

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

LONG LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

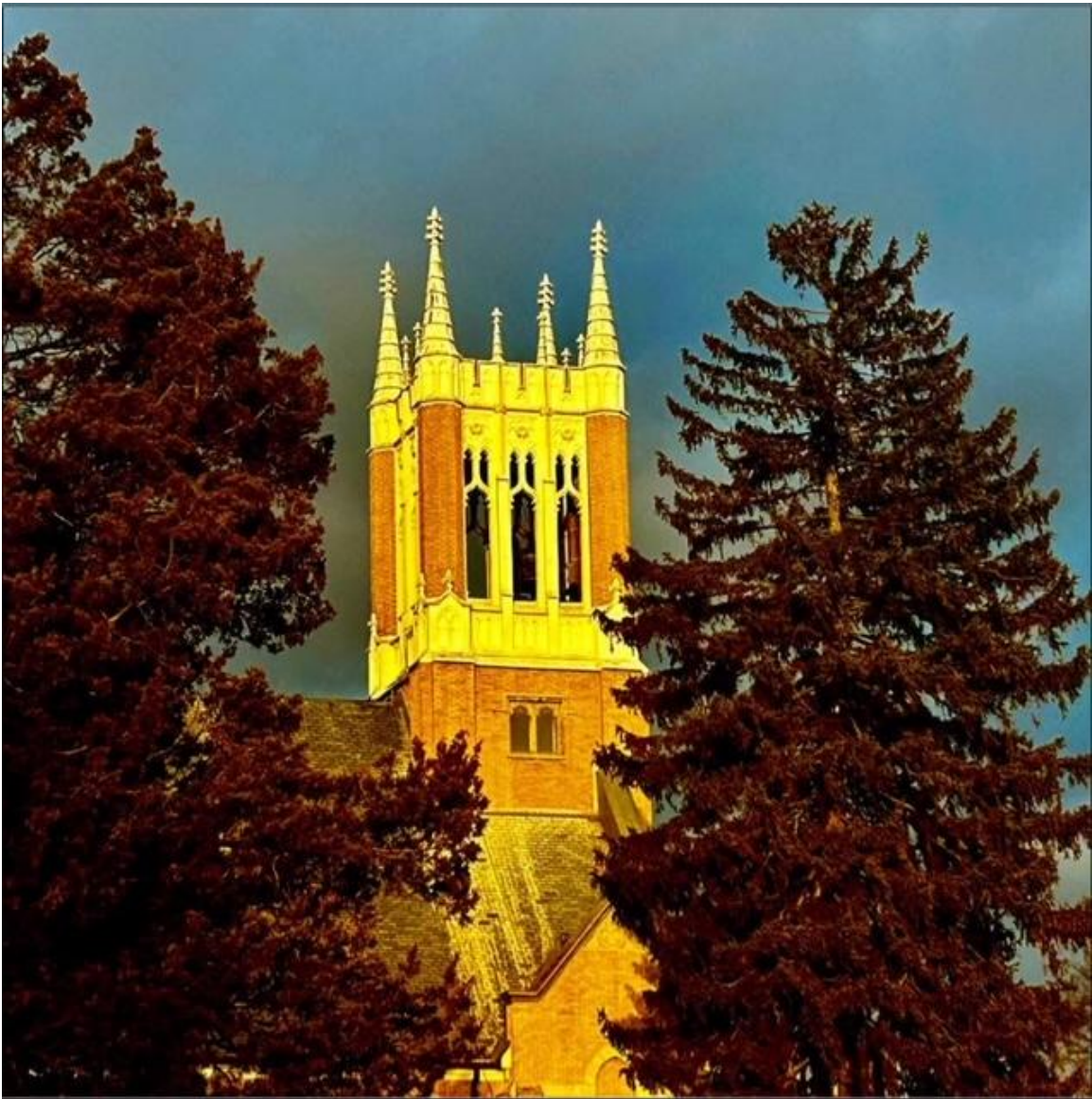
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The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**





St. Paul's United Church of Christ Long Local Church Profile

Amityville, Pennsylvania
Pennsylvania Southeast Conference / Covenant Association

"For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future."

— Jeremiah 29:11

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

St. Paul's United Church of Christ
Amityville, Pa

Pastor

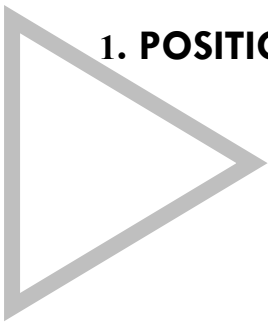
August 8, 2025

Pennsylvania Southeast Conference/Covenant Association

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

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

Street address: 1979 Weavertown Road, Douglassville, Pa 19518

Supplemental web links: [St.Paul's UCC Amityville](#)

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

Conference: Pennsylvania Southeast Conference of the United Church of Christ

Association: Covenant Association

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

Rev. Kevin J. McLemore

Associate Conference Minister for Search & Call

cell: 773-717-0029

mclemore@psec.org

Summary Ministry Description:

As a Community of Christ St. Paul's strives to grow in faith, fellowship, and service. We seek a pastor who will inspire us through God's word, nurture our individual spiritual gifts, and help us serve both locally and globally. This pastor will engage with the congregation through relevant and impactful sermons that adhere to God's word, participate with lay leadership, and connect through pastoral care with love and support. The pastor's primary goals will be to unify the congregation, provide spiritual guidance directly to members, and indirectly through the church leadership and staff. Our ideal pastor will be passionate, compassionate, and dedicated to helping us unite across generations to live out our faith in love and service.

Photographs:

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

Our community values family, friendship, and youth with programs like scouts, youth groups, and local schools supporting these priorities. We also appreciate nature and history, reflected in our parks and local landmarks. The area offers a variety of living environments, from rural landscapes to small towns and suburbs. We cherish hard work, examples set by our elders, and the collaboration across generations in events like church suppers, peach festival and Easter egg hunts. Our community values freedom and opportunity for all, supporting local businesses and charitable organizations like Hope Rescue Mission, Fostering Hope and veterans assistance.

