

Local Church Profile

(Abbreviated Version)

Zion's Stone Church of West Penn Township 45 Cemetery Road New Ringgold, PA 17960

Church Direction

The plans for the church are to:

Have an active leader to be involved in both growth and fellowship.

Continue history and roots of our congregation.

Continue to spread the good news outside our congregation through our Outreach.

Continue to seek wisdom and be faithful to what God has entrusted us.

As a Bible believing church, we are open to what God has planned and ready for us to fulfill.

Our Vision Statement is:

We are a church grounded in Biblical principles that seeks to develop passionate and faithful followers of Christ. We seek to point our community to the love and grace offered through Jesus and to shine in God's light by finding the lost, helping the needy, and building a world of hope.

Our Church's Purposes are:

We are a collective group of people with a common love for God & His word, for the purpose of glorifying His name and teaching His word.

Position Available

Full time Pastor

Ministry Goals

1. Youth and young adults. Engage young families and find a balance and connection for both young and old members.
2. Grow our Sunday School program.
3. Outreach.
4. Being a Bible-based congregation, relating it to our everyday lives.
5. Restore inactive members.

In addition to the pastor, the Church Staff Includes

1 Church Administrator/Secretary, 1 Sexton, 1 Music Director

Office space

Yes (with A/C).

Accessibility

Zion's Stone Church of West Penn Township continually strives to meet the needs for accessibility throughout our Church building, and to allow members both in person and at home to Worship with us regularly. We have entrance ramps to access both our Sunday School auditorium and to the 1st floor of the Sanctuary. We offer livestreaming of services through Facebook, and recorded services through YouTube each week for members who cannot attend in person. For pastors, Zion's would have the ability to retrofit the lower altar area with ramp and handrail, but access to the Pulpit would be limited.



Compensation

Our total compensation package is in the range of \$85,000 to \$95,000. This includes the base salary, a housing reimbursement, social security tax reimbursement, disability and basic group life insurance, health/dental/vision insurances, and mileage and continued education reimbursements. All federal, state, and local taxes are self-paid, as this position will be fulfilled as a subcontractor to Zion's Stone Church of West Penn Township.

Congregation Goals

Improvement to our younger (under 40-45 years old) active membership.

Growth in our Sunday School program and Youth-Together Youth-Forever.

Gain fellowship. Build community with congregation. Nurture each other as a church family.

Seeking to remain relevant to current times without compromising our foundation.

Congregational Information

Membership total:		404
Active membership:		333
Average Sunday attendance:		99
Ages of membership:	Under 20	2%
	20-40	13%
	40-60	17%
	Over 60	68%

Pastoral Duties & Responsibilities

- Assist the congregational leadership in reviewing worship, music, Christian education and mission activities and suggesting new methods or ways of working in these areas.
- Training and developing lay leaders in the congregation.
- Trying out new practices and implementing changes as needed and requested.
- Sunday Services, Lenten Services, Monthly meetings, Weddings, Funerals, Confirmation, etc.
- Special projects, efforts and transitions; not limited to Church committees, Outreach, Homebound, etc.
- Be accountable to the Church Board through it's Officers, and Church Elders, and ultimately to the congregation for the successful completion of duties.
- Maintain ministerial standing in his/her denomination.

Membership / Pastoral Involvement (list teams, committees, choirs, etc.)

Fundraising Committee

IT Group

Youth-Together Youth –Forever

Senior Choir

Kings Kids Youth Choir

Outreach / Evangelism Group

Stewardship Committee

Altar Caretakers

Worship & Music Committee

Sunday School Teachers

Safety / Security Team

Property Committee

Personnel Committee

Cemetery Board

Church Finances

2025 Average Sunday Offering:	\$225,950 Annual / \$4,345 Weekly
2024 Average Sunday Offering:	\$231,326 Annual / \$4,449 Weekly
2023 Average Sunday Offering:	\$224,971 Annual / \$4,326 Weekly
Endowment Fund Value:	\$0
Emergency Investment Value:	\$737,838.66
Debt:	\$0

Recent Pastoral Leadership

Pastor Russell Campbell

revarc@ptd.net

610-737-2634

Contacts

President of Zion's Stone Church of West Penn Township Board

Stacey Cheese

smc@ptd.net

570-449-3656

Pastoral Search Chair

Dean Meiser

deamei@ptd.net

484-553-6416

Link to Zion's Stone Church's website showing Who We Are!

www.zionstonechurch.org

Date: 03/21/2026

MINISTRY SITE PROFILE

Zion's Stone Church of West Penn Township

New Ringgold , PA

Completed:



Evangelical Lutheran Church in America
God's work. Our hands.

