

Name of Church: Trinity UCC (562400)
Address: 29 East Ave, State Line, PA 17263
Mailing address: PO Box 266, State Line, PA 17263
Conference: Penn Central
Association: Mercersburg
Title: Pastor
Start Date: January 2026

Church Contact Information:

Phone: 717-538-3858

Email: TrinityUCC2024@gmail.com

Web Presences: Facebook (<https://www.facebook.com/trinityuccstateline>)

Additional Formal Ecumenical Affiliations:

UCC Conference or Association Staff Contact Person

Name: Nora Foust

Title: ACM

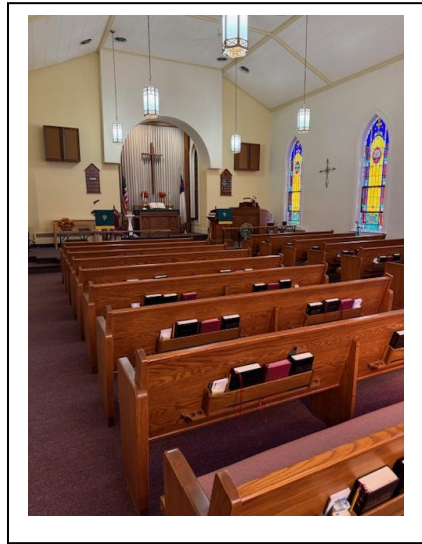
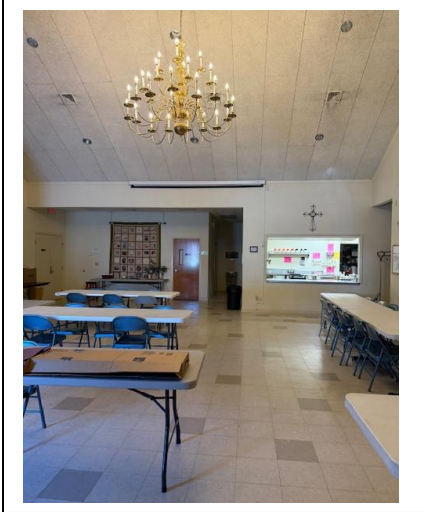
Phone: 717-652-1560

Email: nfoust@pccucc.org

Summary Ministry Description (Most Important 2000 Characters)

Trinity is seeking a pastor to plan and lead worship services as well as occasional Bible Study and special services. Pastor needs to be a person of faith who can engage people in the development of their spiritual life and encourages people to relate their faith to their daily lives. Individual would make pastoral calls to people in hospitals, nursing homes and those confined to their homes as well as periodically contacting inactive members. Looking for a compassionate and caring individual who enjoys working with children of all ages. Maintaining confidentiality is essential in building and maintaining a cohesive congregation.

Church pictures (three is good, no people or faces)



What we value about living in our area: **Trinity UCC is located in a small community just off a major north/south interstate highway near the Pennsylvania/Maryland border. Trinity UCC is rooted family ties. Care and concerns of the Community is a major focus on service and fundraising. This serves as a major bonding and commitment of the membership.**

Current size of membership (#): **45**

Average in person attendance: **24**

Does your church hold virtual worship services? **Yes, we stream Facebook Live**

Who is God Calling to Minister with Us

The ministry goals we envision our next minister collaborating with the congregation to achieve. **Trinity UCC is seeking a position to plan and lead worship services, lead occasional Bible Study, visit the sick/shut-ins/nursing homes, and serve as a visionary, effective teacher and Christian Leader.**

How our vision of the ministry we are now seeking will assist the congregation in making impact beyond its walls. **Trinity's congregation would hope the minister would engage in outreach activities in the local area and encourage the congregation's participation.**

Language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling. **Preferred is English and spoken by current membership; however, we are open to any additional languages that may assist with increasing attendance/membership.**

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.

Scope of Work (use Call Agreement Workbook)

3 Core Competencies that we imagine could be foundational in our next minister's relationship with the church

Expectations:

- **Worship Leadership, Preaching, Service Preparation**
- **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**
- **Maintain collegial and denominational relationships**
- **Mission and service involvements**

Compensation and Support

Salary (cash basis) **\$25,000-\$35,000 annually**

Housing Allowance

Experiential Difference

Pension/Annuity **14%**

Social Security and Medicare Offset **0.076%**

Medical/Dental Insurance

Life Insurance

Disability Insurance

Worker's Compensation

The expected living situation for our next minister (parsonage, house in community)

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment. **We are flexible here and will have this discussion with interested candidates.**

Who is God Calling Us to Become?

Who is God calling us to become as a congregation?

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

We believe God is calling us as Christians to display our faithfulness in day-to-day activities and invite others to share in ministry and worship activities that will lead others to Christ.