The wider area offers a diverse range of activities, from skiing and fishing to shopping and exploring historical sites. Our location offers easy access to vibrant metropolitan cities such as Philadelphia, New York, Washington, DC as well as beaches along the Atlantic Ocean.

Current size of membership: 416

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

Position Title: Settled Pastor

Position Duration (*choose one, delete the other options listed*):

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

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

Full Time

Does the total support package meet conference compensation guidelines?

Yes

1b. SCOPE OF WORK

The settled pastor at St. Paul's United Church of Christ in Amityville will serve as the spiritual, pastoral, administrative, and organizational leader of the church. In covenant with the congregation, the pastor will work collaboratively with church staff, lay leaders, and the wider community to live out the mission of the church and the teachings of Christ.

1. Worship Leadership and Preaching

- Plan and lead engaging, theologically grounded worship services in coordination with staff and volunteers.
- Preach regularly, offering sermons that are biblically rooted, spiritually nourishing, and relevant to modern life.
- Administer sacraments (baptism and communion) according to UCC traditions.
- Collaborate with music staff and worship committee to shape the tone and flow of services.
- Lead special services (Advent, Lent, Holy Week, funerals, weddings, etc.).

2. Pastoral Care and Counseling

- Provide spiritual care and guidance to members of all ages and life stages.
- Visit members in hospitals, nursing homes, and private residences as needed.
- Offer counseling for individuals, couples, and families, referring to professional resources when appropriate.
- Support grieving families and conduct funerals/memorial services.

3. Church Administration and Leadership

- Work closely with the Consistory and committees, providing vision, leadership, and guidance.
- Attend and support church meetings, including planning and reporting.
- Assist with stewardship campaigns and budgeting in coordination with the finance team.
- Communicate regularly with the congregation via bulletins, newsletters, email, and social media.

4. Faith Formation and Education

- Encourage lifelong Christian education for all ages.
- Support and participate in confirmation classes, Bible studies, and intergenerational learning.
- Mentor lay leaders and nurture spiritual growth throughout the congregation.
- Promote resources and programs from the wider UCC for theological development.

5. Community Engagement and Outreach

- Represent the church in the wider Amityville community and among ecumenical and interfaith partners.
- Support local mission efforts and help discern new outreach opportunities.
- Foster connections with regional UCC bodies, including participation in conference gatherings.

6. Personal and Professional Development

- Maintain a healthy spiritual and personal life through regular Sabbath time, prayer, and continuing education.
- Participate in clergy groups, retreats, and ongoing training.
- Stay informed on theological, pastoral, and cultural trends that impact the life of the church.

Core Competencies:

- Spiritual leadership that unifies the congregation
- Effective and impactful sermon content
- Pastoral care through genuine and personal connections with congregants
- Support family and youth growth within the congregation

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): Cash Salary range of \$68,263-\$88,433 based on experience to be negotiated per Conference Guidelines

Benefits (*choose one*):

Salary plus benefits as outlined by Conference Guidelines

What is the expected living situation for your next minister? Parsonage

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

N/A if living in the parsonage, otherwise we would expect the pastor to live within a reasonable distance to allow for pastoral care and visitation while maintaining an active role in local ministerium and community activities.

State any incentives): Continuing education as approved by Church & Ministry committee.

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 nearby UCC clergy to form relationships with. PSEC offers more than a dozen Communities of Practice, including specialty groups for interim clergy, young clergy, and based on interests. Our church is also part of the Southern Berks ministerium/pastors’ association.”

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

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

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

We believe God is calling a pastor to St. Paul's who will provide spiritual leadership, deliver meaningful and relatable sermons, and offer compassionate care to our congregation. This person should engage with all members, take a leadership role with staff and committees, and offer a listening ear, discernment, and guidance toward healing, unity, and inspiration.

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

We seek a minister whose leadership will extend the reach of our congregation into the broader community and the world through a Christ-centered and service-driven approach. Our vision includes a minister deeply committed to:

- **Missions:** Actively promoting and organizing local and global mission opportunities that empower members to serve others and share Christ's love in tangible ways.
- **Community:** Building strong, authentic relationships within the church and fostering meaningful engagement with the surrounding community to reflect God's care and compassion.
- **Living and teaching the gospel:** Modeling a life of integrity, humility, and faith while equipping the congregation with sound, relevant biblical teaching that inspires daily gospel living.
- **Evangelism (specifically youth and family):** Leading dynamic outreach to youth and families through programs that connect with their unique needs, nurturing the next generation in faith and discipleship.

Through these avenues, the minister will help us embody the gospel in action, making a lasting impact that reaches far beyond our church walls.

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

English is our primary language, and strong communication skills in English—both spoken and written—are essential for preaching, teaching, and pastoral care. While we are a predominantly English-speaking congregation, we value the ability to relate to people from diverse backgrounds

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

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

2. BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

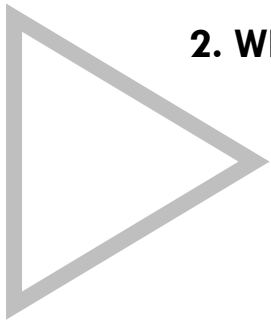
- o Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- o Strategically creating the future of God's Church.
- o Witnessing in the public square to God's redeeming power.
- o Performing necessary and appropriate administrative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

3. ENGAGING SACRED STORIES AND TRADITIONS

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

4. STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

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



2. WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

God is calling us to become a community of faithful Disciples of Christ, grounded in love, Scripture, community, and outreach. We are called to live out our faith intentionally—supporting one another, engaging our broader community, and embodying the teachings of Jesus in our daily lives. As ministers of the faith, we seek to serve both within and beyond the church walls, fostering a spirit of unity, compassion, and service. We are committed to ministering to people of all ages, from the youngest to the oldest, ensuring that all feel valued, nurtured, and spiritually supported as part of the body of Christ.