The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call a rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV) . Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website (www.ELCA.org/call).

Summary Description

Zion's Stone Church, surrounded by its 100 plus acres of farmland, community park, and cemetery is located in beautiful West Penn Twp, Pennsylvania. We are 235 years young and our goals to follow and spread God's Word have not changed. We are a Bible based congregation focused on the growth of our family-based Ministry. We seek a pastor that is energetic, focused on Bible based teaching, and will be engaged with our congregation, youth, and community.

Another glimpse of who we are @ www.zionstonechurch.org

PART I: WHO WE ARE

Name and Location

CONGREGATION	Zion's Stone Church of West Penn Township	00594
CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION	NAME	CONG ID
New Ringgold , PA, 17960	US	
CITY, STATE , ZIP	COUNTRY	
Northeastern Pennsylvania Synod (7E)	Congregation - Organized	1790
SYNOD	TYPE OF MINISTRY SITE	YEAR ORGANIZED
Rural		
SIZE OF COMMUNITY		

Contact Information

Ministry Site (preferred contact information)

Zion's Stone Church of West Penn Township	45 Cemetery Road	New Ringgold, PA, 17960	US
ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
zscofc@ptd.net	www.zionstonechurch.org	(570) 386-5111	(570) 386-5111
E-MAIL	WEB SITE	PHONE	FAX

Chairperson of Congregation or Head of the Organization

Stacey Cheese			
NAME			
63 Lime Kiln Drive	Andreas, PA	18211	US



ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
570-449-3656	570-449-3656	570-449-3656	

DAY PHONE	EVENING PHONE	CELL PHONE	FAX
smc@ptd.net			

E-MAIL
Chairperson of Call or Search Committee
Dean A. Meiser

NAME			
1138 Spring Road		Andreas, PA, 18211	US

ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
(484) 553-6416	(484) 553-6416	(484) 553-6416	

DAY PHONE	EVENING PHONE	CELL PHONE	FAX
deamei@ptd.net			

E-MAIL

Demographics

Language Spoken

In the congregation/ organization	English	Pennsylvania German-Dutch	
	PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
In the surrounding community	English	Pennsylvania German-Dutch	
	PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (95%)	Latino/Hispanic (5% or less)		
LARGEST	SECOND	THIRD	FOURTH
COMMENTS OR EXPLANATION			

Race/Ethnicity (Surrounding Community)

Caucasian (95%)	African American/Black (5% or less)	Asian/Pacific Islander (5% or less)	Multi-racial (5% or less)
LARGEST	SECOND	THIRD	FOURTH
COMMENTS OR EXPLANATION			

Gender comparison

46%	54%	Age distribution				
MALE	FEMALE	5%	5%	10%	15%	65%
		19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

Number of Paid Staff



1	0	0	2	1	1
Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER

Congregational Information

51 - 150	51 - 75	Single site
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE

Distance members live from church facilities:

5%	10%	35%	50%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Community Type

- | | | |
|--|--|---|
| <input checked="" type="checkbox"/> Suburban | <input type="checkbox"/> College or University | <input checked="" type="checkbox"/> Farming |
| <input type="checkbox"/> Inner City | <input type="checkbox"/> Mining/logging | <input type="checkbox"/> Ranching |
| <input type="checkbox"/> Industrial | <input type="checkbox"/> Resort | <input type="checkbox"/> Retirement |

Budget of the Congregation/ Organization

	2024
	LAST FISCAL YEAR
\$234,658	\$0
TOTAL BUDGET FOR THE LAST FISCAL YEAR	TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR
\$2,000	\$554,931
MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR	TOTAL SAVINGS, RESERVES, ENDOWMENT AT THE END OF THE LAST FISCAL YEAR

PART II: OUR VISION FOR MISSION

Trends in the Community Context of the Congregation or Organization

Characteristics:

Write a description of your community in terms of socio-economic status, demographics, primary areas of employment and lifestyle. The Demographic ZIP Code report for your primary ZIP codes may be helpful.

