

Name of Church
Salem United Church of Christ
Address
231 Chestnut St Harrisburg, PA 17101
Conference:
Penn Central
Association:
Harrisburg
Title
Settled Stated Supply Minister -
Start Date
n/a
Description
Pastor

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<http://www.salemuccharrisburg.org> *Type: Professional*

<https://Facebook.com/Salemucc.harrisburg> *Type: Professional*

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Rev Nora Foust

Title:

Associate Conference Minister Penn Central Conference PO Box 6625 Harrisburg, PA 17112 717.652.1560 (office) 336-263-5473 (cell)

Phone:

7176521560

Email:

nfoust@pccucc.org

What we value about living in our area.

We are the capital city of Harrisburg, with a beautiful state capitol building and the Susquehanna River and Riverfront Park for our citizens to enjoy. The river separates the thriving suburbs of the East and West shores. Our cost of living is low compared to other cities. Our housing prices are affordable, and US News and World Report has listed Harrisburg as one of the best places to live in Pennsylvania. Hersheypark and Lancaster County are great tourist attractions, making Harrisburg and the surrounding suburbs a family-friendly destination. Harrisburg also serves as a hub for Philadelphia and New York

City, offering excellent train service to both cities. Harrisburg International Airport serves Harrisburg and the surrounding communities with direct flights and connecting flights to major airports. Higher education in Harrisburg includes: the Harrisburg University of Science and Technology and Harrisburg Area Community College. On a personal level, Harrisburg and the surrounding areas have a lot to offer. If you enjoy the outdoors, the mountains offer great trails for hiking and mountain biking. Rail trails provide great off-road biking opportunities. If you enjoy baseball, City Island hosts our AA Baseball Team, The Senators. The Island also offers a steam train, which children enjoy riding, as well as playing miniature golf. The Pride of the Susquehanna, a paddleboat, offers regular river cruises. Kayaking, fishing, and boating are also popular on the Susquehanna River. If you are a history buff, the National Gettysburg Battlefield and Visitor Center is a great way to see history come alive. The Civil War Museum in Harrisburg offers self-guided tours and has many exhibits on display. It is a worthwhile visit. Harrisburg also offers several theaters, both cinema and live performances. The Harrisburg Symphony is renowned for its Pop Concerts, Masterworks, and Children's concerts. Many popular restaurants are located in Harrisburg. So, whether you are an artful adventurer or an outdoor adventurer, Harrisburg has it all.

Current size of membership

28

Average in person attendance

30

Does your church hold virtual worship services?

No

Languages used in ministry

English

Position Title

Settled Stated Supply Minister -

Position Duration

Settled

Compensation Level

1/2 Time (approximately 20-22 hours/week)

Does the total support package meet conference compensation guidelines?

Yes

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

Select the expectations of the church's next pastor using the list below and following the [Call Agreement Workbook](#).

Some additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above; for example, a ¼ time pastor likely has time for Worship Leadership, preaching, service preparation, and possibly emergency on-call pastoral care.

Expectations:

Worship Leadership, Preaching, Service Preparation.

Pastoral care, visitation of hospitalized, homebound, and members in care facilities.

Special services (weddings, funerals, liturgical year services).

Teaching – Bible Studies, adult education, confirmation, other (please provide a list of any other teaching items).

Maintain collegial and denominational relationships.

Mission and service involvements.

Other expectations: please provide a list.

Provide counseling and make appropriate referrals

Consistently pray for the well-being of the congregation and for God's guidance in all of the church's affairs, especially for the Holy

Spirit's direction in present and future ministries. Consecrate the Communion elements, conduct baptisms. Work with church governing bodies and contribute to the newsletter.

Compensation and Support

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

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	27250	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 27250			
Pension/Annuity	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

The salary is negotiable with the church, as warranted by the position. Continuing education, Annual Conference, Harrisburg attendance, and Mid-Winter Clergy Sabbath (formerly Clergy Convocation) attendance. Meet periodically with a professional counselor and/or spiritual director for purposes of a thorough examination of conscience and to attune himself/herself to the direction of God's Spirit. The Congregation will fund up to three (3) sessions, as necessary.

