each congregation to worship every Sunday. So, we began having 8:00 o'clock and 10:30 worship, alternating every

week with the large Sunday school between the two worship services. This was a confusing schedule.

Since the Lutheran congregation was the smaller group, one of the Lutheran ministers suggested that the Lutheran congregation leave and build their own church, but the idea soon failed because there were several Lutheran churches in the area. The leadership of both denominations was encouraging the dissolution of the Union Churches.

It was probably in the late 70's that the Lutheran council was informed that we should be teaching our young people from the Lutheran lesson material in Sunday School. We were expected to separate them from our Sunday School to accomplish this. I don't recall how this was resolved, but it was a serious blow for our students and caused further trouble.

Finally, the Lutheran council decided we would leave Lischey's and join Roth's Lutheran Church, which was part of our charge and our minister also already served their congregation. The plan was to go with our assets and one half of the value of the Lischey's Church property. Some members were very much in favor of this plan. Others had strong ties to Lischey's and wished to stay.

A proposal was made that those who wanted to leave, should go with the Lutheran assets, but for those who wished to stay and join the U.C.C., no cost would be assessed for the property. That proposal was declined by the Lutheran Council. So, we voted, the vote to leave was defeated by one vote.

After that, the group who wished to leave, joined Roth's Lutheran without being able to take any assets.

Soon the U.C.C. invited the Lutherans that were left to join them and they happily accepted.

It was 1984, the U.C.C. minister, William Yokum, who had been serving since 1969, very graciously offered to resign in order to give the merger a fresh new start.

Harry Carolus was with us for two years and was new to all of us, and was loved and respected by all.

Why weren't we advised to become one in the beginning? Competition between denominations. We need to live together as Christians and try to live as our Lord Commanded - Forgive and Love one another.

From our heritage, church members have learned how important it is to collaborate with other church communities. Our Faith and Love for God allows us to think and feel open to provide others with a place to worship. We don't know how the future will look for our church, but our heritage opens opportunities for discussion for joint ministry.

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

Within that last five year the church hired a new Music Director. This was a pretty notable change for the congregation. The prior Music Director held her position here at the church for almost 20 years. She decided that it was time to retire. We were happy for her and sad to see her give up her position. She graciously continued to serve the church until council and the search committee could find an appropriate replacement. We are blessed and thankful that she continues to be a member of our congregation. After many prayers, God reminded us that we had another member of our congregation that He gifted with musical talent. Since the new Music Director was already a member of the church and a participant in the music program, it was a very smooth transition since she already knew how the program was previously run. Although the retired Music Director remains a member of the church, prior to joining any of the music groups, she respectfully gave the new director six months in order to help the current Music Director take over the reins and not interfere or cause her to feel pressure with her new leadership role.

Within the last four years we have welcomed a new church secretary due to the old church secretary deciding she needed to go back to work fulltime for the school district. Our new church secretary was also a member of the church who has been a wonderful addition and helped to get us fully up and running with streaming services online during Covid.

Another change that has occurred in the last year, is the hiring of new church sextons. The previous sextons chose to retire from their position after 5 years of service to God and their church. The current sextons have been in their position less than a year and are doing a wonderful job maintaining the church's yard and cemetery as well as keeping our church clean. The previously dedicated sextons are still a part of our congregation and continue to show their love by filling in for the sextons when they are on vacation.

Within the last six months our Treasurer that served for 20 plus years decided to retire from that position. We welcomed a new Treasurer and co/Treasurer who are still in the learning process but doing a wonderful job and gaining knowledge from the previous Treasurer.

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.

The church deals with conflict by first identifying the conflict. Every church has conflict and St. Peter's Lischeys is no different. In the past, conflict has arisen and some resolved the conflict by leaving the church. To keep conflict from elevating to the level where people feel the need to leave, the church has created a Pastor Parish Relations committee. This committee was created to help support a healthier relationship between the pastor and congregants in order to promote

a healthy, faithful, shared ministry. We feel it is important to face the problems and not hide from them. We have updated the roles and responsibilities of paid staff members and committees to include clear expectations. We want a God focused church that is led by all members of the church, not a church led by a few.