Congregation Reflections

We would describe our congregation's life of faith as ... **To be the church that displays the love of Christ and connects with people of all walks of life through uplifting service, discipleship, and outreach to spread the word of God.**

Strengths or positive qualities of our congregation. **Our strength is found in our loyalty and commitment to the church, our community, and a willingness to work hard to support and nurture the growth and construction of the church as an example of Christian witness and presence in our thriving small town community.**

A growing edge for our congregation and what we plan to strengthen as a congregation. **To develop methods for attracting families with younger children to engage with our worship community, attending weekly services, and becoming involved in our community outreach.**

What worship is like when our congregation gathers. **Liturgy is traditional to Reformed and UCC. Music is celebrated in a mixture of old faithful hymns combined with new visionary tunes.**

The educational program/faith formation vision of our church. **Addition of weekly Sunday School.**

How our congregation is organized for ministry and mission. **Trinity currently supports several local missions and has supported other missions as needs are identified.**

When it comes to decision-making, X hours are spent in meetings per month. **Consistory meets monthly, typically after Sunday worship service, all church members are invited to attend. Meetings usually last 1-2 hours. Worship Committee meets quarterly to assist the Pastor in developing worship materials for special services.**

Is the pastor expected to attend all church meetings? **Preferred but not mandatory for all church meetings.**

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 President and members will work with Pastor to provide support during any crisis or disaster. (Example – during COVID, how to continue providing worship and follow government guidelines)**

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

Single adults age 35-65 **(attending – 2 / members – 6)**

Joint households with no minors **(attending – 13 / members – 6)**

Single adults over 65 **(attending – 11 / members – 5)**

Are these numbers estimates? **No**

Congregational Demographics

Education Level of adult participants by percentage

High School **(100%)**

College **(10%)**

Graduate School **(10%)**

Specialty Training **(15%)**

Other Education level

Are these numbers estimates? **Yes**

Percentage of adults in various employment types

Adults who are employed - **20**

Adults who are retired - **24**

Adults who are not fully employed

Are these numbers estimates? **No**

The range of occupations of working adults in the congregation (narrative response) **(Education, Nursing, Banking, Construction, Government Service, Retail, Truck Driver, Health and Beauty Care)**

The mix of ethnic heritages in our congregation, and the overall racial make-up. (narrative response)
Caucasian/African American

What diversity means in our context? (narrative response) **Accepting All**

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one in the near future? **(Periodically Discussed)**

Congregational Participation and Staffing

Participation and Planning of Gatherings (Narrative) **Consistory and Pastor – along with any members interested in participating.**

Worship Times (narrative) **Sunday 9 am – 10 am, Bible Study times vary on congregational needs, Special Services (Lent, Advent, Christmas Eve, Maundy Thursday, Ash Wednesday – times vary)**

Additional Comments:

Job expectations, duties, and responsibilities will be discussed/negotiated and documented in a contract prior to assuming this position.

Description of any capital campaigns underway or anticipated

Description of the prominent mission components(s) involved in the most recent (or current) capital campaign

Does your church have an endowment? **Cemetery Endowment**

Other Assets

Reserves (savings):

Investments (other than endowment) **Through Logue Investments**

Property and Finance

Does the church have a parsonage? **No**

Description of all buildings owned by the church: **See pictures**

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

Accessibility features of our buildings(s): **Main floor is Handicap accessible, Internal/external steps to basement (used mostly for storage). Altar is two steps higher than main church**

Which spaces are accessible to wheelchairs: **Parking, all areas on first floor, altar has two steps. Basement is not.**

Policies regarding financial practices of the church: **Any expenses over \$2,000 is presented to the congregation for all approval. Yearly budget approval by congregation. Congregation is regularly updated on financial status of the church.**

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry: **History has shown that any time there is an unexpected need, the congregation steps forward to support.**

Historical Information

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

Fire/rebuilt

A specific change our church has managed in the recent past. **Retirement of previous Pastor after 15 years.**

Every church has conflict, some minor, some larger. "Where two or three gathered, there will be disagreement...."

These are our congregation's values and practices when it comes to conflict. **Trinity encourages transparency in thoughts and feelings. Everyone's voice should be heard.**

The most recent major conflict through which our church has navigated. **Trinity has not necessarily had a conflict but more of a challenge due to unexpected HVAC/roof replacement/repairs and has successfully navigated through this challenge.**

Ministerial History:

What our church has learned about itself and its relationship with people who provided ministerial leadership. **Trinity has learned not to be as reliant on the Pastor and be more self-sufficient. (i.e. handling some of the worship services and administrative)**

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

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

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

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

What new people in the church say when asked what got them involved. **Someone reaching to invite or include in participating in church worship and activities.**

References

You will enter 3 and the system will contact them with a reference form

Don Stevenson, frequent supply pastor, 301-491-5074, 301-791-0811, ionadon39@gmail.com

Carrie Cosner, 301-992-4430, carrie@cosner.biz

Linda Olson, 717-491-7723, Jlolson@centurylink.net

Closing Prayer

Holy Father, Loving God,

We thank you for the wonderful blessings of our church community and the continual reminders of faith and fellowship. We ask that you send your Holy Spirit to guide us through the process of calling pastoral leadership and that you guide our discernment and nurture our wisdom and communication skills. We ask that this community effort end in a process that will increase our fellowship, discipleship, and service to your kingdom. May our church community grow and prosper as we seek Christ in all things. Amen.