Youth Pastor
Olmsted Community Church UCC
Olmsted Falls, OH

Name of Church

Olmsted Community Church UCC

Address

7853 Main St
Olmsted Falls, OH 44138-2033

Conference:

Heartland

Association:

Living Water (Heartland)

Title

Youth Pastor

Start Date

Oct 1, 2026

Description

Olmsted Community Church seeks a full time Associate Pastor

Church Contact Information

(440) 235-3326 (Church Primary Phone)

Listing Information

Web Presences

https://www.olmstedchurch.org/	*Type:* Professional
https://www.youtube.com/olmstedchurch	*Type:* Other
https://www.facebook.com/OlmstedChurch/	*Type:* Other
https://www.instagram.com/olmstedcommunitychurch/	*Type:* Other

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

The Rev. Dr. Elena Larssen

Title:

Association General Minister

Phone:

330-940-2220 x 102

Email:

agm@livingwaterone.org

Summary Ministry Description

This position is for a dynamic individual who feels called to nurture the spiritual lives of our children and youth. We are seeking a faithful and creative leader to help with intergenerational spiritual formation. This position is a full-time, settled ministerial or lay position called to share responsibility with the Senior Pastor in providing spiritual leadership, pastoral care, and organizational oversight. The primary goal is to build a thriving youth and family ministry while providing ministry opportunities that align with the candidate's gifts.

Church pictures







What we value about living in our area.

Olmsted Falls is a community of neighbors built on a rich history and local character. Our residents enjoy the safety and familiarity of small-town values while being a part of one of the largest metropolitan areas in the country. God's work is evident in our community with beautiful parks and natural resources providing activities and opportunities to enhance your quality of life. We are located near some of the best hospitals and universities in the state, and our top-rated school system makes Olmsted Falls an ideal place to raise a family.

Current size of membership

330

Average in person attendance

79

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?
30

Languages used in ministry

English

Position Title

Youth Pastor

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

Download 2026-Heartland-Conference-Compensation-Guidelines.pdf

Scope of Work

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 Job Description for Youth Pastor.pdf

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

First:

We are seeking someone with vision and passion for creating relevant, vibrant, and faithful ministries for youth and young families.

Second:

We are seeking someone with a pastoral presence who is confident enough to lead elements of worship and relatable and approachable for youth.

Third:

We are seeking someone with a passion for Jesus Christ who wants to share the good news that God's love is for All. While the primary focus of this position is ministry with youth and families, the job description might evolve to include either music ministry or the administration of our Christian Education programming, depending on the gifts of the person called.

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 PECENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	0	☐	☐
Housing Allowance	0	☐	☐
Any Experiential Difference (Related to years of experience)	0	☐	☐
	Salary Basis: 0		
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.

No response

The expected living situation for our next minister.

Living nearby with housing allowance

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.

No response

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

Reimbursement for use of personal vehicle.
Cell Phone and/or Internet.
Conference and/or Association meeting registrations
Criminal background checks.
Community of Practice Participation.

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

A Community of Practice through the Living Water Association

Who Is God Calling to Minister with Us?

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

The main ministry goal will be to build a vibrant and relevant youth ministry for our growing numbers of children. This person will partner with our staff and congregation in encouraging the faith development of our youth and the youth of our community in an inclusive community with an expansive theology. This is currently lacking in our town. The congregation looks forward to finding ways of increasing intergenerational participation in worship, music, missions, and more.

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

Our congregation currently has one annual mission trip to Lotts Creek, KY and we've recently begun partnering with Habitat for Humanity for multiple work days on a local "Faith Build." This person will help us expand the ministry opportunities of youth service projects, mission trips, and engagement with the wider community. This person will also be encouraged and expected to participate in the lives of our youth outside the building through supporting them in sporting events, theater productions, and other personal achievements.

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

Fluency in English is necessary for communication, writing, leading in worship, and connecting with Youth. We are seeking someone who desires to connect with youth where they are and safely in the platforms and spaces that they communicate. We value the differences between us and seek someone who is able to communicate authentically with people of all different backgrounds, both in our local community and when on work trips to other communities. We appreciate attention to expansive and inclusive language for all.

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 SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE
- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- Praying actively and nurturing spiritual practices.
- Being called to ordained ministry by God and the Church.
- Continuing discernment of one's call in community.
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS
- Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Strategically creating the future of God's Church.
- Witnessing in the public square to God's redeeming power.
- Performing necessary and appropriate administrative tasks.
- Working collaboratively with intercultural awareness and sensitivity.
- Encouraging leadership development of self and others through continuing education and lifelong learning.