West Penn Township is one of the largest townships in land area in Pennsylvania. West Penn Township is located in the southeast corner of Schuylkill County which is located in eastern Pennsylvania, about 90 miles north of Philadelphia and centrally located in distance from the cities of Allentown, Reading and Hazleton. The population of the Township is 4,383, of which 98.8% are white. There are 18% under the age of 20, and 38% over the age of 60. The average mean travel time to work is 32 minutes. The median income for a household in the Township is \$68,915 with 8% earning \$200,000 or more, 23% earning between \$100-\$200,000, 44% earning between \$50-\$100,000, and 25% earning under \$50,000. 91% have high school degrees or higher, with 25% having their Bachelor degrees or higher.

Our primary areas of employment include: agriculture, thriving small businesses, Copperhead Chemicals, Lehigh Asphalt & Construction Co, Silberline Manufacturing Co, Wos-Wit, Tamaqua Truck and Trailer LLC, Ag Industrial, EMD Electronics, and Versum Materials

Trends:

List three changes or trends within the congregation or organization which have occurred in the last three to five years.



1. Use of social media and online services to connect with shut-in's and those member's who do not live close to the Church.
2. The Church's ownership of West Penn Community Park allows us to hold community Outreach events, socials, and our annual outside Father's Day worship service.
3. Building our music ministry to balance both traditional and contemporary genres.

Context:

List three ways the community in which you are located has been challenged by change and transition in the last three to five years.

1. People moving into our area that don't share the same beliefs as the longtime current residents.
2. There is an awareness that a growing number of people are in need of assistance and lack of resources for elderly people in the area. The Church needs to find ways to help the poor, elderly, and unemployed in a dignified responsible manner.
3. The impact of social media and communication through phones, in addition to outside influences of participating in youth sports and work places.

Programs:

Describe your congregation's or organization's current programs for mission and ministry.

We have a youth ministry which includes a weekly Sunday School, Vacation Bible school, Cherub Choir, and Youth Group program which all include and reach out to our community as a whole. Our Vacation Bible school program attracts 50% of the participants from outside the church. The youth group has approximately 15% of their members from outside the church, with some individual activities such as the 30 hour famine attracting even more. Overall, the youth group annually participates in many outreach programs throughout the year. There are programs for adults which include weekly Sunday School, Sr. Voice and Handbell Choirs, Bible Study, and Prayer Chain.

We have a Homebound & Holy Communion Ministry Team to deliver communion to shut in members, and an Outreach Group which holds many community events throughout the year on an annual basis.

Our Church partners with Christ Church in McKeansburg with their food pantry program and distributing the donations every other month to local people in need of essential clothing and food items.

Our Church has participated in walks for the Cystic Fibrosis Foundation and the Horses and Horizons Therapeutic Riding Program.

Our Church has involvement with the West Penn Lions club and their community events, including the annual community-wide Senior Citizen's day.

Our Church participates and donates to mission projects both local and abroad.

We hold community fundraising events to benefit folks on a personal level, from inside and outside our Church family.

Goals:

What are the primary goals of your ministry site (please refer to any Strategic Plan that has been adopted).

Improvement to our younger (under 40-45 years old) active membership and embracing them in their faith's journey. Growth in our Sunday School program and Youth-Together Youth-Forever. Gain fellowship within. Build greater community in our congregation. Nurture each other as a church family. Seeking to remain relevant to current times without compromising our foundation.

Energy:

What is your congregation or organization really excited about right now?

To obtain and attract a spirit filled pastor that partners with us, completes our congregation, and helps us to bring new life to our Church.

Our ability to adapt to the use of technology for worship services and weekly offerings.

Continuing to grow our Church family atmosphere in a faithful committal to God's Word.

Partnership:

How does this congregation or organization see itself as a member and active participant in the Evangelical Lutheran Church in America and the synod?

Because we are a federated church, we support both the UCC and Lutheran denominations equally, with the pastor both supporting and promoting the UCC & Lutheran denominations in kind.