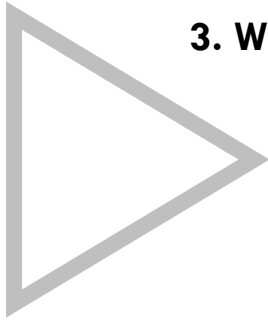
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

God is calling us to be a congregation that responds actively and compassionately to the needs of our community, while also nurturing spiritual growth within our members. Over the past year, we have engaged in several outreach efforts that reflect this calling:

- **Blessing Bags:** We assembled and distributed Blessing Bags filled with essential items for those experiencing homelessness or hardship. This effort helped us connect directly with individuals in need and reminded our members of the importance of tangible acts of kindness.
- **Live Nativity & Flood Outreach:** Through a community nativity event, we created a space for shared reflection on the birth of Christ while building relationships with neighbors. In response to recent flooding, we also mobilized volunteers and resources to support those affected, offering both physical aid and spiritual comfort.

These initiatives have energized our congregation, helping members feel more excited to hear God’s Word and more inspired to lead a Godly life through service and discipleship.

While we do not yet have a formal multi-year strategic plan, our growing sense of purpose points toward a vision of increased community engagement, expanded outreach efforts, and deeper spiritual formation. We believe God is guiding us toward becoming a church known for compassion, service, and faith in action.



3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

In its life and mission St. Paul’s UCC seeks to worship the triune God; proclaim the gospel of Jesus Christ; practice loving service toward the needy; embody God’s reign of peace and justice; establish a Christian community of faith; and be a faithful member of the church universal.

St. Paul’s UCC practices a traditional style of worship, hymns and choir anthems. (*St. Paul’s UCC Amityville live streams*) Communion is served ~8 times per year and aligns with specific events such as Lent, Easter and Christmas Eve. Lay participation in the service includes scripture and prayer readings, occasional announcements and special music performances.

St. Paul’s UCC has a strong network of committee’s that perform the work of the Church, such as: Evangelism, Worship, Budget and Finance / Stewardship, Missions, Christian Education and Youth Ministry.

Describe several strengths or positive qualities of your congregation.

St. Paul's UCC in Amityville is a congregation deeply rooted in a spirit of warmth, service, and shared purpose. One of our greatest strengths is how genuinely friendly and welcoming our members are—visitors and new members often comment on the ease with which they feel at home among us. This welcoming spirit is woven into the strong sense of community we share. We care for one another as extended family, offering support in times of need and celebrating joys together.

Food and fellowship play a meaningful role in our life together—from coffee hours to community dinners, meals are a time when relationships deepen and hospitality shines. Our congregation is also known for being hardworking and compassionate. Members consistently go above and beyond to serve both the church and the wider community, embodying Christ's call to love through action.

We are proud of our active and involved membership across all generations. Whether it's newer members bringing fresh energy or elders offering wisdom and continuity (with 32 active elders involved), our community reflects a vibrant mix of gifts, leadership, and dedication. Finally, we are a mission-driven church. Our ministries are grounded in purpose and guided by a commitment to live out God's love through outreach, service, and justice

Describe what worship is like when your congregation gathers.

When St. Paul's UCC in Amityville gathers for worship, it is a time of reverence, community, and deep spiritual connection. Our worship follows a traditional style in a beautiful 100-year-old sanctuary, where stained glass windows and historic architecture create a sacred and peaceful atmosphere that invites reflection and worship.

Music plays a central role in our services. Our worship is enriched by a dedicated choir, a talented organist and pianist, and at times, a gifted violinist and other special musicians. We sing beloved hymns that are thoughtfully chosen to complement the liturgy and Scripture readings, and we also incorporate special music offerings throughout the year that deepen the worship experience.

Each service follows a thoughtful liturgy that includes Scripture readings, intercessory and confessional prayer, a meaningful sermon, and music that ties all elements together. Preaching is Scripture-based and relevant to everyday life—designed to engage the congregation, stir conviction, and create personal and spiritual connections.

Throughout the year, we hold special services that are cherished by the congregation and wider community, including Candlelight and Family Christmas Eve, Ash Wednesday, Maundy Thursday, and others that mark the liturgical calendar with depth and meaning.

Worship also includes moments of recognition and celebration, such as honoring members, sharing joys and concerns, and acknowledging milestones in the life of the church. After worship, we continue in fellowship, enjoying time to connect, share, and support one another—extending the spirit of worship into our life together.

At its core, worship at St. Paul's is both reverent and relational—grounded in tradition, filled with spirit, and shaped by a deep desire to glorify God and grow in faith as a community.

While we offer a mainly traditional service, we as a congregation are open to new ideas and ways of worship that would help reflect the wants and needs of our congregation as it evolves.

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

- **Sunday School:** The church provides Sunday School classes for children and adults, fostering spiritual growth and biblical understanding. Adult classes are held at 8:30 AM on Sundays, prior to the 9:45 AM worship service and study topics such as the Gospel of John, the minor prophets, and topical studies from authors such as Phillip Ryken, Max Lucado, Phillip Yancey and Rick Warren
- **Confirmation:** Two-year program during the school year led by the Pastor and the Minister of Music. Confirmands prepare and lead a worship service each year
- **Women's Bible Study:** Weekly study of books of the Bible as well as various authors such as David Jeremiah, Liz Curtis Higgs and Priscilla Schirer
- **Lenten Bible Study-** Takes place during the season of lent and includes a fellowship gathering with a study related to the season.
- **Youth Group:** For students in grades 5 through 12, the church offers a Youth Group that meets every Wednesday from 7:00 PM to 8:30 PM in the Youth Center. This group focuses on faith development, fellowship, and service
- **SPLASH! Program:** St. Paul's offers SPLASH!, a before and after-school program that provides a safe environment for children as well as a summer program. The program includes homework assistance, recreational activities, and educational opportunities
- **Community Engagement:** The church actively engages in mission work, both locally and globally, providing opportunities for members to serve and grow in their faith through various outreach programs

Describe how your congregation is organized for ministry and mission.

The consistory is the governing body of the church. Several committees and organized teams act and work independently and report to the consistory. The consistory communicates to the congregation through Sunday morning announcements, emails, phone calls and newsletters. An annual congregational meeting is held every November with additional meetings called as necessary.

