

Name of Church

Emmanuel Reformed UCC

Address3618 Hills Church Rd
Export, PA 15632-9371**Conference:**

Keystone

Association:

Westmoreland

Title

Minister of Music

Start Date

n/a

Description

Emmanuel Reformed United Church of Christ is seeking a part-time (10 -15 hours a week) Minister of Music to work with our pastor, organist, choir, and congregation in creating vibrant worship experiences, celebrate the sacraments, and provide pastoral care.

Church Contact Information

(724) 327-3050 (Church Primary Phone)

Churchoffice@hills-church.org (Church Email)

Listing Information**Web Presences**<http://www.hills-church.org>

Type: Professional

<https://www.facebook.com/hillschurcheexport>

Type: Other

<https://www.youtube.com/@emmanuelreformedunitedchur9829>

Type: Professional

Additional Formal Ecumenical Affiliations*No response***UCC Conference or Association Staff Contact Person****Name:**

Rev. David Ackerman

Title:

Regional Conference Minister

Phone:

7176521560 x 324

Email:

david@keystoneucc.org

What we value about living in our area.

Our church is seeking a Minister of Music to work with our organist, choir, pastor and congregation to develop vibrant worship and community. The Minister of Music will accompany our choir director and choir, teaching the congregation newer pieces of music, while continuing to play, sing, and lead older songs and hymns.

80% of the position will be planning and working with liturgists, organist, choir, and various other volunteers in worship.

20% of the job will entail celebrating the sacraments, preaching, bible study, and home visitation.

Current size of membership

125

Average in person attendance

30

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.**Video Hosting Platform**

On average, how many views are received per service?

8

Languages used in ministry

No response

Position Title

Minister of Music

Position Duration

Settled

Compensation Level

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

Does the total support package meet conference compensation guidelines?

No

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.

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).

Mission and service involvements.

Other expectations: please provide a list.

Leading with choir, choir director, and pastor

Teaching congregational singing

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)	10000	☒	☐
Housing Allowance	0	☐	☐
Any Experiential Difference (Related to years of experience)	0	☐	☐
Salary Basis: 10000			
Pension/Annuity	0	☐	☐
Social Security and Medicare Offset	0	☐	☐
Medical/Dental Insurance	0	☐	☐
Life Insurance	0	☐	☐
Disability Insurance	0	☐	☐
Worker's Compensation	0	☐	☐

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

We anticipate that this position will be a part-time, bi-vocational position.

The expected living situation for our next minister.

Commute

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.

Since our Minister of Music will be part of a team, he or she will be expected to have the primary responsibility on Sundays, with planning happening at other times during the week.

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

Conference and/or Association meeting registrations

Criminal background checks.

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

Continuing Education at Pittsburgh Theological Seminary or in Ambridge.

Classes at the Penn West Academy.

Ministerium.

Spiritual Direction.
Olmstead Retreat Center.
Camp Living Waters.
Samaritan Counseling Center.

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.

God is calling us to do three things: 1. Grow in our experiences of God's presence. 2. We need people to assist in our ministries. 3. We will steward our resources responsibly. The Minister of Music will assist in primarily #1 but also a bit in #2.

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

We preserved our sanctuary painting.
We participate in a Prayer Baton Chain which blesses the neighborhood.
We would like to increase our participation in neighborhood events.

11-Year Report

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

[Download Emmanuel Reformed UCC Eleven Year Church 620770_By MESA.pdf](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	85
NUMBER OF ACTIVE NON-MEMBERS:	15
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	100

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	140
MEMBERSHIP 10 YEARS AGO:	150
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	10
YOUTH MINISTRY ATTENDANCE: (IF ANY)	0

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	0
12-17	8
18-24	2
25-34	0
35-44	0
45-54	10
55-64	30
65-74	25
75+	25

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	Consistory	full	15
Organist	Consistory	part	60
Custodian	Consistory	part	5
Secretary	Consistory	part	2

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

We are a pastor-centered, family congregaion. We appeal to folks who think small is beautiful. We are seeking to strengthen that gift.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	111200
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	49800
Total	161000

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

172781

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 Scan0105.jpg](#)

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?