Ministry Site Characteristics

AS A COMMUNITY

A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
---------------	------------------	------------------	---------------

- | | | | | | |
|---|-------------------------------------|-------------------------------------|-------------------------------------|--------------------------|---|
| We tend to be formal and programmatic. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We tend to be informal and spontaneous. |
| We have clearly defined goals and plans for our future. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We have no stated goals or plans. |
| We are racially and economically diverse. | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We are demographically homogeneous. |

OUR LEADERSHIP STYLE

- | | | | | | |
|--|--------------------------|--------------------------|-------------------------------------|-------------------------------------|--|
| We welcome ideas that are provoking and challenging. | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We prefer ideas that are tried and true. |
| We rely on our leaders for direction. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | We rely on group decision-making. |
| We have learned how to use conflict constructively. | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We tend to perceive conflict as something destructive. |

OUR PROGRAMMING

- | | | | | | |
|--|-------------------------------------|--------------------------|-------------------------------------|--------------------------|--|
| Our facilities are often used by community groups. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Our facilities are only used for our activities. |
| We train people to minister outside our walls. | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We train people to minister inside our walls. |
| We focus on ideas and beliefs. | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We focus on skills and action. |

OUR THEOLOGICAL PERSPECTIVE

- | | | | | | |
|---|-------------------------------------|--------------------------|-------------------------------------|--------------------------|--|
| We are obviously Lutheran in identify and practice. | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We are less obvious about our Lutheran heritage. |
| We participate in synod and ELCA activities. | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We are not very active in the synod and ELCA. |
| We focus on Biblical studies and doctrine. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We focus on contemporary issues and topics. |



(570) 778-0395

DAY PHONE	EVENING PHONE	CELL	FAX
-----------	---------------	------	-----

Outside Congregation or organization

Rev. Russell Campbell	Retired UCC Pastor	revarc@ptd.net
------------------------------	---------------------------	-----------------------

NAME	ORGANIZATION AND TITLE	E-MAIL
		(610) 737-2634

DAY PHONE	EVENING PHONE	CELL	FAX
-----------	---------------	------	-----

An ELCA rostered minister

Rev. James Seifert	Pastor	bjseif66@aol.com
---------------------------	---------------	-------------------------

NAME	ORGANIZATION AND TITLE	E-MAIL
		(610) 763-6359

DAY PHONE	EVENING PHONE	CELL	FAX
-----------	---------------	------	-----

Anyone else who knows your setting well

Robert S. Nester	Nester Funeral Home, Owner	nester@ptd.net
-------------------------	-----------------------------------	-----------------------

NAME	SYNOD	E-MAIL
(610) 756-6006		

DAY PHONE	EVENING PHONE	CELL	FAX
-----------	---------------	------	-----

PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

- Minister of Word and Sacrament
 Minister of Word and Service
 In Candidacy/First Call

Solo Pastor

POSITION TYPE:

Master's Degree (seminary or graduate school)

MINIMUM DEGREE REQUIRED:

Full time call

FULL TIME/PART TIME:

Language Proficiencies

English/Fluent

PRIMARY LANGUAGE (PROFICIENCY)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

Experience:

- 0-3 years
 4-9 years
 10 -15 years
 16- 20 years
 21 + years

Top Five Ministry Tasks

The five most critical tasks required in this position.

- Administration
 Building a Sense of Community
 Campus / Young Adult Ministry



- | | | |
|---|--|--|
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Children's Ministry | <input type="checkbox"/> Christian Education |
| <input type="checkbox"/> Communications/ Media | <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Counseling/ Social Work | <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Ecumenical Work |
| <input type="checkbox"/> Evangelism/ Mission | <input type="checkbox"/> Financial Management | <input type="checkbox"/> Global Service |
| <input type="checkbox"/> Innovation / Creativity | <input type="checkbox"/> Interim Ministry | <input type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Ministry in Crisis | <input checked="" type="checkbox"/> Ministry in Daily Life |
| <input checked="" type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Multicultural Ministry | <input type="checkbox"/> Music / Worship / Arts |
| <input type="checkbox"/> Outdoor/ Camping Ministry | <input type="checkbox"/> Parish Nurse / Health | <input type="checkbox"/> Participant in the Larger Church |
| <input type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship | <input type="checkbox"/> Public Policy / Advocacy |
| <input type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Social Ministry | <input type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input checked="" type="checkbox"/> Youth and Family Ministry | | |

Gifts for Ministry

The five gifts essential in this position, and the five that are very helpful in this position.

