

Name of Church
Redeemer's UCC
Address
107 E King St Littlestown, PA 17340
Conference:
Penn Central
Association:
Gettysburg
Title
Pastor
Start Date
Jul 1, 2025
Description
Pastor

Church Contact Information

[3362635473](tel:3362635473) (Church Primary Phone)

Redeemersuccoffice@gmail.com (Church Email)

Listing Information

Web Presences

<https://www.facebook.com/LittlestownRedeemers/> *Type: Professional*

<https://www.redeemersucc.com> *Type: Professional*

Additional Formal Ecumenical Affiliations

Littlestown Ministerium, Gettysburg Association UCC, Penn Central Conference UCC

UCC Conference or Association Staff Contact Person

Name:

Rev. Dr. Nora Driver Foust

Title:

Associate Conference Minister

Phone:

(717) 652-1560 (office)

Email:

nfoust@pccucc.org

What we value about living in our area.

1. A small community in a rural setting with active housing development, quality schools recently expanded & renovated, community park recently expanded & renovated, and close to hospitals. (Hanover, Gettysburg, York, Hershey, Harrisburg, Baltimore, etc.)

2. An excellent police department provides a safe living environment.
3. A friendly community with people willing to help each other.
4. Location convenient to major highways & cities (Harrisburg, Baltimore, Philadelphia, and Washington), airports (Harrisburg, Baltimore, and Washington), colleges (Gettysburg, McDaniel, Messiah, York, Harrisburg Community, etc.), Lancaster Seminary, and Gettysburg Battlefield.

Current size of membership

193

Average in person attendance

36

Does your church hold virtual worship services?

No

Languages used in ministry

English

Position Title

Pastor

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.
- Church Administration, Newsletter, Communications, Staff Supervision.
- Leadership with Church governing body and committees.
- 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.

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)	21315	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	6968	<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: 28283			
Pension/Annuity	3879	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	2119	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	14663	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	416	<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.

All compensation package line items are calculated using 2025 PCCUCC Compensation Guidelines at 50% level for 1/2 Time Called Pastor Life & disability coverage are combined at the PCCUCC guidelines levels. Redeemer's does carry a Worker's Compensation Insurance Policy

The expected living situation for our next minister.

Prefer, living nearby with a housing allowance. Living elsewhere to commute as needed is also a possibility, again with a housing allowance.

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

No

Parsonage is not provided by Redeemers UCC of Littlestown

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

Redeemer's is open to flexibility with Pastor's daily, weekly, etc. schedule to a certain extent. We have successfully transitioned to a part-time Interim Pastor and his schedule. Lay Leadership supplement our shared ministry a Redeemer's U.C.C.

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

Reimbursement for use of personal vehicle.

Criminal background checks.

Cell Phone and/or Internet.

Conference and/or Association meeting registrations

Other meeting registrations (or educational requirement registrations).

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

Both the Gettysburg Association and Penn Central Conference offer a variety of peer supports including ministerium gatherings, conference-wide clergy retreats, easy access to conference staff, and regular continuing education opportunities.

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.

- Follow God's teachings: grow our faith/ pray/ be patient.
- Open our hearts and minds to God's word and to new ideas: welcome everyone, witness to others, and help them reflect upon our mission statement. *
- Minister to the community and serve it: reach out to others, provide opportunities to promote feelings of worth, nurture values, be proactive for the needs of the future, and visit shut-ins and retirement homes.
- Promote and support ecumenical activities with other churches in our community.
- No matter where you are in life's journey, you are welcomed at Redeemer's.

**** Redeemer's Mission Statement:***

Acknowledging our oneness in Christ and desiring to follow His teachings, Redeemer's United Church of Christ accepts this mission:

- *to proclaim the Good News through worship and music;*
- *to celebrate the Sacraments;*
- *to study God's Word;*
- *to nurture love and concern to our church family, the community, and the world; always yielding to the guidance of the Holy Spirit*

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

- Samaritan fund; continue to utilize this fund to support Redeemer's and community members with desperate financial needs.
- Continue to participate in and support ecumenical events and activities in our community. (Lenten luncheons, local food pantry, Ruth Harvest, backpack program, Halloween Drop-in, etc.)
- Being available, with other churches in our community, to be proactive to address new challenges in our community.

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:	193
NUMBER OF ACTIVE NON-MEMBERS:	20
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	213

ARE THESE NUMBERS ESTIMATES?

No

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	219
MEMBERSHIP 10 YEARS AGO:	243
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	15
YOUTH MINISTRY ATTENDANCE: (IF ANY)	11

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	20
12-17	15
18-24	25
25-34	24
35-44	20
45-54	31
55-64	17
65-74	28
75+	33

ARE THESE NUMBERS ESTIMATES?