The expected living situation for our next minister.

Housing Equity Allowance and it is negotiable

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

Yes

There is no church parsonage. A Housing Equity Allowance will be offered, and it is negotiable.

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

Since this position is part-time, the pastor's working hours are 20-24 hours a week. As Salem has been served by part-time pastors for some time, the congregation is well-versed in allowing for other professional commitments, and meeting the needs of the congregation.

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Reimbursement for use of personal vehicle.

Conference and/or Association meeting registrations
 Other meeting registrations (or educational requirement registrations).
 Other:
 Mileage only for personal reimbursement of vehicle.

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

Meet periodically with a professional counselor and/or spiritual director for purposes of a thorough examination of conscience and to attune himself/herself to the direction of God's Spirit. The Congregation will fund up to three (3) sessions, and while this may be offered as an additional benefit, it is not something that should be seen as a requirement.

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 God is calling us to become as a congregation.

We are a welcoming and friendly congregation to all who believe in Jesus Christ and his gift of salvation. Salem has an incredible history, and our footprint on the corner of Chestnut and Third Streets still makes a difference after more than 240 years. We aim to increase our membership by utilizing our website, Facebook page, and other church activities, such as our Butterfly Service and Riverboat Service. We also maintain a Prayer Garden at our church, where people find peace and solace. Our picturesque banners, which hang from the church on Chestnut Street, also offer a welcoming touch. Further, we offer our building for AA meetings. Located near several high-rise apartments and Harrisburg University, we have an opportunity to reach out to residents and students alike.

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

While our numbers may be few, our dedicated members share the workload by volunteering on committees to organize monthly fellowship activities, manage the property, help those in need, and handle administrative tasks. Specifically, our Clothes Closet ministry serves those in need in the community. This ministry has been highly successful, thanks to the support of church volunteers and other volunteers. On Wednesdays, our Closet is open to those who have recently entered our country, working with associations that aid them. This outreach has been expanded within the last year, and on the first Saturday of every month, we are open to the general public. As mentioned previously, we have outdoor services such as the Butterfly and Riverboat services. Our church keeps in touch with our elderly members and attendees who are shut-ins through pastoral visitations and bi-monthly newsletters. We also reach out to the community through periodic tours with historical societies. We plan to participate in Harrisburg City's many activities and be in communication with City and County Planners and the Downtown Harrisburg Council of Interdenominational Ministers for participation opportunities. A pastor who is willing to work with inner city problems, such as the spiritual needs of the homeless and others, including our neighbors in the nearby apartments who need conversation, comfort, and prayer, would be part of our plan/vision.

11-Year Report

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

[Download 11-Year Report](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	28
NUMBER OF ACTIVE NON-MEMBERS:	18
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	46

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	25
MEMBERSHIP 10 YEARS AGO:	30
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	7
YOUTH MINISTRY ATTENDANCE: (IF ANY)	0

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	0
12-17	2
18-24	0
25-34	0
35-44	3
45-54	5
55-64	5
65-74	6
75+	11

ARE THESE NUMBERS ESTIMATES?

Yes

Staff and Volunteer Leadership

List of all current staff:

STAFF OR VOLUNTEER POSITION	WHO GUIDES THE WORK OF THIS POSITION?	COMPENSATION	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Janet Kelley	Head of Consistory	vol	10
James Eaton	Interim Pastor	part	3 + months
Jeffrey Smith	Trustee	vol	10
Joann Pressley Smith	Bi-monthly newsletter & Missions, Delivers Flowers from altar, Pastoral Search Committee	vol	3
Organist	Spiritual Life Team	part	14
Soloist	Spiritual Life Team	part	28 + years
Custodian	Administrative Team	part	11
Secretary	Administrative Team	vol	15
Susan Nelson	Head of Clothes Closet/Consistory/Pastora Search Committee	vol	5
Richard Veet	Trustee, Consistory & Treasurer/Trustee	vol	10
Christine Lawson	Secretary Consistory	vol	10
Jennifer Moore	Consistory member, Pastoral Search Committee	vol	5
Robert Charles	Consistory member/Trustee	vol	15