Top Priority		Very Helpful
	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
Yes	Provide care and nurture.	
Yes	Be active in visitation of members and non-members.	
	Be effective in working with children.	
Yes	Build a sense of community among the people with whom he/she works.	
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
	Be an effective communicator.	Yes
Yes	Be an effective teacher.	
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
Yes	Be effective in working with youth.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	
	Have a strong commitment and loyalty to the ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	Yes



Bring joy and good humor to relationships.	Yes
Be able to share leadership and work in a team.	Yes
Be creative and innovative about his or her tasks.	
Be able to use technology and media.	Yes
Appreciate cultural diversity in language and customs.	
Have talents in the areas of music, arts and writing.	

Mutual Expectations

Please list the five primary areas of activity or focus that you wish your newly-called rostered minister to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. **The Pastor is expected to develop a relationship with the congregation learning people's names and family relationships nurturing a renewed spirit and excitement about the future. We envision a growing desire to serve our Church and our Community in accordance with Jesus' teachings. We expect worship attendance to increase along with an increased sense of fellowship and purpose. An important characteristic we would be looking for is a caring and compassionate person who can lead all age groups of our congregation and develop pastoral relationships with them. Pastor visitations to the sick and shut-ins have been identified to be important to the congregation, as well as the Pastor being involved in our Church activities and programs.**
- B. **The Pastor is expected to establish a worship service with effective preaching using the multi-media equipment, live-streaming our services on Facebook & having the recorded services posted later on the YouTube platform. While recognizing Zion's long history of traditional worship service while incorporating varied and contemporary styles of worship. Our congregational surveys found that 63% would like to see a Bible study format for weekly messages, compared to 14% traditional format, and 23% blended. There was an overwhelming response from all that within any format, the sermon should bridge the gap between understanding God's Word and applying it in our daily lives. Our members want to open their Bibles and relate it to their growing personal relationship with God. Many members emphasized that the importance of Bible based teaching, strengthening the sense of fellowship, and having a Pastor that believes that the Bible is the infallible/inspired Word of God.**
- C. **The Pastor is expected to develop relationships with the Sunday School and Youth Group. The Pastor would be expected to interact with children and youth to develop a pastoral relationship in their lives. The Pastor would be expected to develop their relationship with the children through periodic involvement in the Sunday School classes, youth group activities, Vacation Bible School and the teaching of confirmation class. The Pastor would be expected to occasionally attend the Sunday School and Youth Group meetings, occasionally teach the adult Sunday School class and lead a Bible study group.**
- D. **The Pastor is expected to learn about our community, community organizations and the people. We believe our next Pastor should become part of the community preferably living and working among us from within maybe a 20 mile radius.**
- E. **The Pastor is expected to continue the working relationships we have with our neighboring churches; especially St. Peter's Church West Penn in Mantzville, Dinkey Memorial Lutheran Church in Ashfield, Ben Salem UCC Church in Lehighton, and St. John's Lutheran Church of Mahoning in Lehighton. Zion's participates in mid-week Lenten services with these churches and shares an outdoor Memorial Day service with St. Peter's Church West Penn.**

Please list the five ways that this congregation / organization will support and encourage the rostered minister during the first year in order to help her or him accomplish these responsibilities:

- A. **The Call Committee will work closely with the Church Board with the new Pastor's roles and responsibilities. Members of the congregation have acknowledged during the church profile development that the Pastor cannot and should not be solely expected to implement the ministry of Zion's Stone Church. Members have expressed a willingness to share the workload.**



- B. **The leaders of the Church will clearly identify the expectations the Church has of the Pastor and communicate these expectations to the congregation, through a formulized roles and responsibilities document.**
- C. **The Pastor and family will be invited to attend both church and community events. Members of the church will accompany the Pastor and family to provide introductions and information until the Pastor and family indicate that it is not necessary..**
- D. **The Pastor will be given time to participate in denominational activities and attend continuing education.**
- E.

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$75,000 - \$80,000	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
No	No	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECKS REQUIRED		

Professional Expenses

Yes	Yes
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
Yes	Yes
FIRST CALL THEOLOGICAL EDUCATION	CONTINUING EDUCATION

Comments:

Please offer any comment or explanation regarding the compensation package, especially as it compares to synodical recommendations or guidelines.