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

At St. Paul's UCC, our decision-making process is both efficient and collaborative. The Consistory meets monthly for approximately 90 minutes to 2 hours to review church matters, make key decisions, and ensure alignment with our mission. Our committees are largely self-sufficient, empowered to carry out their responsibilities effectively with minimal oversight. This structure allows for thoughtful governance while respecting the time and talents of our volunteer leaders

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


In times of crisis, St. Paul's demonstrates a strong ability to respond swiftly and cooperatively. For example, during the COVID-19 pandemic, our committees and Consistory worked closely and quickly to make important decisions around safety protocols, worship adjustments, and congregational care. Communication was prompt and transparent, and leadership remained flexible, prioritizing both health and spiritual well-being. This experience showed our capacity to act decisively while remaining grounded in faith and care for the community.

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

[Yes/No]

Yes, we can

3b. 11-YEAR REPORT

UNITED CHURCH OF CHRIST ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS											
											
Church#:	600035										
Assoc:	642	Schedule:	0	Saint Paul's UCC			Amityville		PA	19518	
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	634	200	223	9	9	19	20	22	-5		
2014	627	200	188	9	9	11	7	29	-7		
2015	578	207	207	10	0	13	8	64	-49		
2016	540	199	215	12	0	15	5	9	13		
2017	534	170	206	12	0	13	13	18	-6		
2018	526	162	154	14	1	9	10	22	-8		
2019	504	157	154	7	0	16	17	28	-22		
2020	507	154	133	3	0	12	9	3	3		
2021	477	78	76	12	0	0	14	28	-30		
2022	454	91	74	0	10	0	8	25	-23		
2023	429	130	69	7	10	3	9	36	-25		
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	\$333,215	\$42,316	\$6,148	\$1,730	\$7,878	\$10,946	\$18,824	1.85	\$394,355	\$422,994	
2014	\$455,997	\$84,771	\$6,282	\$774	\$7,056	\$0	\$7,056	1.38	\$547,824	\$305,765	
2015	\$441,696	\$41,233	\$4,701	\$6,992	\$11,693	\$1,409	\$13,102	1.06	\$496,031	\$311,368	
2016	\$535,325	\$71,513	\$7,200	\$8,537	\$15,737	\$4,963	\$20,700	1.34	\$627,538	\$300,556	
2017	\$510,559	\$39,510	\$5,066	\$6,602	\$11,668	\$3,312	\$14,980	0.99	\$525,539	\$295,094	
2018	\$471,572	\$147,218	\$4,657	\$6,965	\$11,622	\$5,878	\$17,500	0.99	\$489,072	\$340,340	
2019	\$457,088	\$0	\$4,826	\$7,097	\$11,923	\$3,675	\$15,598	1.06	\$472,686	\$303,890	
2020	\$400,875	\$0	\$2,933	\$2,933	\$5,866	\$10,269	\$16,135	0.73	\$417,010	\$291,669	
2021	\$434,813	\$0	\$4,972	\$4,676	\$9,648	\$2,767	\$12,415	1.14	\$447,228	\$304,916	
2022	\$488,306	\$0	\$2,850	\$4,576	\$7,426	\$7,986	\$15,412	0.58	\$503,718	\$280,790	
2023	\$540,399	\$0	\$5,986	\$5,360	\$11,346	\$16,747	\$28,093	1.11	\$568,492	\$279,120	
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE			
2018-2023	-18.44	-19.75	-55.19	-16.67	40.63	14.60	-2.37	16.24			
2013-2023	-32.33	-35.00	-69.06	-45.95	7.14	62.18	44.02	44.16			

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	245	Yes
Number of non-active members:	171	Yes
Number of active non-members:	10	Yes

Total of church participants (sum of the numbers above):	426	Yes
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Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	75%	Yes
Less than 10, more than 5 years:	10%	Yes
Less than 5 years:	15%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
33	34	29	24	35	60	34	86	90	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1%	Yes
Households with minors:	25 %	Yes
Single adults age 35-65:	6%	Yes
Joint households with no minors:	42 %	Yes
Single adults over 65:	26%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	25%	Yes
College:	33%	Yes
Graduate School:	25 %	Yes

Specialty Training:	10%	Yes
Other (please specify):	7%	Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	40%	Yes
Adults who are retired:	49%	Yes
Adults who are not fully employed:	11%	Yes

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

1. Managers, directors, and senior officials
2. Professional occupations
3. Associate professional and technical occupations
4. Administrative and secretarial occupations
5. Skilled trades occupations
6. Caring, leisure and other service occupations
7. Sales and customer service occupations

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?

St. Paul’s UCC in Amityville has deep roots in the German Reformed tradition, and that heritage continues to shape our identity today. Our congregation reflects a strong sense of generational continuity, with many families having been part of the church for multiple generations. While our racial and ethnic makeup is largely mono-cultural, we embrace a growing diversity of religious and spiritual backgrounds, welcoming members from a variety of Christian traditions and life experiences.

In our context, diversity is understood more in terms of faith journeys, perspectives, and intergenerational relationships. We are united not by uniformity but by a shared commitment to worship, service, and spiritual growth

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

Our congregation has not yet held a meeting specifically dedicated to the topic of welcoming diversity, such as using the Welcoming Diversity Inventory.

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	40	Lay Leaders
Baptisms (<i>number last year</i>)	3	Pastor
Children's Groups or Classes	2	Christian Education Committee
Christmas Eve and Easter Worship	576	Pastor/worship committee
Church-wide Meals	75-100	Fellowship Committee
Choirs and Music Groups	15	Minister of Music
Church-based Bible Study	20	Lay Leaders
Communion (<i>served how often?</i>)	8x per year	Pastor/Worship Committee
Community Meals	Varies	Multiple committees
Confirmation (<i>number confirmed last year</i>)	3	Pastor/Christian Education Director
Drama or Dance Program	N/A	
Funerals (<i>number last year</i>)	10	Pastor
Intergenerational Groups	N/A	
Outdoor Worship	N/A	

Prayer or Meditation Groups	15	Lay Leaders
Public Advocacy Work	N/A	
Retreats	N/A	
Theology or Bible Programs in the Community	N/A	
Weddings (<i>number last year</i>)	0	
Worship (time slot: __9:45__)	125	Pastor
Worship (time slot: _____)	N/A	
Young Adult Groups or Classes	N/A	
Youth Groups or Classes	10	Youth Pastor
Other		