CARING FOR ALL CREATION
- Nurturing care and compassion for God's creation.
- Maintaining a basic understanding of mental health and wellness.
- Practicing self-care and life balance.
- Providing hope and healing to a hurting world.
- Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate.
- Stewarding the resources of the Church.

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS
- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God's people.
- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.

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 be a multigenerational church home where families feel supported, children are integral to congregational life, and all generations learn from and support one another. God is calling our congregation to be an expansive community where every person feels a deep sense of belonging, value, and love and

where we practice extravagant welcome. God is calling us through the Open and Affirming process and we believe we are a congregation that in spirit and practice strives to embrace people of all backgrounds, identities, abilities, and life experiences.

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 to be a church beyond ourselves and we do so in a number of ways:
Immigrant Welcoming Ministry: Our church hosts an apartment on property dedicated to housing refugees during resettlement and operates an established immigrant ministry supporting families with housing and transition needs.
Advocacy Committee: Our Advocacy Committee helps the congregation through education and opportunities so that we might better minister to the root causes of injustice and not just the symptoms. The committee guides our church in engaging meaningfully with issues of justice, compassion, and community advocacy. They led us through becoming a Just Peace Congregation and currently are leading the Open and Affirming process. We also are working on Environmental initiatives and Accessibility for All. Through the work of the Advocacy Committee we are active members of Greater Cleveland Congregations, engaging in broad-based interfaith community organizing across Cuyahoga County.
Community Partnerships: We actively engage our local community by volunteering with the local food bank, furniture bank, and Habitat for Humanity. We serve as a community host site for groups like AA and Koinonia, operate a vital preschool outreach ministry, and established a small pantry Blessing Box. We are called to proactively step outside our doors, building external community partnerships and supporting young families rather than waiting for people to find us.
Align with the UCC's Initiatives: We intentionally align with the United Church of Christ's broader denominational initiatives, including environmental justice, racial justice, LGBTQ+ inclusion, and Just Peace. We recognize that we can have a larger voice and impact by working with our denomination to share Christ's Good News.

Congregation Reflections

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

A dynamic balance between Sunday worship and daily action, where we gather to be rooted in Christian faith and scatter to live out those values in our daily lives. We are a living demonstration that God's love is for all people, going well beyond Sunday morning to the active doing of faithful living. We are grounded in genuine relationships, mutual support, and care for one another through both difficult times and joyful celebrations. We take pride in being thoughtful and open, welcoming questions, diverse perspectives, and continuous spiritual growth.

Strengths or positive qualities of our congregation.

Active in Service: Our members possess a strong drive to do rather than just talk, generously giving of their time, talent, and treasure to meet critical needs.
Multigenerational: We are a lively community enriched by long-time dedicated members alongside many new young families.
Warm & Welcoming: Visitors are quickly noticed, and members foster an environment filled with genuine fellowship, hugs, and mutual care.
Hope & Leadership Momentum: There is strong optimism about our future, fueled by positive leadership momentum under our Senior Minister and pride in having UCC President Rev. Dr. Karen Georgia Thompson as a church member.

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

Youth & Young Family Engagement: Strengthening our youth ministry and creating expanded opportunities for children, youth, and young families to participate actively.
Official Open & Affirming Designation: Completing the official process to become an Open & Affirming congregation has been a discussion for years and is now becoming a reality.
Growth & Stewardship: Managing the practical dynamics of congregational growth, including deepening financial generosity and adapting to change while preserving close-knit relationships.

What worship is like when our congregation gathers.

Our worship is described as: informal, casual, joyful, energetic, and Christ-centered, where people genuinely enjoy being together. We gather in person and online at 10:00 AM on Sundays for about 75 minutes. All generations are welcome. Children are welcomed in worship, either in the pews or in the designated "Pray Ground" area stocked with quiet activities as well as a children's message each week.

There are many voices involved in worship. Active lay involvement with lay speakers each week, accompanied by a contemporary reflection on scripture in an inductive inspired preaching style that ties the gospel to daily life. We have a vibrant music ministry that includes an eclectic blend of organ, piano, guitar, harmonica, banjo, drums, choir, handbells, youth chimes, and guest musicians sharing rotating talents.

Holy Communion is celebrated weekly with an open invitation to all.

The educational program/faith formation vision of our church.