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

Church members actively participate in activities that preserve the church and keep it going, as well as outreach to the community. Examples include the maintenance and repair of church real property, bulletin preparation, bi-monthly newsletter, preparation of communion elements, duties performed as in ushering, readers, opening and closing the church, taking care of the altar flowers, coordination with UCC Homes, running the Clothes Closet, and preparing the bi-monthly newsletter. Further, an increasing elderly population means creating a strategy to look at the future of the church, leading faith across generations, exhibiting values of testament that welcome and change lives, and continuing discernment of one's call in community.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	60000
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	120000
Total	180000

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

95547

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

[Download church budget](#)

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Total amount of loan debt:

No response

Reason for debt:

We have no debt

Are capital and other payments current?

Yes

Does the church currently have any endowments? If so, what are the values of those endowments?

Endowment:

No response

Endowment:

No response

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

Our church recently had the entire ceiling of the sanctuary repaired and repainted. New flooring was also installed in the narthex. The linoleum on the church steps was removed, and the wood underneath was restained. The woodwork above the steps was also painted. The total capital expense for capital improvements was \$45,896.00

Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

The church does not own any buildings other than the church building.

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

Eight parking spaces leased from B'nai Brith Apartments

Accessibility features of our building(s):



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

UNITED CHURCH OF CHRIST

**Settled Stated Supply Minister -
Salem United Church of Christ
Harrisburg, PA**

Accessible parking spaces
Handrails on all stairs

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

Which spaces are accessible to wheelchairs:

All spaces - worship space, fellowship space, restroom facilities are wheelchair accessible except the altar, pulpit, choir loft, balcony, basement, and second floor of the church.

Historical Information

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

Founded in 1785, we are Harrisburg's oldest church, and our faithful, worshipful, and welcoming congregation is a testament to our viability after all of these years.

Church School

Civil War Hospital 1875

Our Clothing Center began after Salem closed its food ministry. The Clothes Closet has been in operation for at least 10 years. The upper floor of our church houses our clothes, which are sorted, sized, and hung on racks by our faithful, energetic members and others from the community. We also offer household goods and bedding. We are open to the general public on the first Saturday of the month, and by appointment on Wednesday mornings when we open our closet to those who have newly arrived in our country and are in great need of clothing and other goods.

Ministerial History:

Name: Robert Bistline

Years of service: 6

Name: Interim Phiip Nace

Years of service: 1

Name: Rachel Hackenberg

Years of service: 1

Name: Monica Dawkins-Smith

Years of service: 4

Name: Ryan Travis

Years of service: 4

Name: Pastoral Transition/Pulpit Supply

Years of service: 3

Name: Susan Schmidt

Years of service: 4

Community Vision

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

We have a Clothing Center that serves the downtown, mid-town areas of Harrisburg. We support the work and vision of Christian Churches United and efforts to help Harrisburg's vulnerable population.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

Other UCC designations:

God is Still Speaking

References



Completed: Wednesday, Aug 6, 2025

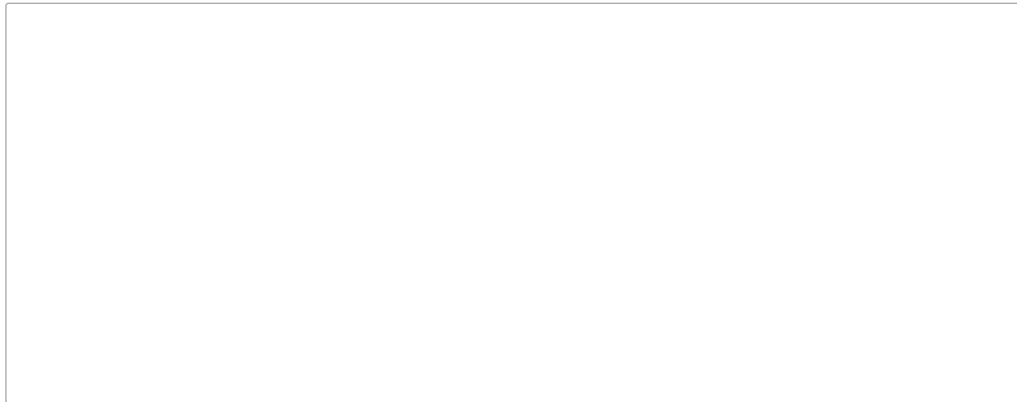
Musician and Vocal Soloist, since 1988

Primary Email Address: lojbs@aol.com

Business: 717-234-2200

Reference Response

The city's founder, John Harris, believed in 1787 that his new village needed a house of worship as a spiritual and moral cornerstone. To that end, he donated the land on which Salem has stood, and from which it has served and enriched its community, for almost 235 years. Were he alive today, John Harris would doubtless be well pleased with his decision. The Salem Congregation has evolved into a harmonious core group of servant leaders, increasingly involved in and committed to Christian values and principles as well as outreach to and ministry within the community. Its leadership has shown the resiliency to adapt and the determination to meet new challenges. As an earnest and welcoming congregation, Salem has every prospect for growth. On a more personal note, I look forward to each Sunday worship service and invariably leave the sanctuary with a sense of spiritual renewal.



 Caleb Sisak

Completed: Tuesday, Aug 5, 2025

Organist and Music Director

Primary Email Address: calebsisak@outlook.com

Mobile Phone: 717-743-8354

Reference Response

- As church attendance continue to decline and stagnate, it would be easy to look at Salem as emblematic of this reality. After all, the familiar faces in the congregation do not come close to filling the grand, historic space offered for worship on any given Sunday morning. Nonetheless, I think that this perspective is deeply flawed. Salem has provided a place for worship at the corner of Third and Chestnut Streets for over 200 years, and I am sincerely thankful to be a party of this ministry in 2018. Ever Sunday, I look forward to seeing the familiar faces in the congregation at Salem. I hope to continue to see new faces join this community of faith.

 Ryan (Pastor Ryan) Travis

Completed: Tuesday, Aug 19, 2025

Served nearly four years as part-time pastor at Salem UCC, guiding and being guided through ordination, building lasting trust and friendships.

Email Address: rytrav@gmail.com

Personal Cell: (217) 413-4272

Business: (217) 413-4272

Reference Response

Salem supported me through the ordination process, offering encouragement that remains one of my greatest gifts of my ministry. I left because of family obligations in the Midwest, not dissatisfaction. As the last UCC parish in Harrisburg, Salem embodies history, resilience, and faithfulness. Once unfairly labeled "difficult," I experienced them as collaborative, principled, and mission-focused, with strong and engaged lay leadership. Today, Salem is marked by hospitality, theological depth, and diversity of perspective—welcoming longtime residents, seniors, and young professionals alike. Its central location offers rich opportunities for outreach, intergenerational ministry, and growth, supported by financial stability and vision. I wholeheartedly commend Salem UCC to any pastor seeking a congregation that is faithful, thoughtful, and full of promise for the future.

Closing Prayer

The Vine and the Branches - John 15:1-8 New International Version

I am the true vine, and my Father is the gardener. He cuts off every branch in me that bears no fruit, while every branch that does bear fruit he prunes (cleans) so that it will be even more fruitful. You are already clean because of the word I have spoken to you. Remain in me, as I also remain in you. No branch can bear fruit by itself; it must remain in the vine. Neither can you bear fruit unless you remain in me. I am the vine, and you are the branches. If you remain in me and I in you, you will bear much fruit.

Statement of Consent

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.

Janet Kelley, Consistory President

Susan Nelson, member of the Consistory and Search Committee

Christine Lawson, Secretary of the Consistory and member of the Search Committee

Joann Pressley Smith, member of the Search Committee

Jennifer Moore, member of the Search Committee, member of the Consistory

Jeffrey Smith, Trustee

Richard Veet, Trustee, member of the Consistory

2. Additional comments for interpreting the profile:

We have been empowered to be a community of faith that has continued in the same location for more than 240 years. We tend to favor faith based sermons with present day applications.