Additional comments:

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Karen Nuscher-Creasy		Ordained UCC	Pastor	Y

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: Lay ministry as needed

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Rev. Donald Epps- Bridge Pastor		Part Time	Consistory	Up to 2 years
Office Manager/Director of Christian Ed/Director of Splash: Marlene Dadey		F/T	Church & Ministry	15+
Minister of Music: Martha Sitler		P/T	Church & Ministry	30+
Facilities Coordinator: Kathy Weller		P/T	Church & Ministry	2
Director of Youth Ministry: TBD		P/T	Church & Ministry	N/A
Nursery Supervisor: Rachel Rogers		P/T	Church & Ministry	20+
Nursery Aid: Crystalynn Willman		P/T	Church & Ministry	5
Financial Secretary: Sara Lambert		P/T	Church & Ministry	6
Night Sexton: John Berry		P/T	Church & Ministry	2
Custodian – Day: Tyra Robinson		P/T	Church & Ministry	<1
Custodian – Night: Pat Zeiber		P/T	Church & Ministry	<1

REFLECTION

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

After reviewing our congregational demographics and activities, it is clear that St. Paul's UCC is a church in a season of both renewal and steady faithfulness. Our ministry reflects a commitment to being mission-driven, with a strong emphasis on serving others and living out our faith through action. We are also placing intentional focus on rebuilding and strengthening our ministry to families and youth, recognizing the importance of nurturing the next generation of disciples and leaders.

We are encouraged by the consistency of new members joining our congregation, which shows that people continue to be drawn to the welcoming spirit, worship, and purpose of our church. This steady growth, paired with our multigenerational foundation, positions us well to expand our ministry impact while staying grounded in who we are.

Overall, St. Paul's is a congregation balancing tradition with growth, and we are excited for what God is calling us to do in the seasons ahead.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 265,864
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 4,936
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ 0
Fundraising Events	\$ 63,522
Gifts Designated for a Specific Purpose (Digital Sign)	\$ 9,000
Grants (employee retention tax credit)	\$ 13,031
Rentals of Church Building	\$ 7,457
Rentals of Church Parsonage	\$ 0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$ 0

Transfers from Special Accounts	\$ 4,081
Other (specify): SPLASH Program	\$ 189,000
Other (specify): Misellaneous	\$650
Other (specify): Oley Fair	\$ 500
Other (specify): Interest- Money Market- CDs	\$ 6,025
TOTAL	\$ 564,066

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 537, 912

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 5%

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

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

- Our Church’s Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

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

Gathered as given

What is the church’s current indebtedness? 0

Total amount of loan debt: No external debt, \$65k internal loan from endowment fund

Reason for debt: Capital Improvement Project

Are capital and other payments current? Yes

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.

Upgrade heating/air-conditioning system to a more efficient system

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

Year(s)	Purpose	Goal	Result	Impact
24-25	HVAC Upgrade	\$ 200,000	\$ 231,727	Includes 50,000 from the church 21,000 pledged/not collected yet
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
24-25	HVAC Upgrade	\$ 200,000	\$ 231,727	Includes 50,000 from the church 21,000 pledged/not collected yet
		\$	\$	

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

The mission was to reduce the cost of the heating/cooling in our building each year as well as address safety issues due to outdated systems.

Does your church have an endowment? Yes

- Note: although not explicitly labeled as such in the bylaws, this Endowment fund is considered a “True” endowment in that it is understood and agreed upon that the corpus (*original dollar value of seed funding and subsequent endowment contributions*) is not to be withdrawn. However, as the overall fund value grew the appreciation portion became part of the annual evaluation and consideration for draw(s) to align with the bylaws governing fund income distribution. Therefore, it is expected that at a minimum the corpus of the endowment fund (*\$133,520*) will last in perpetuity.

What is the market value of the assets? 215,605 as of 6/30/2025

- Note: The Endowment fund currently has an internal loan receivable due from the HVAC capital project fund of \$65,000
- The adjusted value of the Endowment fund (*investment assets of \$215,605 + loan receivable of \$65,000*) is \$280,605 at 6/30/2025

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

Per the bylaws 100% of the fund income is distributed annually and allocated equally to the Missions and Facilities committees.

Additionally, the Endowment committee evaluates the fund appreciation each year and makes a recommendation to Consistory whether to distribute a percentage of the fund appreciation. Fund appreciation is defined as the current value of the fund minus the original contributions, and the percentage of appreciation to be distributed is typically 0%, 5% or 10%. The fund appreciation distribution amount, if any, is also allocated equally to the Missions and Facilities projects.

Factors influencing the distribution of appreciation percentage include the existence or possible necessity of an internal loan for a capital improvement project, expected socioeconomic impacts on current / future fund performance and previous year fund appreciation.

What is the percentage rate of draw (last year, compared to 5 years ago)? Refer to below table:

Period	Fund Mkt Value	Income Distribution	Income Distribution %	Appreciation Distribution	Appreciation Distribution % *	Total Distribution	Total Distribution %
Market value @ Q2 '24	\$ 263,030	\$ 4,936	1.9%	\$ -	0%	\$ 4,936	1.9%
Market value @ Q2 '23	\$ 247,774	\$ 5,020	2.0%	\$ 5,462	5%	\$ 10,482	4.2%
Market value @ Q2 '22	\$ 228,880	\$ 3,087	1.3%	\$ -	0%	\$ 3,087	1.3%
Market value @ Q2 '21	\$ 280,439	\$ 2,615	0.9%	\$ 7,215	5%	\$ 9,830	3.5%
Market value @ Q2 '20	\$ 227,885	\$ 2,917	1.3%	\$ -	0%	\$ 2,917	1.3%
Market value @ Q2 '19	\$ 227,298	\$ 3,490	1.5%	\$ 4,514	5%	\$ 8,005	3.5%
Market value @ Q2 '18	\$ 176,714	\$ 2,959	1.7%	\$ -	0%	\$ 2,959	1.7%
<i>Average</i>			1.5%		2.1%		2.5%

** Percentage only applies to fund appreciation amount which will always be \$133,520 less than the Fund Mkt Value*

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

At the current rate of draw, how long might the endowment last? Based on the current oversight practices the endowment fund will exist in perpetuity. This is due to the corpus (\$133,520) not being available for draw, and the appreciation amount being closely monitored and only drawn against when there is minimal impact on the funds' ability to continue generating both income and appreciation.

