

SHORT PROFILE – Transitional Pastor Search

LISTING INFORMATION

Church name: Peace in Zion United Church of Christ

Street address: 204 Big Road, Zieglerville, PA

Supplemental web links: peaceinzion.org

Additional ecumenical affiliations: None.

Conference: Pennsylvania Southeast Conference

Association: Ursinus Association

UCC Conference or Association Staff Contact Person:

Rev. Kevin J. McLemore

Associate Conference Minister for Search & Call

cell: 773-717-0029

mclmore@psec.org

Summary Ministry Description: The church is truly a welcoming congregation that embraces everyone with genuine care and concern. We are a faith-based community of believers who are committed and loyal to the church and to each other. Everyone enjoys a relaxed atmosphere where there is a healthy mix of social interaction, fellowship, spiritual focus, and the pursuit of God's purpose in the life of each individual and the church as outlined in the Scriptures. A slow, but steady decline in church member participation has impacted the church's ability to initiate and sustain outreach programs but a small, but strong, core of devoted followers remains in place. We have been blessed with a remarkable minister over the last nine years who has kept our hope for a bright future alive despite the challenges to our long-term goals of growing in participation and extending an outreach ministry beyond our rural setting. We are seeking a Designated-term (Supply) Pastor.



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

What we value about living in our area: The Perkiomen Valley area is unique in its mix of small to mid-size communities and significant acreage of farmland and open space that preserves, to a great degree, the history and culture of the past. Additionally, strong family connections tie a substantial number of members/participants to the area in and around Zieglerville.

Current size of membership: 45

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

Position Title: Solo Pastor or Shared Pastor

Position Duration – Designated-Term (Supply) – 24 months

Compensation Level: ¼ time (10 – 13 hours per week).

Does the total support package meet conference compensation guidelines? Yes.

SCOPE OF WORK

1. Provides part-time ministry and services for a small congregation of forty-five (45) members at the church located in Zieglerville, PA. Prepares and leads Sunday worship service currently at 10:30AM - 11:30 AM with Communion served at the third service of each month. Service time is negotiable in a Shared Minister situation.
2. Crafts the weekly liturgy, scripture study, sermon preparation, lay liturgists, preaching, and prayers. Collaborate with the organist to select appropriate hymns for each service. Does not routinely participate in Consistory meetings. Does not conduct weddings, funerals, or home-bound visits.
3. Provides limited pastoral care during Sunday services and by appointment.
4. Assists lay leadership with resources and opportunities to contribute to the church experience.

Core Competencies:

1. Knowledge of Scriptures and an ability to place them in context of today's societal challenges.
2. Ability to deliver cogent and relevant sermons tailored to the needs of the congregation.
3. Professional conduct includes an ability to effectively care for and communicate with members of the congregation and the Consistory.

COMPENSATION AND SUPPORT

Salary Basis: \$35 - \$40 per hour.

Benefits: Salary basis does not include optional benefits and/or pension contributions.

What is the expected living situation for your next minister: Living elsewhere commuting 30 minutes to one hour.

State any incentives: Willing to negotiate vacation time.

Describe peer and professional supports available for ministers in your association/conference: The Pennsylvania Southeast Conference is blessed to be one of the most UCC-dense regions of the country, with many UCC clergy to form relationships with. PSEC offers more than a dozen Communities of Practice, including specialty groups for interim clergy, young clergy, and others based on interests. Our church is also part of the Ursinus Association ministerium.

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

WHO IS GOD CALLING TO MINISTER WITH US?

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

1. We need an experienced, knowledgeable, and emotionally mature minister who can provide pastoral care for a small church of faithful worshippers, many who are long-time members, who are facing the possibility of a church merger or church closure due to a persistent lack of church growth.
2. He/she should be comfortable with a ministry limited to an older congregation and be open to maximizing the potential for increased outreach to a local retirement community. The individual should be understanding of the practical and emotional impact of our situation and be ready to provide a compassionate, empathetic ministry, pastoring with enthusiasm and maintaining a positive and uplifting attitude.
3. The minister should be well versed on the general needs of congregations and be encouraging and supportive of the church ministries including the Daily Bread Community Food Pantry, and the church's greeting card program where cards are sent to members for birthdays, holidays, get well cards etc.
4. We need a minister who is savvy about organizational structure, possesses astute situational awareness and is supportive of the two - four congregants who consistently do most of the work to maintain the church and the church life. The minister should be a person who can easily relate

to our elderly congregation and one who respects our long history and Pennsylvania Dutch culture.

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

God is a constant presence in our small congregation as evidenced by the care, sensitivity, and sociability of each person present. We consistently strive to fulfill the UCC's slogan - "No matter who you are, or where you are on life's journey, you are welcome here." Our style of worship is best described as a blend of traditional and contemporary with a focus on a more informal approach to worship.

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

Formal educational programs, such as Sunday School, are not currently conducted with the Church due to a lack of consistent participation. Faith formation and sustainment comes from weekly gatherings of committed people who believe in and trust God and each other.

Describe how your congregation is organized for ministry and mission.

Consistory is the primary governing body for the church with members assigned as proponents for specific areas of responsibility. No other standing committees exist that report to the Consistory. Vision for a future for the church rests in 1) an unbreakable faith that God has a plan for us and 2) the resilience of the sustaining members and long-time attendees.