The housing allowance and salary being considered for this position is in the range of \$66,000 to \$76,000 based upon experience. The social security tax offset is in addition to this figure. The total compensation package being offered, including Pension, Disability & Life Insurance, Health & Dental Insurance, Vision, Milage Allowance, and Continuing Education perks is in the range of \$85,000 to \$95,000. Maternity/parental and sabbatical leave have not been requested at Zion's Stone Church in the past, but the Church Board is willing to entertain these benefits.

Other Supporting Resources

Are you able to supply the following items, if requested?

Mission and Vision statement of the congregation or organization **No**



Printed history of the congregation or organization	Yes
Strategic Plan: Goals and Objectives	No
Budget	Yes
Annual Report	Yes
Position description: Duties and Responsibilities	Yes
Communications Piece (publicity, newsletter, etc.)	Yes

PART IV: COMMENTARY

You are encouraged to offer information or commentary that will help the reader appreciate the vision, opportunities, challenges and nature of your ministry site. Use this opportunity to creatively promote and commend your ministry possibilities.

Zion's Stone Church has a long relationship with both the Evangelical Lutheran Church in America and the United Church of Christ denominations. Since we have become incorporated as a federated Church, we are very deliberate to emphasize that we are Christians. While we participate in denominational activities and support denominational benevolences equally, we are careful not to promote one denomination over the other. Our members are both denominations.

The Church Board has the general oversight of the life and activities of our congregation, in particular to see that everything is done in accordance with the Word of God. Their meeting focuses on the administrative and financial aspects of our Church. Our Board consists of nine members elected by the congregation and the Pastor, who is a voting member. Our Constitution requires the Pastor's attendance unless the Pastor has given prior approval to the agenda which shall be the only business conducted at that meeting. The Pastor would be involved in both the spiritual and financial aspects of the church. We have a church administrator/treasurer/financial secretary that is involved in the day to day operation of the church. The other paid staff positions include the pianist/organist/music director, secretary, and sextant. The Church Board supervises the church staff and is responsible for evaluation of their performance. The organizations within the congregation exist to aid the congregation in our ministry. The organizations are subject to the congregation's and Board's oversight and direction.

There is a desire for the Pastor to be present in the life of both the elders and homebound/sick & the youth of our church. Visits to the elderly, and attendance at Youth Group & Sunday School events are highly encouraged and sought to be a priority of our next Pastor. These specific requests, in addition to periodically teaching our adult Sunday School class were made by many on our Congregational surveys.

We look forward to developing a very cooperative and supportive relationship with our incoming Pastor. We encourage the Pastor's presence at community events, especially those which the Church sponsors. Together we can enhance and coordinate our Ministry to West Penn Township and the surrounding communities.

PART V: COMPLETION OF PROFILE

Discernment Process and Adoption

Please describe the process used to gather information, formulate responses, and officially adopt this Ministry Site Profile. (Approximately 100 words maximum).

The Call Committee developed 1 survey, with 19 questions & additional comment space, to gain the needed information. 120 of the 402 member surveys were distributed in person over 2 Sundays to those who attended. The balance of 282 surveys was mailed to each member asking them to complete it, and either mail it or scan/email it back to a newly formed Call Committee email address. The returned results were logged, summary spreadsheets made, and graphs developed to formulate the data needed to include in both the UCC and Lutheran profiles. The Call Committee then met on several occasions since that time to build and refine the said profiles, for presentation and approval of the Church Board before submitting it the Synod and the Conference. In addition to the written profiles that will be utilized in our Call for our next Pastor, the committee had built a video clip defining 'who we are' as Zion's Stone Church of West Penn Township to be included along with the Profiles.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **10/13/2025**



CALL PROCESS ADMINISTRATOR

The name of the person on the synod staff that the bishop has designated as the Call Process Administrator for this call process.

Carl Shankweiler

NAME

(570) 682-9834

OFFICE PHONE

Pastor

TITLE

carl1123@epix.net

E-MAIL

Reference's Recommendation

Rev. Kenneth Melber Jr.

NAME

DAY PHONE

(484) 629-2812

CELL

pastorken86@gmail.com

E-MAIL

EVENING PHONE

FAX