We encourage committees to make decisions and then present them to Council to obtain the blessing of the Council. This information can then be shared with the congregation in an announcement during the church service and written in the church bulletin so that everyone hears the same information.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

Our most recent conflict came with our previous Pastor. The prior Pastor left abruptly. This came as a shock to many members who did not understand why she was leaving. The situation was not handled well by the Pastor, who would not share with the congregation that she was choosing to resign. The congregation looked at the Council as if they were not forthcoming with information. The congregation appreciates straightforwardness and honesty.

What we learned from this experience is that we need to be more honest and more transparent about the relationships of the staff members of the church. We have been working on more effective ways to communicate with members so that everyone hears the same information. We encourage members to express concerns to the Council in a constructive manner, so that problems can be addressed and resolved in an appropriate fashion. It is difficult to fix a problem that no one is aware of. It is important to us that we find a Pastor who is authentic and has good communication skills.

MINISTERS OF ST. PETER'S LISCHHEY'S UNION CHURCH

St. Peter's Lischey's United Church of Christ

<i>Staff member's name</i>	<i>Years of service</i>	<i>UCC Standing (Y/N)</i>
Rev. Cathy Sherry (Interim Pastor)	Nov 1, 2019 - Present	Y
Rev. Katherine Seiler	Oct 1, 2015 - Sept 30, 2019	Y
Rev. Robert Bistline (Interim Pastor)	Nov 1, 2014 – Sept 30, 2015	Y
Rev. Sarah Rentzel-Jones	July 20, 2009 – Aug 17, 2014	Y
Rev. Henry Korinth (Interim Pastor)	Sept. 7, 2008 – July 19, 2009	Y
Rev. Aris Fokas (Interim Pastor)	2007- Aug 17, 2008	Y
Rev. W. Arthur Grahe	1998 – 2007	Y
Rev. William Sherman (Interim Pastor)	1996 – 1998	Y
Rev. Robert Myers (Supply Pastor)	1996 (3months)	Y
Rev. Charles Smith	1988 - 1996	Y

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

After reviewing the ministerial leadership, it is noticeable that we have not had a settled Pastor who has stayed more than 10 years since 1996. We believe that this may simply be a new standard in how many people choose to explore new options every few years rather than commit to one place of employment for a lifetime. There are benefits to having new leadership every few years. With each new person, comes new ideas which are welcomed here at St. Peter's Lischey's.

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

Unfortunately, St. Peter's Lischey's UCC has had past leaders leave under pressure. Our last Pastor would probably say she left under pressure. The last Pastor came to our church without any prior congregational experience. This in hindsight was probably not the best choice for our congregation. The Pastor was used to having to complete all tasks herself and had trouble adjusting to our flow here. The congregation is very involved in the worship. We proudly have a

lot of lay leadership which was not fully embraced by the Pastor. This created conflict when it came time to establish roles and responsibilities.

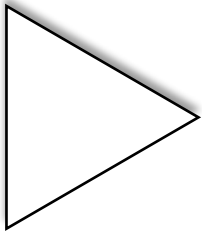
We also had another Pastor leave under pressure in 2007. This Pastor had difficulties with a small group of members of the congregation that included some of the youth at the church. This group had strong feelings about how things should and shouldn't be done and were very vocal about it. These members are no longer members of Lischey's. This Pastor also had some medical conditions that may have also contributed to his inability to handle this stressful situation.

Has your church been involved in a Situational Support Consultation?

Our church did take part in a form of Situational Support Consultation in 2007 when the Pastor left. Some members of the Association came and speak with some of the members of the church. This may not have been considered a complete Consultation.

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

St Peter's Lischey's has not had a pastor who was the subject of a Fitness Review while at our church.



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?

We strive to serve local areas in need, for example our church youth collaborated with Hanover Council of Churches Homeless Shelter where they participated in cooking a full meal and then serving it at their facility. The congregation also participates regularly with helping to staff and collect items that are needed at the local Harvest of Hope food pantry. Members have supported Mr. Sandy’s that helps local homeless veterans in need.

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

Nancy Cherry attends the annual meeting on a regular basis.

Jean Weidler currently is representing the York Association on the PCC MID Portfolio Review Committee as its Vice President. She attends the Conference Annual Meeting annually as a representative or guest. In the York Association, Jean served on the Committee on Ministry from 2013-2019. Currently, she is serving on the York Association Council as Layperson at Large. She attends the Annual Meeting of the York Association annually as a representative of the church or as a guest. At the Penn Central Conference (PCC) level Jean served on the Commission on Ministry from 2015-2019. Additionally, Jean has served as a camp nurse for at least one week a summer at the Hartman Center, our Conference's Outdoor Ministry site from 2004-2019. Jean also attended the General Synod in 2009 as a guest, her husband was the York Association delegate. Jean attends as many association events as possible, especially installations, ordinations and ecclesiastical councils.