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

11-YEAR REPORT

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



Church#: 602310

Assoc: 640 Schedule: 0 Peace in Zion UCC Zieglerville PA 19492

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	66	45	67	0	0	0	0	0	0
2014	62	31	12	0	0	0	4	0	-4
2015	65	32	9	0	0	4	1	0	3
2016	65	35	8	0	0	2	2	0	0
2017	66	32	7	1	0	2	2	0	1
2018	61	29	7	1	0	0	6	0	-5
2019	60	23	6	0	0	0	1	0	-1
2020	56	20	7	0	0	0	4	0	-4
2021	53	20	0	0	0	0	3	0	-3
2022	51	18	0	0	0	0	2	0	-2
2023	42	20	0	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2013	\$95,625	\$0	\$3,500	\$101	\$3,601	\$0	\$3,601	3.66	\$99,226	\$0
2014	\$87,021	\$0	\$3,500	\$1,052	\$4,552	\$5,560	\$10,112	4.02	\$97,133	\$62,038
2015	\$83,094	\$0	\$3,500	\$1,035	\$4,535	\$1,250	\$5,785	4.21	\$88,879	\$62,996
2016	\$89,034	\$0	\$3,500	\$1,743	\$5,243	\$1,300	\$6,543	3.93	\$95,577	\$69,977
2017	\$102,443	\$0	\$3,600	\$1,460	\$5,060	\$1,856	\$6,916	3.51	\$109,359	\$71,629
2018	\$88,125	\$0	\$3,680	\$2,282	\$5,962	\$960	\$6,922	4.18	\$95,047	\$65,396
2019	\$89,133	\$0	\$3,680	\$2,348	\$6,028	\$782	\$6,810	4.13	\$95,943	\$67,773
2020	\$102,004	\$0	\$3,760	\$295	\$4,055	\$1,400	\$5,455	3.69	\$107,459	\$76,494
2021	\$92,543	\$0	\$3,760	\$2,718	\$6,478	\$1,900	\$8,378	4.06	\$100,921	\$84,801
2022	\$146,172	\$0	\$3,900	\$1,248	\$5,148	\$1,442	\$6,590	2.67	\$152,762	\$83,047
2023	\$106,000	\$0	\$4,000	\$512	\$4,512	\$0	\$4,512	3.77	\$110,512	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2018-2023	-31.15	-31.03	-100.00	-100.00	-100.00	20.28	-24.32	16.27
2013-2023	-36.36	-55.56	-100.00	0.00	0.00	10.85	25.30	11.37

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.

CONGREGATIONAL DEMOGRAPHICS

Provide honest estimate to the best of your ability for the charts below:

Describe those who participate in your church.

Number of active members:	15
Number of active non-members:	2
Total of church participants (sum of the numbers above):	17

Total participants who have been in the church:

More than 10 years:	15
Less than 10, more than 5 years:	1
Less than 5 years:	1

Number of total participants by age:

0-11	12-17	18-24	25-34	45-54	55-64	65-74	75+
					3	2	12

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

Retired, self-employed, and/or executive positions in a medium-sized corporation and law practice.

PARTICIPATION AND STAFFING

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers or have Lay ministerial standing.

Not applicable

List all current staff, including ministers. Indicate which staff person serves as head of staff.

The church employs a part-time minister and Sunday-only organist. Organist serves both St. Luke's Lutheran Church (Obliesk) and Peace In Zion UCC. Service times were adjusted to accommodate her participation in both services on Sunday. She has served in this capacity for over 2 years. There are no other paid

staff employed by the church. Volunteers support all other functions of the church.

CHURCH FINANCES

Can you provide the candidate with a copy of your church's most recent annual budget, spending plan, operating statement, or annual treasurer's report complete with information on any reserves or endowments? Yes.

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

What is the church's current indebtedness? None.

Does your church have a parsonage?

Fair market rental value of the parsonage: \$2200.00/month

How is the parsonage used? Rental

Street / City / State / Zip: 206 Big Road, Zieglerville, PA 19492

Finished square footage: 1500 sq ft.

Number of Bedrooms, Number of Bathrooms: Three.

Assessed real estate value: \$250,000.00.

Available for minister residence: No.

Expected minister residence: No.

Condition of structure, systems, and appliances: Lacking modern amenities, but very livable and in good condition.

Entity in the church responsible for review and needed repairs: Property Committee.

HISTORICAL INFORMATION

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

Staff member's name	Years of service	UCC Standing (Y/No)
1. Bob Fogal	2 (2023- Present)	Yes
2. Barbara Pence	9 (2014-2023)	Yes
3. Maryann Ronan-Lamson	7 (2007-2014)	Yes
4. Jamie Moyer	3 (2004-2007)	Yes
5. Keith Schmitt	4 (1996-2000)	Yes
6. Jeffrey Singletary	4 (1990-1994)	Yes
7. James Roth	16 (1973-1989)	Yes

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

Yes.

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.

REFERENCE

Ms. Loretta Stever - Director, Daily Bread Community Food Pantry

Cell Phone: (610) 585-0443

Email: steverloretta@gmail.com

Relationship to Congregation: Former member and focal point for church supported funding raising events and food contributions.