Please comment on the above calculations or estimates:

The Endowment fund is solely administered by the UC Funds investment organization of the UCC. The entire balance is invested in the Moderate Balanced Fund which consists of 60% equities and 40% fixed income. The Endowment committee evaluates the investment fund options annually and provides recommendations to Consistory.

Other Assets

Reserves (savings): \$ Money Market- 33,267
Money Market- 43,097

Investments (other than endowment): \$ CD 109,138

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$2,200

How is the parsonage used? Pastor use only

Street / City / State / Zip: 1984 Weavertown Rd, Amityville, Pa, 19518

Finished square footage: 1,800

Number of Bedrooms, Number of Bathrooms: 3/2

Assessed real estate value: \$425,000

Available for minister residence: Yes

Expected minister residence: Yes

Condition of structure, systems and appliances Good and well maintained

Entity in the church responsible for review and needed repairs St. Paul's Home Association

Describe all buildings owned by the church:

St. Paul's UCC owns and maintains several buildings that together form a vibrant and functional church campus, supporting a wide range of ministry, worship, and community activities.

- **Main Church Building (100 Years Old):**
This historic structure houses our beautiful **sanctuary**, which is the heart of our worship life, along with an adjacent **social room** used for fellowship and events.
- **Sunday School Building (1960 Addition):**
Connected to the main church, this wing includes multiple classrooms designed for Christian education, Sunday school, and small group ministries.
- **Family Life and Mission Center (FLMC – 2006 Addition):**
A modern, multi-use facility featuring a commercial kitchen, youth center, gymnasium, additional classrooms, a large fellowship hall, and offices. This addition allows us to host church and community events, recreational ministries, and youth programming.
- **Chapel (Separate Building):**
Located apart from the main sanctuary, the **chapel** offers an intimate and peaceful setting for smaller worship services, prayer gatherings, and special services. It reflects the church's commitment to offering flexible, sacred spaces for a variety of spiritual needs.

- **Parsonage:**
The church also owns a parsonage that provides housing for the pastor and serves as a visible expression of care and support for pastoral leadership.

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

N/A

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

All of them except the pulpit. Parsonage is one floor but may need modifications.

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

After reviewing the church's finances and assets, it is clear that our congregation is committed to being fiscally responsible and wise stewards of the resources entrusted to us. We prioritize careful financial management by fundraising only when necessary and consistently ensuring that we do not spend beyond what is needed. This approach reflects our dedication to sustaining our mission and ministry long-term, making prudent decisions that support both the present needs and future growth of our church community.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

Our church's identity was profoundly shaped by the split from the Lutheran Church, marking a new beginning and foundation for our community.

The addition of the Family Life and Ministry Center (FLMC) in 2006 expanded our ministry capabilities, providing space for youth activities, fellowship, and community outreach.

In response to the challenges of the COVID-19 pandemic, our congregation demonstrated resilience by adapting quickly and embracing livestreaming technology, which has since become a vital part of our mission and outreach

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

Pastoral Transition/Change

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.

Conflict is a rare event at St. Paul's. This is primarily because we believe in the apostle Paul's guidelines for resolving differences within a church before they escalate into a conflict. The maturity level and compatibility of the congregation naturally lends towards individuals discussing their feelings and perspectives on a one-on-one basis. This may include individuals wisely seeking guidance from others beforehand as a step of self reflection to ensure the legitimacy of the concern. Therefore, discussing concerns and misunderstandings goes largely unnoticed as we strive to focus on our mission statement.

However, no church is immune to conflict. St. Paul's experienced such in 2016 involving misunderstandings of the responsibilities of various employee roles. This resulted in unmet expectations which escalated into intense frustration and confusion. It was a bit unclear as to how subtly this issue escalated but consequences were not insignificant. However, eventually it was brought to Church and Ministry to resolve, and a plan was devised. The solution was to follow the Biblical guidance and gather together in a small group of four to discuss, resolve and move forward. The baseline for the discussion relied on several unifying concepts that all parties mutually agreed. First, St. Paul's is a very strong church that could only be harmed from within, and we were not going to allow this issue to continue and possibly cause more disruption. Second, the wider community was observing and it was imperative that St. Paul's be an example on how to work out differences. Finally, and most importantly,

everyone involved had/has an unwavering love for God and neighbor, regardless. Those concepts hold true to this day.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Donald Epps	Up to 2 years	Yes
Rev. Dr. Steven Simpson	15+	Yes
Rev. Linda Petrucelli <i>(Interim)</i>	2	Yes
Rev. Sharon Morris (Co-Pastor with Patrick)	3	Yes / Yes
Rev. Patrick Morris	14	Yes
Rev. Anne Cormier <i>(Associate)</i>	4	Yes

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

St. Paul's UCC has learned the importance of an established Pastoral relations committee that is beneficial for both the senior pastor of the church as well as the members of the congregation. This committee allows for frequent open dialogue between the Pastor and the needs of the congregation. We have found this committee to be extremely valuable for the growth of our church.

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

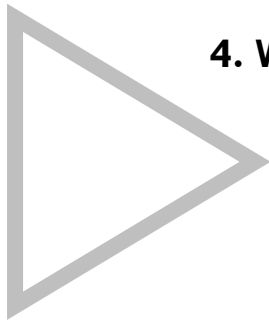
Ask us

Has your church been involved in a Situational Support Consultation?

No

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

No



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

At St. Paul’s UCC, our congregation’s commitment to service and advocacy is a vibrant and defining aspect of our ministry. Over the past year, we have actively engaged in numerous local and regional outreach efforts that reflect our dedication to caring for neighbors near and far.

Our participation in events such as the Crop Walk and support for the Antietam Flooding Disaster Relief demonstrate our responsiveness to both hunger and emergency needs in our wider community. We also maintain ongoing support for the Hope Rescue Mission and Safe Berks, ministries focused on providing shelter and care for vulnerable populations.

