

**Name of Church**

Christ Church UCC

**Address**247 S Market St  
Elizabethtown, PA 17022**Conference:**

Keystone

**Association:**

Lancaster

**Title**

Associate Pastor

**Start Date**

Oct 1, 2025

**Description**

Associate Pastor

**Church Contact Information**

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(717) 367-1208 (Church Primary Phone)

christchurch@etownucc.org (Church Email)

**Listing Information**

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**Web Presences**

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<https://www.etownucc.org>*Type:* Professional<https://www.facebook.com/ChristChurchUCCetown/>*Type:* Professional**Additional Formal Ecumenical Affiliations**

Lancaster Ministerium, Elizabethtown Ministerium

**UCC Conference or Association Staff Contact Person****Name:**

Rev. Kevin J. McLemore

**Title:**

Transitional Regional Conference Minister for Region 1, Keystone Conference UCC

**Phone:**

717-652-1560 x302

**Email:**

kevin@keystoneucc.org

**Summary Ministry Description**

We try to minister to all people. Our church is Open & Affirming, and we strive to care for and inspire everyone that attends our Church, as well as reach out to and interact with the community at large. Beyond worship and Faith Formation, our church offers a wide range of both projects and missions that help us be a light into the world for all people.

**Church pictures****What we value about living in our area.**

Elizabethtown is a rural town in south central Pa, and yet very close to many urban areas. Harrisburg, York, Hershey, and Lancaster are just 30 minutes away. Four major cities are about three hours away or under. There is an Amtrak train that has a stop in our town. Elizabethtown is a college town, and has approximately 2000 students. The college is just a mile from our Church. There are numerous unique and wonderful small to semi-small businesses in Elizabethtown and the surrounding area, The Susquehanna River is just four miles away, and there are numerous outdoor opportunities available.

**Current size of membership**

378

**Average in person attendance**

108

**Does your church hold virtual worship services?**

Yes

**Choose platform type(s) and number for virtual worship.****Multi-stream**

On average, how many viewers are there per service?

55

**Languages used in ministry**

English

**Position Title**

Associate Pastor

**Position Duration**

Settled

**Compensation Level**

Full Time

Does the total support package meet conference compensation guidelines?

Yes

[Link to current Conference guidelines](#)

[Download compensation guidelines](#)

## Scope of Work

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Some fields reference The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ .

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the Call Agreement Workbook.

[Download scope of Work](#)

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

Ordained Minister. Previous Pastoral experience preferred, but not required

Second:

Strong communication and organizational skills

Third:

Ability to work collaboratively with diverse groups

## Compensation and Support

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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)	61683	<input type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 61683			
Pension/Annuity	8022	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	10550	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	860	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

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

The listing above for Life insurance also covers Disability

The expected living situation for our next minister.

Live within a driving distance to Elizabethtown (Central PA)

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

No response

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

Will consider based on conversation and needs

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).  
Criminal background checks.

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

The Lancaster Association has a monthly collegial group (not summer) called Lancaster Ministerium. Guest speakers, seminars, periodic boundary training, and collegial support and fellowship are available through the ministerium. The Lancaster Association Committee on Ministry provides support with regular contact with clergy.

Clergy Family Ministry Group provides social activities for clergy and families.

Clergy Communications of Practice provides support for clergy colleagues as experience best practices are shared

## Who Is God Calling to Minister with Us?

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The ministry goals we envision our next minister collaborating with the congregation to achieve.

The ministry goals we envision for our next minister collaborating with the congregation to achieve include:

Worship & Preaching

Youth and Faith Formation

Pastoral Visitation

Outreach and Evangelism

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

Will assist by bringing new ideas and strategies to grow our outreach/mission program and community involvement

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

None

Based on what we have learned about who our church is, who our church's neighbor is, and who God is calling the church to become, these are four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that our next minister will display to further equip the congregation's ministry in these areas.

Exhibiting a strong spiritual foundation and ongoing spiritual practices

Building transformational leadership skills

Working together for justice and mercy

Strengthening inter and intra personal assets

## Who Is God Calling Us to Become?

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"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.

God is calling us to be a beacon to the local community and beyond

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

We have a strong desire to live out Christ's teachings and engage the community through a variety of missions

## Congregation Reflections

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We would describe our congregation's life of faith as...

We tend to be theologically moderate to progressive

Strengths or positive qualities of our congregation.

Friendly, supporting and welcoming to all. Music Ministry. Outreach and Missions.

A growing edge for our congregation and what we plan to strengthen as a congregation

We continue to keep a constant focus on strong communication

What worship is like when our congregation gathers.