Our desire is to nurture a lifelong love and curiosity for Jesus, where all generations learn together, ask questions, and develop a heart for helping others.Adult opportunities include our mid-week afternoon Bible study and periodic evening study series.

We do have Nursery care provided during worship for ages 0–4, Sunday School during service for ages 4 through 7th grade, an on-site Preschool ministry, and an annual summer Vacation Bible School (VBS) serving 120+ children with 30+ youth volunteers.

We hope to increase our middle and high school youth groups, confirmation classes, and mission trip opportunities (such as Lotts Creek, KY), with this position.

How our congregation is organized for ministry and mission.

The Ministry of our church is shared broadly among clergy, professional staff, committee leaders, and active lay volunteers. Staff and Leadership work in partnership. The staff help to resource our leadership with prayer, vision, example, and help to make sure we follow our own policies and procedures. We are organized through dedicated Boards (e.g., Trustees, Finance) and functional committees that meet monthly. Our governing body is our Guiding Board. The Guiding Board consists of Board chairs and committee representatives, church officers (President, Vice President, Treasurer, Secretary, Financial Recorder), and the Senior Pastor. All staff are encouraged to participate in the Guiding Board.
This position would work closely with our Christian Education Committee which is a volunteer committee that encourages volunteer Sunday School teachers rotating weekly.

When it comes to decision-making, 25 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...

We had massive power outages in our area during a very cold time. The pastor and President spoke, then the pastor reached out to the City Hall, the Police Department, and The Fire Department, to setup a heating center at the church. The pastor contacted the Chair of Trustees, the Chair of Missions, and the Chair of Worship Life, and together created a rotation of volunteers to greet people as they entered. This all came together within 12 hours and we were able to serve our community for the next day before power was restored. Now the city repsonds by opening up the firestations as shelters when the power goes out.

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

- Download Constitution 1.26.2025.pdf
- Download OCC By-laws 1.26.2025.pdf
- Download 2025 Annual Report.pdf

11-Year Report

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

No response

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	325
NUMBER OF ACTIVE NON-MEMBERS:	5
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	330

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	47%
LESS THAN 10, MORE THAN 5 YEARS:	27%
LESS THAN 5 YEARS:	26%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	35
12-17	20
18-24	20
25-34	25
35-44	35
45-54	35
55-64	45
65-74	45
75+	35

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	23%
HOUSEHOLDS WITH MINORS:	30%
SINGLE ADULTS AGE 35-65:	25%
JOINT HOUSEHOLDS WITH NO MINORS:	10%
SINGLE ADULTS OVER 65:	12%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	30%
COLLEGE:	50%
GRADUATE SCHOOL:	10%
SPECIALTY TRAINING:	10%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	60%
ADULTS WHO ARE RETIRED:	30%
ADULTS WHO ARE NOT FULLY EMPLOYED:	10%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

Retail Sales, Nonprofit Management, Teachers, Social Work, Elected government officials, Denominational Leadership, CEOs, Business owners, IT, Healthcare, and so much more

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

Our church mostly reflects the demographics of the community of Olmsted Falls and our surrounding area - we are mostly white. We are happy to say that our pews regularly include many persons of color, making our congregation more racially diverse than the community at large.

What diversity means in our context?

We do have some racial, cultural, and family structure diversity. This is present in a number of adoptive families. Some of the families served through our Immigrant Welcoming Ministry have joined or participate regularly. Several members have cultural heritages of other countries and were born in Canada, Jamaica, Ivory Coast, Ukraine, India, and more. We have openly gay members, couples, and families. We create safe space for our neurodiverse youth, children, and adults.

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

No

Participation and Staffing

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)	23	Pastors and Volunteers plan Bible Study, Book Studies
Baptisms (number last year)	5	Pastor
Children's Groups or Classes	120	Volunteers staff Sunday School; Nursery is partially paid staff and some volunteers; VBS this year included 30 youth volunteers
Christmas Eve and Easter Worship	190	Pastor, Staff, Worship Life
Church-wide Meals	75	Fellowship Times are planned by Volunteers
Choirs and Music Groups	35	Worship leader and bell/chimes leader organize Choir, Band, Handbells, Chimes
Church-based Bible Study	10	Pastor
Communion (served how often?)	90	Pastor and Volunteers serve Every Sunday
Community Meals	100	Volunteers (Missions Committee and Trustees) organize Chili Cookoff and Pancake Breakfast
Confirmation (number confirmed last year)	4	Pastor
Drama or Dance Program	20	OCC Theatre Ministry
Funerals (number last year)	6	Pastor
Prayer or Meditation Groups	8	Volunteers (Elders)
Public Advocacy Work	15	Volunteers (Advocacy Committee)
Theology or Bible Programs in the Community	15	Volunteers host Bible and Book Studies
Weddings (number last year)	2	Pastor
Worship (digital / online / livestream)	30	397 Subscribers on youtube - We average about 30 views per live streamed service within the first 28 days
Youth Groups or Classes	4	Volunteers organize Youth Group - led by Christian Education Committee
Other	14	New Members - Pastor and Worship Life committee