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

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

The congregational members may be interested in working towards a statement of witness if information were presented to the congregation by ministerial leadership.

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

Our congregation partners with other churches during the Lenten season to share midweek services. The churches that normally participate are: St. Paul's Lutheran Church in Stoverstown, St. Paul's UCC in Stoverstown, St. Paul's Zeigler's Lutheran between Seven Valleys/Stoverstown, and Trinity Roth's UCC in Spring Grove.

Church members also collect donations for the Harvest of Hope Food Pantry. The Church is on a rotation to help staff the Food Pantry that is staffed by many other denominational churches in the area.

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.

Our Church members spend more time doing than planning what needs to be done. The groups that organize activities and mission always follow through to the end putting forth all of their effort to see the job is done to the best of their abilities and is a complete success. The groups of people work well together and identify each person's gifts and talents. All we do lives up to our statement, "Serving the community; Praying without ceasing, Loving like Christ".

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?

We encourage our Pastor to be a part of the local ministerium because it helps to connect the church to the community. It also helps in the development of Spiritual leadership and formation and provides ongoing education for the congregation. We also expect that our Pastor attend association and conference gatherings.

MISSION InSite

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

St. Peter's Lischey's is located in Spring Grove Pennsylvania which was settled in 1747. Spring Grove is located between Hanover, PA which has a population of 15,289 and York, PA which has a population of 44,118. Hanover is known as the snack capital of the state, for it is the home of Utz potato chips and Snyder's snack. Spring Grove is well known for its Paper Mill, which has provided the town with many financial opportunities over the years.

Information About our town and its neighboring community.

Population of Spring Grove: 2,173 (46.2% male & 53.8% female)

Median age 36.7

Median age in Pennsylvania: 40.8

Median Household income: \$59,788

Median housing units: \$177,513

Percentage of residents living in poverty: 9.2%

Race: 91.7% white, 6.1% Hispanic, .7 black, .5% Asian

Nearest Cities:

- | | |
|--------------------------------|--------------------|
| • New Salem borough: 2.1 miles | Population: 785 |
| • Jefferson borough: 2.1 miles | Population: 739 |
| • Seven Valleys: 2.3 miles | Population: 511 |
| • Abbottstown: 2.5 miles | Population: 1,020 |
| • East Berlin: 2.7 miles | Population: 1,537 |
| • Shiloh: 2.8 miles | Population: 11,218 |

- West York borough: 2.8 miles
- Lancaster: 31.8 miles
- Baltimore MD: 41.5 miles
- Harrisburg: 47 miles
- Philadelphia: 91.6

Population: 4,583
 Population: 56,348
 Population: 651,154
 Population: 49,209
 Population: 1,517,550

Religions Adherents:

- None 61.2%
- Mainline Protestant 18.3%
- Evangelical Protestant 10.8%
- Catholic 8.2%
- Other 1.1%
- Black Protestant .3%

Other churches in Spring Grove:

- Providence Community Church
- Spring Grove Area CMA Church
- St. Paul's Lutheran Church
- Sacred Heart Catholic Church
- Mt. Zion United Church of Christ
- Community Evangelical Free Church
- Trinity Roth's United Church
- Christ's American Baptist Church
- Garber Mennonite Fellowship
- Pleasant Hill Church of the Brethren
- St. Paul's United Church of Christ

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?

The demographics of the church are different from the demographics of the community when it comes to age and not ethnicity. The community's average age is 37 which is young compared to the average age of our church members. This, however is similar to many churches in our community. The younger generation is a generation of many unchurched people.

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

The community demographics shape our ministry by helping us to provide opportunities to younger people in our community. Racially we do not have much diversity in the community so it makes it hard to have diversity in the church.

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

We have been well-known in our community in previous years for the events we hosted including our Christmas cookie bazaar, Bingo, and Chicken Bar-b-ques. We are eager to re-start some of these events (or new ones) with new leadership. We also have the longest running Vacation Bible School which is attractive to many parents and grandparents in the community who are not members of our congregation.