Our congregation is friendly and supportive to all members and non-members. Worship takes place in the sanctuary. Sharing in the service with recitation of prayers and printed liturgy.

The educational program/faith formation vision of our church.

We have an active faith formation program, and it continues to grow and evolve.

How our congregation is organized for ministry and mission.

We have an active Missions Committee and Ministry Committee

When it comes to decision-making, 6 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

Consistory Officers and Pastors

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

[🔗 Budget Document](#)

### 11-Year Report

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

No response

### Congregation Demographics

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Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	377
NUMBER OF ACTIVE NON-MEMBERS:	12
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	389

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	75%
LESS THAN 10, MORE THAN 5 YEARS:	10%
LESS THAN 5 YEARS:	15%

ARE THESE NUMBERS ESTIMATES?

Yes

**Number of total participants by age:**

AGE	NUMBER
0-11	27
12-17	17
18-24	31
25-34	37
35-44	35
45-54	40
55-64	49
65-74	65
75+	88

ARE THESE NUMBERS ESTIMATES?

Yes

**Percentage of adults in various household types:**

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	13%
HOUSEHOLDS WITH MINORS:	14%
SINGLE ADULTS AGE 35-65:	15%
JOINT HOUSEHOLDS WITH NO MINORS:	47%
SINGLE ADULTS OVER 65:	11%

ARE THESE NUMBERS ESTIMATES?

Yes

**Education level of adult participants by percentage:**

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	30%
COLLEGE:	60%
GRADUATE SCHOOL:	10%
SPECIALTY TRAINING:	0%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	45%
ADULTS WHO ARE RETIRED:	35%
ADULTS WHO ARE NOT FULLY EMPLOYED:	20%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

Wide range of occupations

The mix of ethnic heritages in our congregation, and the overall racial make-up.

Representative of community

What diversity means in our context?

We strive to always be inclusive to everyone at all times

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

Yes

Comment after the exercise:

Our church adopted the Open and Affirming status

## Participation and Staffing

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**Participation and Planning of Gatherings**

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	35	Pastor, Lay Leader
Baptisms (number last year)	1	Lead Pastor
Children's Groups or Classes	25	Lead/Assoc Pastor
Christmas Eve and Easter Worship	250	Lead/Assoc Pastor
Church-wide Meals	20	Chair of Fellowship
Choirs and Music Groups	60	Director of Choir
Church-based Bible Study	25	Lead Pastor
Communion (served how often?)	10	Lead/Assoc Pastor
Community Meals	18	Chair of Outreach
Confirmation (number confirmed last year)	5	Lead Pastor
Drama or Dance Program	10	Liturgical Dance
Funerals (number last year)	4	Lead Pastor
Intergenerational Groups	80	Lay Chairs
Outdoor Worship	0	Lead Pastor
Prayer or Meditation Groups	1	Prayer Chain
Public Advocacy Work	1	Social Justice Team
Retreats	12	Lay Planning Committee
Weddings (number last year)	4	Lead Pastor
Worship (digital / online / livestream)	52	Media Team
Youth Groups or Classes	15	Associate Pastor

**Worship Times**

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
9	33	Pastors
10:30	95	Pastors

**Additional comments:**

*No response*

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Carol Bender	3	retirement home	minister visitation	<input type="checkbox"/>
Bruce Druckenmiller	3	church	substitute preacher	<input type="checkbox"/>
Narda Druckenmiller	3	church	substitute preacher	<input type="checkbox"/>
William La Salle	3	retired	retired	<input checked="" type="checkbox"/>
Galen Russell	3	church	current pastor	<input type="checkbox"/>
Robert Sorozan	3	church	substitute preacher	<input type="checkbox"/>
Kenneth Collins	none	retired	retired	<input checked="" type="checkbox"/>
Larry Potteiger	none	retired	retired	<input checked="" type="checkbox"/>
Nora Driver Foust	3	church	UCC administration	<input type="checkbox"/>

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

*No response*

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Lead Pastor	yes	full	consistory	11 years
Director of Music	no	part	Pastor	5 yrs
Office Administrator	no	part	Pastor	1 yr
Treasurer	no	part	Consistory	43 yrs

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

*No response*

## Church Finances

### Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	281062
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	138869
Fundraising Events	758
Gifts Designated for a Specific Purpose	18084
Rentals of Church Building	4544
<b>Total</b>	<b>443317</b>

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

421427

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](#)

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

44

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?

Determined on an annual per member basis. Currently set at \$61/member

If calculated as a percentage of operating budget, this is the percentage?

10

Total amount of loan debt:

*No response*

Reason for debt:

*No response*

Are capital and other payments current?

Yes

### Capital Campaigns

Description of any building programs projected or underway.