Locally, we serve through Blessing Bags outreach, distributing essential supplies to those in need, and through the Caring Closet, which supports our school district by providing clothing and necessities to students. Our annual Live Nativity and community events like Turkey Suppers and the Peach Festival foster fellowship while serving as outreach opportunities.

We also support youth development and leadership by partnering with organizations such as Boy Scouts, Girl Scouts, and SPLASH, and provide encouragement and assistance through programs like Fostering Hope and the Wish Tree initiative.

These activities exemplify how St. Paul’s not only responds to immediate needs but also fosters long-term relationships rooted in justice, compassion, and care. Our ongoing transformation includes expanding these connections and deepening our mission to be a beacon of hope and support within both our local community and beyond.

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

St. Paul's UCC is an active and engaged member of the Pennsylvania Southeast Conference (PSEC) of the United Church of Christ. We proudly host several conference meetings within our church facility, providing a welcoming space for gathering, collaboration, and shared ministry. Our congregation also participates regularly in the Covenant Association, fostering deeper connections with neighboring churches and clergy. Additionally, we are involved in the local ministerium, working ecumenically with other faith communities to address shared concerns and support one another in ministry. Through these relationships and activities, St. Paul's maintains strong ties to the wider UCC, embracing opportunities for mutual support, learning, and collective witness.

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

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

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?

At this point in our church, we are not interested in working toward any of the above statements, however we are always open to increasing our missions in order to spread the gospel of Jesus Christ here and abroad.

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

St. Paul's UCC actively participates in a variety of ecumenical and interfaith activities that foster community unity and shared faith witness. We are members of the Southeast Berks Ministerium, collaborating regularly with other local churches to support joint worship, service, and advocacy efforts. Our congregation takes part in the Good Friday Cross Walk and the annual Crop Walk, both of which bring together multiple denominations to raise awareness and resources for local and global needs.

We also engage in regional events such as the Baccalaureate services with our local school district and the Optimist WinterFest, connecting with diverse groups to celebrate milestones and community spirit. Members of our congregation serve as lay preachers at the Hope Rescue Mission, offering spiritual support and leadership beyond our own walls. Additionally, we provide communion and worship services regularly at local care facilities, extending pastoral care to those who are homebound or in need of spiritual encouragement.

Through these ongoing partnerships and activities, St. Paul's demonstrates its commitment to ecumenical collaboration and interfaith respect, embodying Christ's call to love and serve neighbors in all walks of life.

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 congregation takes great pride in our mission statement and strives to live it out daily through every aspect of our church life. From gathering together in worship to engaging in governance and administration, we maintain a strong focus on being mission-driven in all we do. While a significant portion of our time is devoted to worship and fellowship—nurturing our spiritual growth and community bonds—we also dedicate substantial effort to outreach and service ministries that extend beyond our walls. This balanced engagement reflects our commitment to honoring God through both faithful gathering and active service, ensuring that our mission shapes how we invest our time, resources, and energy in meaningful ways.

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 expect our future pastor to actively engage in community ministry, with a special focus on outreach and connection with the youth. In addition to leading worship and spiritual guidance within the congregation, the pastor will be a visible and caring presence in the wider community, offering pastoral services such as baptisms, weddings, and funerals to both members and neighbors. The congregation values a pastor who balances these local responsibilities with participation in broader church activities, understanding that ministry extends beyond our walls to embrace the needs of the wider community and the United Church of Christ.

4b. MISSION InSite

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

The MissionInsite report for our neighborhood highlights a rich and diverse religious landscape within a 2–5-mile radius, with several denominations present and a variety of cultural backgrounds represented. This diversity presents significant opportunities for evangelism and outreach, as our congregation seeks to build meaningful relationships across different faith traditions and cultural communities. We see this as a chance to welcome new members and expand our ministry by offering a message of inclusivity, hope, and service that resonates with the varied populations around us.

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?

Our congregation's internal demographics closely mirror those of the neighborhoods adjacent to our church, reflecting a strong connection with the local community. In recent years, we have seen an increase in 55+ communities nearby, as well as an influx of younger families moving into the area. This demographic shift presents both opportunities and challenges as we seek to engage and minister effectively to a broad age range. Our church is intentional about reaching out to these younger families while continuing to support and include our more mature members, striving to create a vibrant, multigenerational community of faith.

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

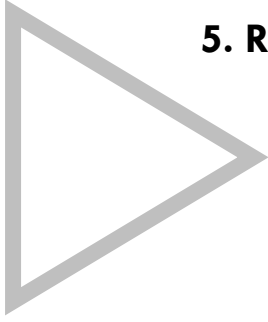
The current demographics of our congregation largely shape the ministry we offer, as we continue to focus on the needs and interests of our existing members. However, we recognize the presence of a significant number of young families in the surrounding community who are not yet engaged or contributing to our church life. This presents both a challenge and an opportunity. While our ministry has been shaped by longstanding members, we remain open and eager to explore new types of ministries and outreach that will connect with and welcome these younger families, helping to grow and diversify our congregation in the years ahead.

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

When speaking with community leaders, we often hear that our church is known for its strong commitment to outreach ministries, especially through annual fundraisers that attract large numbers of community members. St. Paul's is recognized as a welcoming and friendly congregation that genuinely cares for and engages with the local community. Our consistent presence and involvement have helped build a reputation as a church that not only serves but also warmly invites others to join in fellowship and support.

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

When new people are asked what led them to get involved in our church, they often share that they felt genuinely welcomed from the very beginning, especially when invited to contribute and participate in various activities. Many mention that having their children involved created a natural connection, while clear and consistent communication with congregation members helped them feel informed and included. Above all, new members highlight the strong sense of belonging and the caring spirit they experienced within the congregation as key reasons for their ongoing engagement.



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Dr. Naomi Dublanica/ previous member / retired/ drnkolb78@msn.com

REFERENCE 2

Ned Farnsworth / Children’s Ministry Coordinator for Liebenzell Mission in Ecuador /
Missionary
(ned.farnsworth@liebenzell.org /570-280-4174)

REFERENCE 3

Norma Jean Rogers/ previous member/retired/484-925-6032

PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



June 28, 2025

To whom it may concern:

My family and I have been associated with St. Paul's United Church of Christ in Amityville, Pennsylvania, since 2001, when the congregation began supporting our mission work in Ecuador through Liebenzell Mission USA (LMUSA). This support is above and beyond the church's support of the UCC's mission board, and we appreciate it very much.