No

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

Endowment:

589000

Endowment:

No response

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

No response

Pictures

Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

Steele Education Building
Sanctuary
Cemetery Garage

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 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.)

Accessible bathroom on each floor

Which spaces are accessible to wheelchairs:

Sanctuary, ground floor of education building, basement due to stair lift.

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

Covid changed who we are and we have really never totally recovered.

Doing a long term, SWAP planning meeting where we discerned our next steps was very important.

Ministerial History:

Name: Joseph Hedden Jr

Years of service: 15

Name: Charles Kagenda

Years of service: 2

Name: Michael Penn-Strah

Years of service: 10

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

Our church has had a tepid relationship with our close neighbors. We are surrounded by homes that are much better financially positioned than we are as a church. One of the things we would like to address is improving our relationship with the neighborhood. We are emphasizing working and interacting with our neighbors in a few new ways:

CROP Walk

Game Day with neighbors

Outdoor worship with Jesus Freaks, band of elementary and middle schoolers

Participation with the United Church of Christ in the Philippines

Participation with Living Waters and the Keystone Academy for Ministry

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.

Global Mission Church.

References

☒ Heather Govert

Completed: Monday, Oct 20, 2025

I am currently the Secretary at Emmanuel Reformed UCC. I am not a member of the church as I attend and worship at another church in the area.

Primary Email Address: churchoffice@hills-church.org

Church Primary Phone: 724-327-3050

Reference Response

I am very grateful for my almost two years as the Secretary of Emmanuel Reformed Church UCC. This congregation is one of the most hospitable, friendly and loving congregations I have ever had the pleasure to be welcomed into. This is a small church and everyone who comes through these doors is truly so important. The Pastor is kind, and caring and lots of fun to work with. He is a Godly man and is such a great teacher and pastor. The worship services on Sunday are liturgical. The Sanctuary is well equipped with both an organ and a grand piano. Historically the morning worship has been mainly hymns, but I have seen them enjoy more modern worship songs as well. I enjoy my time here every week and I am looking forward to working with whoever God sends our way.

☒ Kaci Burket

Completed: Wednesday, Oct 29, 2025

Former employee

Primary Email Address: kroushore0806@gmail.com

Personal: 724-757-7669

Reference Response

I worked as the custodian for this congregation for a little over two years. I was treated fairly and respectfully. It was easy to communicate with the pastor, the board, and my superiors. The congregation was friendly and welcomed me with open arms. I decided to give up the position because I became a new mother.

☒ John Titus

Completed: Monday, Nov 3, 2025

I am the pastor of a neighboring congregation, First United Church of Christ – Harrison City, PA.

Email Address: rev_jt@verizon.net

Mobile Phone: 4123345496

Personal Cell: (412) 334-5496

Mobile Phone: 412-334-5496

Reference Response

I have worked with the congregation and pastors of Emmanuel Reformed (Hills Church) for over 15 years on various gatherings with our congregations, the Westmoreland Association, and the Penn West Conference (soon to be the Keystone Conference). Hills Church has always been friendly and welcoming when I have attended our sister congregation's gatherings, and when they have attended our congregation's gatherings in Harrison City.

Hills Church is an active and vibrant congregation, where I can see that the congregation is looking to grow both spiritually and personally. Hills Church is blessed to have the Rev. Joseph Hedden as its spiritual leader and pastor. They will continue to thrive due to his leadership and the lay leadership present at Hills Church.

Closing Prayer

Oh God, may you make us sing again a joyful noise to you. May we learn from each other as we seek leadership in this time. May we work together with joy. In Jesus' name. Amen.

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.

Pastor Joseph Hedden

2. Additional comments for interpreting the profile:

No response