

**Name of Church**  
First United Church of Christ

**Address**  
425 North Ave  
Pittsburgh, PA 15209

**Conference:**  
Keystone

**Association:**  
Pittsburgh

**Title**  
Associate Pastor

**Start Date**  
Jan 1, 2026

**Description**

First United Church of Christ in Pittsburgh (Millvale) is seeking a part-time (1/4 time max) Associate Pastor.

## Church Contact Information

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(412) 821-1894 (Church Primary Phone)

firstucc15209@comcast.net (Church Email)

## Listing Information

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### Web Presences

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<https://www.firstchurchmillvale.com>

Type: Professional

### Additional Formal Ecumenical Affiliations

No response

### UCC Conference or Association Staff Contact Person

**Name:**

Rev. David Ackerman

**Title:**

Regional Conference Minister

**Phone:**

724-834-0344

**Email:**

david@keystoneucc.org

### What we value about living in our area.

Millvale, just north of Pittsburgh, is an evolving working-class community - resilient, creative, and authentic. We value its strong sense of neighborhood, its growing arts and music energy, and the way people show up for one another in hard seasons. Several group homes for people with special needs are part of our borough, and we cherish the friendships that have formed as residents have become active participants in our church life. After the pandemic, some nearby faith communities closed, but we remain enthusiastic about our future and about serving our neighbors well. Our congregation is welcoming and joyful, with worship shaped by music and the arts (including

original skits offered quarterly). We are at a turning point: eager to strengthen intergenerational belonging and expand community outreach as we discern how God is calling us to serve Millvale with imagination, compassion, and hope. An Associate Pastor who is versatile, resilient, and creative will thrive here and be encouraged as we discern new possibilities together.

**Current size of membership**

125

**Average in person attendance**

35

**Does your church hold virtual worship services?***No***Languages used in ministry**

English

**Position Title**

Associate Pastor

**Position Duration**

Settled

**Compensation Level**

1/4 Time (approximately 10-12 hours/week)

**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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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.

**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)	0	<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: 0			
Pension/Annuity	0	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<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.**

This is a \$20 per hour position with a maximum of 40 hours per month. IRS mileage rates will be used to reimburse for transportation with personal vehicle for necessary travel from church to member visitations in their homes or to hospitals, nursing homes, etc. No other benefits are offered.

**The expected living situation for our next minister.**

Living nearby would be a benefit, but the individual will have the opportunity to choose his or her own situation.

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.**

All candidates can be assured that we will build a predictable, part-time schedule that protects the Associate's outside work: set office hours, clear boundaries for days off, and planned coverage for emergencies. Preaching/worship leadership, meetings, and key pastoral care will be scheduled in advance whenever possible, with flexibility for seasonal needs and shared leadership among staff and trained lay teams. This is a matter to be addressed by each candidate as they understand their needs and gifts in ministry, and we want to have a dynamic conversation about the possibility,

**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).

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

Our Conference is undergoing major changes and an exciting expansion. Although we have had informal groups and consistent support of one another, the expectation is that the opportunity to grow and connect will increase, and those who are part of the new Keystone Conference will be key in developing new ways to encourage ministry. This is a question to be considered during the application period, but it will be an ongoing situation, that offers individuals in ministry to cast goals and dreams about what the future of ministry in our Conference could offer. We hope any candidate is optimistic.

**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 sense God calling us to be a deeply rooted yet forward-leaning congregation: progressive in posture while joyfully preserving the best of our traditions. God is shaping us into a church that practices genuine welcome in a diverse, working-class community - where people of different ages, abilities, and stories find belonging and purpose. We intend worship to be heartfelt and creative (music, arts, and storytelling), paired with everyday discipleship that is practical and compassionate.

We are also being called to share leadership more broadly - equipping lay people to connect, pray, teach, host, and serve. In a denomination that professes the priesthood of all believers, there are many possibilities. There are many people with talents and abilities that could be encouraged to explore their spiritual gifts. We hope to become a congregation that forms intergenerational relationships, mentors the next generation, and partners locally for the common good.

We seek an Associate Pastor who will explore and develop their gifts among us—preaching, teaching, organizing, presence, and community engagement - so that together we grow into a community marked by hospitality, curiosity, courage, and joy, committed to serving Millvale and the greater Pittsburgh region, (and perhaps beyond) with integrity and hope.

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

God is calling us to meet Millvale’s emerging challenges with deeply rooted faith and agile, neighbor-centered outreach. We see rising isolation, mental-health strain, and economic pressure, alongside new energy and creativity in our borough. We will deepen partnerships with local nonprofits, schools/library programs, and interfaith neighbors, listening first and serving with humility.

Within the congregation, we will strengthen an inclusive welcome through accessible worship (in-person and online), clear communications, and small groups that help people move from attendance to belonging. We aim to equip lay leaders for compassionate care - connection, prayer, and practical support - so no one faces hardship alone.

For the next generation, we will invest in intergenerational formation and the arts, creating space for youth and children to question, create, and serve. We will seek new service projects, evaluate what truly helps people flourish, and adjust with courage. We invite an Associate Pastor to bring gifts and imagination as we respond together - faithfully, creatively, and with joy.