St. Paul's UCC is an active congregation with many different ministries. The after-school and summer program SPLASH provides ongoing interactive care and teaching for 24-30 children. The missions committee has placed a "Blessing Box" with nonperishable food staples in one of the church gardens to reach people in need in the community. Committee members also assist in community projects in Mt. Penn, a suburb of Reading, PA, that was affected by a flood a few years ago.

Since we live and work in Ecuador and visit St. Paul's only occasionally when we are in the USA for one year every four or five years, it is difficult for me to comment knowledgeably about areas for improvement for the church. I would encourage the congregation to press on with their wonderful music ministry and choir under the capable direction of Martha Sittler, the good teaching ministry of the dedicated Sunday School teachers, the faithful teaching of God's Word and the gospel, and the warm, inviting hospitality we have always received at church socials and luncheons we have attended.

The former pastor of St. Paul's, Steven Simpson, regularly invited me to preach and our family to share about our ministry at church services when we have been on home ministry assignment in the USA during our visits. We have always been blessed to engage with the wonderful people at St. Paul's, and it is our sincere prayer and desire that our partnership with the church will continue in the future.

If I can help in any way or provide other helpful information through this process, please do not hesitate to reach out to me. Thank you very much, and God bless you.

Sincerely in Christ,

A handwritten signature in black ink that reads "Ned Stephen Farnsworth". The signature is written in a cursive style and is placed on a light-colored rectangular background.

Ned Stephen Farnsworth
Children's Ministry Coordinator for Liebenzell Mission in Ecuador
570-280-4174
ned.farnsworth@liebenzell.org

Naomi Kolb Dublanica
258 Woods Drive Lansdale, PA
19446

To whom it may concern,

My Husband and I attended St. Paul's UCC, Douglassville from 2000 -2019, when we moved to Dock Community in Lansdale. During my time there I served in several capacities, teaching confirmation class for a number of years, serving as an elder, teaching a group in a four-session training on lay ministry visitation, leading a Grief Group for about nine months, and serving in pastoral care for four months, while Pastor Steven was on Sabbatical leave.

As for my background, after I retired from practicing medicine in 2004, I took a CPE course, then did lay ministry training and was licensed as a Chaplain, serving at Phoebe Berks part-time for ten years.

The congregation at St. Paul's has a very loyal and caring group of people with good lay leadership potential. For example, the summer when I served as pastor, people from the congregation gave the sermon on most Sundays. They actively care about the surrounding community and have put effort into having an active youth ministry. They have sponsored with other local churches local work-service projects. They enjoy working together, whether it is for church suppers or projects that serve others.

As for things that could be improved, I speak from experience of six or more years ago. I felt that the lay leadership need more supervision and training or guidance from a pastor, especially in conflict resolution. Also, for quite some time there has been a lack of one-to -one pastoral care for people who are ill, aged, or suffering for other reasons. And finally, though the congregation has been admirably active in service and organizational work, I believe they would benefit from more guidance in spiritual growth.

With prayers for God provision for St. Paul's,

Naomi Kolb Dublanica

Norma Jean Rogers
484-925-6032

To Whom it May Concern:

I have moved and am no longer a member St. Paul's UCC. However, I still tell others what an amazing, God serving church it is. I feel the best factor a successful church can have is congregants who love and willingly work to testify to God's grace.

When my family joined St. Paul's, the minister was warm, gregarious, and loved by most members. Then when he decided to move on, the next minister was cool and socially challenged (He once said that he didn't possess the trait of empathy!). Both ministers had areas of weakness that presented problems for the church. Here is where the people of St. Paul's took action, assumed responsibilities, and prevented what could have been difficulties for the church's mission.

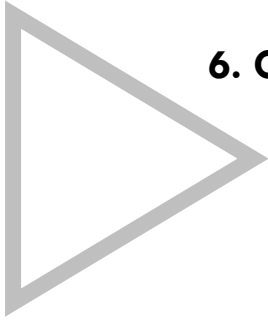
The Church Council is well organized and assists the church to carry out its work efficiently. Surprising to me were the many people who stepped up to fill needs and present new initiatives on their own. St. Paul's also always takes into consideration their community and has programs to encourage everyone to attend.

In our visits to find a new church when we moved, it was very sad to see many churches struggling to survive. Often there were no, or limited, programs for the youth, which forecast their eventual demise. Fortunately, this is not true at St. Paul's. Under Marlene Dadeys capable leadership, the opportunities for young people abound.

The next minister who accepts a position at St. Paul's should expect a well run church populated with a vibrant, co-operative congregation. I look forward to seeing their influence in continuing God's work in the Amity area and the world.

Sincerely

Norma Jean Rogers
484-925-6032



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

Gracious God,
You are the source of all wisdom and love.
As we seek the shepherd to guide St. Paul's UCC,
We ask for Your presence to lead our hearts and minds.

Open our eyes to see beyond our own desires,
And our ears to hear Your still, small voice.
Guide us to the pastor You have chosen—
One who will nurture our faith,
Challenge us to grow,
And serve with humility and grace.

May Your Spirit fill this search process,
Uniting us in trust and patience,
That we may discern Your will clearly.

Grant us courage to embrace new possibilities,
And faith to follow where You lead.
In Your perfect timing, bring to us
A servant leader who reflects Christ's love,
And strengthens our mission to serve both near and far.

We pray this in the name of Jesus Christ, our Lord.
Amen.

6b. STATEMENT OF CONSENT

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

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

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.)*

Two important teams/committees contributed to the contents of this Local Church Profile:

- Transition Team- Made up of 9 members who led the initial transition during our pastoral search
- Search Committee: Made up of 11 members who took on the bigger role of completing the long profile for our pastoral search.

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:


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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:	
Name / Title:	Rev. Kevin McLemore
Email:	mclemore@psec.org
Phone:	773-717-0029
Date:	August 8, 2025

**UNITED CHURCH
OF CHRIST**



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

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