ADA accessibility plan underway at approximate cost of \$1 million. Construction to start in 2026 on a three year project

#### Pictures

Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2019	Replace HVAC System	185000	185000	paid off
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
3	ADA Accessibility Plan	1000000	1000000	on track
0		0	0	

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

ADA accessibility plan underway at approximate cost of \$1 million. Construction to start in 2026 on a three year project

Does your church have an endowment?

Yes

What is the market value of the assets?

2275000

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

As needed

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

5% has remained fairly consistent over past five years

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

5% Same as above

At the current rate of draw, how long might the endowment last?

In perpetuity as our return has averaged well in excess of 7%

Please comment on the above calculations or estimates:

Our draw rate is established with an understood discipline in mind. Our goal is that draw plus inflation should equal return. Investment objectives are aligned to achieve that goal.

Other Assets

*No response*

Reserves (savings):

*No response*

Investments (other than endowment):

*No response*

Does the church have a parsonage?

No

Description of all buildings owned by the church:

The physical building of the church only

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  
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids  
"Quiet room" with worship viewing and listening availability

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

**Which spaces are accessible to wheelchairs:**

Sanctuary, main floor and offices

**Policies regarding financial practices of the church:**

With small staff it is important to build internal controls and oversights whenever possible. Our structure is designed with a governance structure that provides financial oversight by the Consistory and Finance Committee through review of reporting as well as approving investment objectives. An annual budget is prepared, and results are compared to that plan. Internal controls are achieved through leveraging positions of Office Administrator, Pastor and Treasurer. Approvals and oversight are present to assure expenditures are appropriate

**Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:**

A sound church on sound financial footing

**Historical Information**

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

Became official Open & Affirming Church; became official Creation Justice Church

**A specific change our church has managed in the recent past.**

Managing through and beyond Covid

**Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.**

We respect and listen to each other to work through things. Despite not having specific protocol to deal with it. Conflict, no mater how minor or major, has been worked thorough.

**The most recent major conflict through which our church has navigated.**

Managing through and beyond Covid

**Ministerial History:**

<i>Name:</i> Galen Russell	<i>Years of service:</i> 11	<b>UCC Standing</b>
<i>Name:</i> Fa Lane	<i>Years of service:</i> 5	<b>UCC Standing</b>
<i>Name:</i> Fred Young	<i>Years of service:</i> 14	<b>UCC Standing</b>
<i>Name:</i> Carol Bender	<i>Years of service:</i> 14	<b>UCC Standing</b>
<i>Name:</i> Larry Potteiger	<i>Years of service:</i> 22	<b>UCC Standing</b>

**What our church has learned about itself and its relationship with people who provided ministerial leadership.**

We are a welcoming church and expect ministerial leadership to be as welcoming or more. Ministerial leadership must be flexible, approachable, and willing to listen, support and guide each of us.

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

No

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

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

## Community Vision

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

Creation Justice  
God is Still Speaking  
Open and Affirming  
Rotating Monthly Outreach

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

General Synod, Churches that Care, Local Ministerium, Lancaster UCC Association, UCC Keystone Conference

How our church engages with the community organizing movements in our community.

Rotating Monthly Outreach

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.

Creation Justice.  
Open and Affirming (ONA).

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

We strive to be accessible to all

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

Part of local Lenten Services Series

How our mission statement compares to the actual time spent engaging in different activities.

We are in sync with our mission

The scope of work assigned to our pastor(s). How their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time.

Regular pastoral reports

## The ARDA or MissionInsite Reflection

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ARDA/MI File

No response

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

In sync with report

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

Very similar

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

Our church is in touch with any changing demographics in the community

What we hear when we talk to community leaders and ask them what our church is known for.

Open and Affirming, Inclusive and engaged church

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

Our friendly congregation, our open and affirming statement, and influx of new families

## References

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*None contacted yet*

## Closing Prayer

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Bountiful Lord,

We know that you are still speaking because we hear your voice in our lives and prayers. We see the face of Jesus in our community and know that there is much work to be done. The story of the church is still being written and we call out to you for aid in our search for another servant of God to come to us to answer the call.

Jesus shows us the way. Always full of joy and thanksgiving. We reach out in faith and with hope that you will guide us and a pastor to come together so we may continue the work that is set before us.

Amen

## Statement of Consent

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### 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.*

Steve Stouffer

Dave Andrick

Callie Heslop

Allison Downing

Kim Wolgemuth

Galen Russell

Cris Dinsmore

### 2. Additional comments for interpreting the profile:

For More Information Please Contact the Co-Chairs of the Associate Pastor Search Committee:

Steve Stouffer

717-386-0012

stoufferjs@comcast.net

Dave Andrick

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