**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:	35
NUMBER OF ACTIVE NON-MEMBERS:	90
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	125

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	185
MEMBERSHIP 10 YEARS AGO:	195
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	15
YOUTH MINISTRY ATTENDANCE: (IF ANY)	12

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	14
12-17	3
18-24	0
25-34	6
35-44	5
45-54	0
55-64	15
65-74	62
75+	20

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
Pastor	Council	full	Twelve years
Sexton/Custodian	Council	part	20+ years
Administrative Assist.	Council	part	4 years
Organist/Choir Director	Council	part	10 years
Contemporary Music Director	Council/Pastor	part	8 years

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

Our congregation ministers amid rapid change, mixed economics, and shifting neighborhood patterns. We've learned to be nimble. While some nearby churches have closed, our continued presence is a sign of call - we serve as an anchor of welcome, prayer, and practical support (from food and care ministries to arts and worship). It has been challenging, yet it has sharpened our focus on: accessible worship and small-group belonging. We remain committed, and we seek an Associate Pastor who will multiply leaders, deepen care systems, and help us reach our community with imagination and courage.

### Church Finances

**Current Annual Income**

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	133035
<b>Total</b>	<b>133035</b>

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

141800

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:

*No response*

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.

No current project.

**Pictures**



**Does the church have a parsonage?**

No

**Describe all buildings owned by the church and include pictures:**

The Church has the primary property consisting of the Church and attached rooms (fellowship, Sunday School, 5 restrooms, Kitchen, Offices, Storage rooms, basement with rooms used for various situations.  
There is a parking lot across the street, rather small, but convenient in a city area.  
There are also three small apartments to the back of the church facing the street (Sample Street), and a garage.  
All of the photos wouldn't fit but this is a good representation of all of the properties.  
Other, more comprehensive photos of the buildings will be available upon request, as well as photos of the rooms within the larger Church building.

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

No space is rented by the Church.

**Accessibility features of our building(s):**

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance  
Accessible parking spaces  
Listening devices in the sanctuary, or wireless technology to connect to hearing aids  
Wheelchair access in bathrooms

"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:**

We are blessed to have a dedicated member, and key participant in worship and planning as an active advocate for those with disabilities. Rob Stemple is well known in UCC circles for his wisdom and determination to create inclusion whenever possible. The entrance to the building (which includes fellowship/Sunday school room, kitchen, sanctuary, restrooms, and office are accessible to those with wheelchairs.. (Additionally, we have several wheelchairs available for use if needed.) During a remodel of the sanctuary, specific measures were taken to create space for wheelchairs.

**Historical Information**

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

2004: Hurricane Ivan's flooding devastated Millvale and submerged much of our church. In rebuilding, we learned to show up for neighbors—literally learning to make chocolate to help church members keep their candy shop going. That season formed our identity of resilient, hands-on faith (Isaiah 43:2).

Past 10 years: COVID forced rapid change. We moved worship online, protected the vulnerable, and organized practical help—including getting every person to vaccination access. We are still recovering, but we are still here.

Through both crisis and change, we have held to hope and community.

**Ministerial History:**

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Name: Rev. Paul Wrightman

Years of service: 23

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Name: Rev. Alice Lindsay

Years of service: 12

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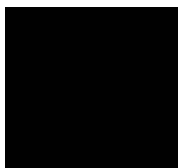
**Community Vision****How the relationships and activities of our congregation extend outward in service and advocacy.**

We serve with local partners: supporting shelters for unhoused neighbors, Boys & Girls Club, and our public library; visiting/singing in retirement and memory-care communities; volunteering with World Vision; sending shoebox gifts and Angel Tree support; participating in veterans' services; and sharing with Books to Prisoners. We aim to serve beside our neighbors, honoring everyone's gifts. Faith is about service, but also inclusion so the honor of serving our larger community is open to all.

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.

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**References**

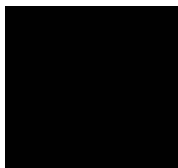
■ Robert Barth

Contacted: yesterday

Primary Email Address: bar436908@gmail.com

**Reference Response**

*No response*



■ Daniel Nugent

Contacted: yesterday

Primary Email Address: dannugcpa@aol.com

Business: 4127191725

**Reference Response**

*No response*

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**Closing Prayer**

"When you pass through the waters, I will be with you..." (Isaiah 43:2). God, lead the pastor journeying toward us with courage and tenderness. Give that blessed child of God creativity for worship, wisdom for pastoral care, and joy in the work. Make us faithful companions - with open hearts, ready to welcome, to serve beside our neighbors, and to grow together in hope. 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.*

Church Council, Leaders who serve on the Association and Conference in various roles, a member of the Ministry, and the prayers and encouragement of the congregation.

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

We see the words on these pages as expressions of our sincere love for the One who is head of the Church, Jesus Christ. In every attempt to express our identity, we hope these words reach off the page and into the heart of anyone reading this profile. Perfection is an attribute reserved for the Holy and Divine, so we have no expectation that our profile is meant to express flawlessness, but rather sincerity. We are a community of love in an age where loving one another in our diversity and challenges is a faith walk each day. May our love shines through to the heart of the one God calls.