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

When asked why people have chosen to come to St. Peter's Lischey's UCC, many of them might respond that they started coming to the Church because someone invited them to an activity that the church was hosting. Some of the activities over the years might have included bingo, a tea party, an Easter egg hunt, or even a special service at the church such as The Veterans Day Service and two service options for Easter, or Christmas Eve Service which also has two options one of which focuses on families with young children.

Some people who attend our church have come over the years for the purpose of wanting to get their children involved in the church. The Church offers a weekly Sunday school program for the children along with a children's message during the service. We have created a space in the overflow room of the church where the kids have a play space to keep them occupied while their parents still can be a part of the service. There are various activities throughout the year that are centered around the children. Some of these activities include a biweekly music program, Easter egg hunt, Christmas Cantata, and summer vacation bible school.

Other people choose to attend our church because it is a small church that feels like home. The members of the church are very welcoming and make you feel like you belong. Some of our members have grown up in the church and have deep roots here. They choose to bring their families here even after they may have moved away from the area for a period of time and then returned.

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. David Martin

Pastor of St. Paul UCC Stoverstown, PA (a neighboring church)

Contact information: Church phone number: 717-225-6357

Mobile number: 716-946-7349

REFERENCE 2: Rev. Sarah Rentzel Jones

Prior Pastor at St. Peter's Lischey's

Contact information: Mobile number: 808-631-2444

Email address: srentzjones@gmail.com

REFERENCE 3: Megan Schuman

Community Therapeutic Recreation and Volunteer Director at Homewood at Plum Creek

Contact information: Office Number: 717-637-4166 X 3748

Email address: mlschuman@hmwd.org

CLOSING THOUGHTS CLOSING PRAYER STATEMENT OF CONSENT CONFERENCE/ASSOCIATION VALIDATION

St. Peter's Lischey's UCC is a healthy community of faithful servants dedicated to discipleship and to being the body of Christ, serving others in our community and beyond. Through the process of spiritual discernment, we are praying for a Pastor to join us in our journey to remain a vital congregation, to provide guidance and direction which would expand our mission field through "hands on" ministry and technological outreach. Our commitment is serving the community, praying without ceasing and loving like Christ.

Our congregation - compared to neighboring UCC congregations - is thriving. During the last year we have welcomed 5 new members. We continue to offer Sunday School and Vacation Bible School, when many surrounding churches have abandoned these activities due to lack of attendance.

We continue to push forward not letting challenges get in our way. We continue to offer two services during the summer months. We host two Christmas Eve services the past several years which allowed us to provide the community the opportunity to celebrate Christ's birth at two different times. There was a family-oriented service at 4 p.m. and a traditional service held at 7 p.m. About one third of the persons present for these services are not members of the church.

We continue to move forward becoming a hybrid church, worshipping in person and via the internet in an effort to reach more members in the community. Members and families have made significant contributions to enhance our ministry through the AV system, overhead projector and screen and the installation of a Carillon.

As members of St. Peter's Lischey's, a faithful Christian community, we continue to move forward and continue to pray for a Pastor who will lead us in the direction that is pleasing to God.

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:

"Bind Us Together"

*Bind us together, Lord,
Bind us together with cords that cannot be broken
Bind us together, Lord,
Bind us together, bind us together in love.
There is only one God, there is only one King;
There is only one body, that is why we sing;
Bind us together, Lord,
Bind us together with cords that cannot be broken
Bind us together, Lord,
Bind us together, bind us together in love.*

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.

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.)

The contents of the profile were organized by the profile committee with the input of the church council, profile committee members, and the members of the church.

2. Additional comments for interpreting the profile:

Signed: Name / Title / Date:

Amanda Godfrey-Profile/Council Member 03/26/2025

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: Email: Phone: Date:

The Rev. Dr. Nora Foust

Associate Conference Minister

nfoust@pccucc.org

Reference for St. Peter's Lischey's UCC from the Rev. David K. Martin

Cell: 716-946-7349

What is your relationship with the church?

Since 2015 I have served St. Paul's UCC in Stoverstown a little more than four miles away from St. Peter's Lischey's and also in the Spring Grove School District. With the encouragement of the previous settled pastor, our churches participated together for a couple of years with several other churches in Wednesday evening Lenten soup suppers and worship. St. Peter's Lischey's has also hosted several UCC clergy gatherings, as well as the memorial service for the Rev. Dennis Weidler, who retired from this church. Early in the church's interim period, I was also asked to preside at the memorial and committal services for a church member. Youth and adults from St. Peter's Lischey's also have participated in Association youth group events, and some of our own youth group activities. If we turn back the clock 60 or more years, I understand that St. Peter's Lischey's, St. Paul's UCC, and St. Jacob's UCC in York New Salem were part of a three-point charge.