No

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
Interim Pastor	Consistory	part	1-year
Chancel Choir Director	Pastor/Consistory	part	1-year
Treasurer	Finance Chair/Consistory	vol	10-years
Administrative Assistant	Pastor/Consistory	part	19-years
Assist. Organist	Music & Worship Comm./Organist	part	1-year
Organist	Music & Worship Comm./Consistory	part	35-years
Financial Secretary	Finance Chair/Consistory	part	9-years
Custodian	Personnel Comm./Consistory	part	22-years
Sexton	Building & Grounds Comm.	part	2-years
Youth Choir Director	Music & Worship Comm/Consistory	part	27-years
Youth Director	Personnel Comm./Consistory	part	13-years
Bell Choir Director	Music & Worship Committee	part	1-year
Christian Education/Teachers	Consistory	vol	50-plus years in total
Building & Grounds	Consistory	vol	50-plus years in total
Helping Hands	Consistory	vol	50-plus years in total
Finance	Consistory	vol	50-plus years in total
Pastoral Relations	Consistory	vol	2-Years in total
Personnel	Consistory	vol	50-plus years in total

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

Longevity, experience, stability, and commitment (our previous Choir Director was with us for 50 years).
Music and Youth are valued as a priority.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	69691
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	50793
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	25000
Fundraising Events	11456
Residential Rental Property	21240
Memorials	9755
Designated Outreach Offerings	5328
Capital Improvements	10872
Christian Education Offerings	699
Total	204834

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

172486

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:

1

Reason for debt:

N/A

Are capital and other payments current?

Yes

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

Endowment:

1105149

Endowment:

327602

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

- 2025: \$4,000 to refurbishing our Church kitchen sinks and counter tops.
- 2025: \$4,400 to refurbishing of our storage garage.
- 2023: \$47,249 for remediation of asbestos tile floor and install new tile floor in the basement rooms.
- 2022: \$3,000 to paint all exterior wood frames for our church facility.
- 2020: \$14,900 to complete major roof & spouting repairs.
- 2014-2019: \$226,835 to complete a \$220,000 capital campaign to install new elevator, refurbish the church entrance & bathrooms, new catwalk in attic, and other facility improvements.

Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

1) The Church facility is located at 107 East King Street, Littlestown PA. The church building is a two-story building, constructed of brick, with a basement as well. The lovely sanctuary with a balcony is located on the first level and seats approximately 275 comfortably. The sanctuary includes an electronic projection system. Also on the first level are the Pastor's office, nursery room which doubles as a Sunday School room, Gathering Room which services as a multi-purpose room, Church administration office, a small counseling room, two bathrooms, and several storage rooms. On the second floor are two large Sunday School rooms, a small multi-purpose room, and several storage areas. In the basement is a large kitchen with pantry and bathroom, large social hall used for fellowship gatherings, and several multi-purposes rooms. The Church has an operating elevator that reached from the first floor to the social hall in the basement. The church has wheelchair ramp access into the first floor.

2) A two-story residential rental property is located adjacent to the church building at 113 East King Street, Littlestown PA. The rental property has two one-bedroom and one two-bedroom apartments. The rental property also has two detached garages. The garages are used by the Church for storage purposes. The property was purchased in 1996.

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

None

Accessibility features of our building(s):

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

Accessible parking spaces

Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
 Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
 Access to child care spaces for wheelchair users and people with other mobility aids
 Large print bulletins

Wheelchair access in bathrooms
 Handrails on all stairs
 Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
 Curb cuts
 Accessible bathroom on each floor
 Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

All areas on the first floor are accessible by wheelchair except the altar area.
 An elevator provides wheelchair accessibility to the basement level and most areas on that level.

Historical Information

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

1. Breaking away from Christ Church to form Redeemer's, the in-town church in 1860
2. Building of the current church facility following the fire in 1937.
3. 75-anniversary of the laying of the cornerstone was in 2022.

We experienced a significant incident, which resulted in pastoral fitness review, extended counseling, resignation, illness, and death of a Pastor. As a result of this experience, we learned discipline and forgiveness. The hiring of Pastor Sterling Fritz and his 10-years of Pastoral and spiritual leadership was very settling for our church family.

Ministerial History:

Name: Robert B Macfarlane, Interim *Years of service:* 1

Name: Sterling Fritz *Years of service:* 10

Name: Ken Heasley, Interim *Years of service:* 1

Name: Carol A Bass *Years of service:* 2

Name: Jeanne Denise Smelley, Interim *Years of service:* 2

Name: James A Martin *Years of service:* 10

Name: Richard Benner *Years of service:* 4

Name: Lila Butz, Interim *Years of service:* 2

Name: George Heberling, Interim *Years of service:* 2

Name: Mark Redfern *Years of service:* 5

Name: Theodore E Bowers *Years of service:* 10

Community Vision

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

Participates in, supports, and sponsors seasonal ecumenical worship activities and services within the Littlestown Ministerium: Thanksgiving service, Lenten Lunch services, Lenten Cross walk, World Day of Prayer, Crop Walk for Hunger, youth activities, etc.

Open our doors for community activities:

- M.L.S. King Living Legacy, organization dedicated to "public awareness through performing arts, education, & advocacy for historical preservation"
- Friends of the Library organization use kitchen for their soup fundraisers
- For The Love of Veterans organization use kitchen and social hall for their cookie making & distribution
- Our church is available for weddings & funerals to members/non-members
- Kitchen & social hall available to groups for birthday parties, showers, etc

We support community groups & activities:

- New Hope Food Pantry
- Homewood at Plum Creek
- Hoffman Homes for Youth
- Halloween Drop-in event
- No Matter Where We Care
- Good Samaritan Program
- Habitat for Humanity
- Purple Heart
- Thunder Bolt Foundation

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

None.

References



Sterling Fritz

Completed: Wednesday, Jul 9, 2025

I served as the called Pastor at Redeemer's UCC from July 2014 until August 2024.

Personal: (484) 529-6269

Personal: (484) 529-6269

Personal Cell: (484) 529-6269

Office: (717) 359-4019

Reference Response

I was grateful to serve as the Pastor of Redeemer's UCC, Littlestown for over 10 years. Here are a few things that I believe that this congregation does well. First, they have strong leadership that works together to set goals to reach objectives that will help the congregation. They are also good at identifying problems and addressing them in a loving and professional way. This was especially critical during the Covid-19 pandemic. The leadership communicated decisions clearly and quickly so that people knew exactly what they were doing to sustain and support the church community. I personally feel like the congregation came through that time without suffering too much conflict and division because of this effective leadership. There is a good spirit between the members of the congregation, guests who attend our events, and the greater community.



Linda DeMaio

Completed: Monday, Sep 22, 2025

I am a former employee and current friend of Redeemer's UCC.

Email Address: lindardemaio@yahoo.com

Reference Response

I am attempting to provide a reference for Redeemer's UCC; however, I can not seem to get past this screen. Please contact me either via my email address lindardemaio@yahoo.com or cell phone 717-476-5852. Thank you! Linda DeMaio
I became acquainted with the great folks @ Redeemer's UCC/Littlestown a little over a dozen years ago when I began working as their parttime bookkeeper. EVERYONE welcomed me and my family with open arms immediately. 6 1/2 years ago I had to leave the position to take on a full time position elsewhere. I HATED to leave, but we have stayed in touch. We visit Worship and their

special events when we can and it is always amazing to see and learn all that this small congregation pulls together day in and day out. They are sincere, loyal, kind, and very capable to help their Church move forward. They truly put their Faith into action!



Sharon Lentzner

Completed: Tuesday, Sep 9, 2025

Friends of Littlestown Library, President

Primary Email Address: slen@comcast.net

Business: 7173594019

Reference Response

Redeemers United Church of Christ has provided continued support of the Friends of Littlestown Library for 13 years with the use of kitchen and cooking facilities to allow fundraising opportunities for the local library. Their congregation has been extremely kind of and supportive of our mission and without them, we would have a much harder time in using local resources for fundraising and significant costs would be associated with using commercial grade equipment. We are thankful for their contributions and cooperation in helping our community!

Closing Prayer

God,

You call us to listen, discern, & trust in You. We are centered in You as we seek a pastor. Grant us wisdom. Open us to Your Spirit in every conversation & profile. Ground us in the mission of our church & the needs of the community. Bring us clarity & renew our strength. We know You are preparing the heart of who will come to lead & serve us. Remind us that the process is about finding the right person, as we remain patient and faithful. Let kindness guide us, integrity shape our decisions, & prayer anchor every step. May our work reflect love & bear witness to the hope we have in Christ.

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.

- Redeemer's UCC Consistory
- Redeemer's UCC Planning Committee
- Redeemer's UCC Search Committee
- Redeemer's UCC Finance Committee
- Redeemer's UCC Building & Grounds Committee
- Redeemer's UCC Administrative Assistant
- Redeemer's UCC small group discussion groups made up of the active membership of Redeemer's. Seven small discussion groups were held involving approximately 40-members.
- Redeemer's General Membership via both a survey and Congregational Meeting.

2. Additional comments for interpreting the profile:

- We are a congregation that works hard physically & spiritually to build a welcoming church; whoever you are, wherever you are on life's journey, you are welcome here.
- We have dedicated Consistory, committees, & lay leaders who support pastor by reading scriptures, teaching Christian Ed. classes, giving children sermons, & leading worship services.
- Christian Ed & music programs are an integral part of our church and are active from pre-school to adult.
- We need leadership that is sincere to the word of God and the life we are to live. We enjoy hearing stories of the Bible & relatable sermons.