What gifts for ministry does this church demonstrate well?

In the worship services I have attended at St. Peter's Lischey's, I was impressed by the depth and enthusiasm of their music ministry. I have also been grateful for the hospitality church members have shown at clergy gatherings and funeral lunches. From what I understand, St. Peter's Lischey's is committed to supporting the local food pantry and bank, and other local social service organizations in the York area.

If you are in this area, what is your perception of this church in the community?

Although St. Peter's Lischey's is not on a main road, its members are involved in the community and in helping those in need.

What are areas of growth for this congregation?

Most broadly, I hope that St. Peter's Lischey's will continue and strengthen its outward focus. I hope that St. Peter's Lischey's will continue and strengthen its partnerships with other ministry and social service organizations, and churches. I hope the congregation has and will engage in reflection and education about healthy and unhealthy conflict, and covenant to act in ways that encourage healthy boundaries and healthy conflict.

Rev. Sarah Rentzel Jones

145th St
Omaha, NE 68116
808-631-2444
srentzjones@gmail.com

Formerly: Pastor

Currently: Minister for Congregational Care at Community Church, Omaha, NE

To whom it may concern:

I was the pastor of St. Peter's (Lischey's) UCC from 2009-2014, and during that time had a very enjoyable experience of ministry with the congregation. I found them very warm and caring, not only towards me but also towards each other. When I left in 2014, I had been called to pastor a church on the island of Lāna'i in Hawaii, and now am a chaplain at a hospital on the island of Kauai. Since departing my ministry at Lischey's, I have stayed in touch with some of the members on Facebook and via updates from friends and family in the area, but have been careful to maintain appropriate ministerial boundaries with church members, who have also done the same with me.

As I mentioned, this congregation is very warm and friendly. I would also add that they are Spirit-filled. During the time I served there, we would often use the chorus "There's a sweet, sweet Spirit in this place," to begin worship, and I felt that it exemplified the sensation of being in the sanctuary during worship. Worship was definitely a key point of the congregation's life together, and the worship team was always very flexible and willing to try new things. One year in particular, we had a very creative and meaningful All Saints' Sunday that I still remember each year.

The congregation deeply cares about its members and, in my recollection, is poised and ready to receive and enfold more folks into the care of the congregation. There is a real ministry of reaching out and offering support to members and those in need with food, flowers at the holidays, and phone calls expressing care and concern.

I haven't been in the area for more than 6 years now, so I am not privy to what the congregation is currently doing in the community, but I know that when I left, they were active with the nearby Food Pantry and also were in active partnership with other churches in the area to meet the needs of the vulnerable population in the town.

In terms of areas for growth, Lischey's is likely in the same boat as many congregations at this time – needing to continue to grow and adapt to our changing world, both with technology and with the programs they offer to the community and the families of congregation members. COVID-19 has brought the chance for all communities of faith to strike the phrase "but we've always done it this way" from their vocabulary and to try new things to connect to members and residents in the area. I believe the congregation and leaders have the capacity and resilience to adapt and to grow, especially if they're led by someone who can meet them where they are and call them forth into new ways of being the church in 2021 and beyond. If you are considering a call to minister to the congregation of St. Peter's (Lischey's), you are in for a wonderful experience of compassion and care (and lots of good food once gathering for meals is allowed again!)

In Christian love,

Sarah

March 18, 2025

St. Peter's Lischey's,

On behalf of Homewood at Plum Creek, I want to express our heartfelt gratitude for your support. St Peter's Lischey's UCC has played a vital role in helping Homewood at Plum Creek provide quality care, comfort and support for our residents for the past 25 years. Your church's time, resources and encouragement makes a meaningful difference in the lives of our residents and staff. It is because of churches like St. Peter's Lischey's that Homewood can continue our mission of delivering compassionate and dedicated care.

Thank you for being a valued part of our Homewood community. We truly appreciate all that you do!

With gratitude,
Karen

Karen Haines
NHA/Executive Director

Homewood at Plum Creek
425 Westminster Ave.
Hanover, PA 17331
Phone - 717-637-4166 Ext. 3701
Fax - 717-633-4620