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10:00 AM	80	Pastor

Additional comments:

Our activities could not be possible without the volunteer efforts of many members and lay leaders. Examples of community-wide activities include an Easter Egg hunt, Chili cookoff, pancake breakfast, Vacation Bible School, among other activities planned in past years. In July 2026, Olmsted Community Church had 120 kids attend its annual Vacation Bible School.

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
Rev. Dr. Gary Halstead	none		Prior Conference Staff and Local Church Pastor	☑
Rev. Dr. James Vijayakumar	none		Prior Area Executive of Global Ministries	☑
Rev. Dr. Kelly Brill	none		Prior Local Church Pastor	☑
Rev. Dr. Karen Georgia Thompson	4	General Minister, President, and CEO of the United Church of Christ	National Setting Staff	☐

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

Rev. Dr. Gary Halstead served as the associate minister of OCC in the early 1980s. After a long career in local church and conference ministry he returned to OCC in 2017. Gary sings in the choir and with the band, is active in the Theatre Ministry, volunteers to lead some evening book studies, and occasionally provides pulpit supply.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Senior Pastor	Yes	full	Personnel	6 years
Church Administrator	No	part	Senior Pastor	9 years
Preschool Director	Over Preschool Teachers	part	Pastor	25 years
Preschool Teachers	No	part	Preschool Director/Pastor	1-30 years
Nursery Coordinator	No	part	Pastor	3 years
Musician	No	part	Pastor	7 years
Custodian	No	part	Pastor	1 year

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

We have a thriving ministry that extends into our local community regularly. We also have room to grow with middle and high school families and new families to OCC. We are strengthened by the participation of several members who are also ordained ministers, partially because of our our geographic proximity to the UCC national office. Our demographics confirm our belief that there is opportunity to grow a youth ministry program for our wider community. We are a desirable suburb with excellent schools and relatively affordable housing – all attractive to families with school-age children.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	210000
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	30000
Fundraising Events	9000
Gifts Designated for a Specific Purpose	23000
Grants	402800
Rentals of Church Building	6700
Support from Related Organizations (e.g. Women's Group)	5538
Misc Income	12862
Preschool	100000
Total	799900

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

769489

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.

No response

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

17

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?

This support is gathered through planned giving embedded within our Missions Committee annual Budget and direct appeals to the congregation.

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

0

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

No

Capital Campaigns

Description of any building programs projected or underway.

No Campaigns. However, over the last 6 yeas we've applied for, received, and followed through on multiple grants for about $1.3 million in repairs, updates, and renovations to our facilities in an effort to avoid the trap of deferred maintenance.

Pictures

Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

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

No response

Does your church have an endowment?

Yes

What is the market value of the assets?

698000

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

Regular Quarterly Distribution

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

5%

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

No additional draws

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

In perpetuity

Please comment on the above calculations or estimates:

No response

Other Assets

Associate Pastor Fund and Pastor Sabbatical Fund

Reserves (savings):

10000

Investments (other than endowment):

154000

Does the church have a parsonage?

No

Description of all buildings owned by the church:

The Church is one large building that includes: Sanctuary, office space, apartment (which houses our Immigrant Welcoming Ministry families), Preschool, multi-purpose/Sunday school rooms, youth room, nursery, conference room, kitchen, fellowship hall, and more. The entire building is about 24,000 square feet. The Sanctuary was built in 1959 and the rest of the building was constructed in 1956. The entire building has been updated with WiFi access and HVAC.

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

No response

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
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
Accessible bathroom on each floor
Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

All spaces except for the church apartment and in the Sanctuary the chancel and balcony.

Policies regarding financial practices of the church:

OCC has multiple written policies, recently updated, outlining our financial practices; these are scrupulously adhered to by our Finance Board, treasurer, and financial recorder. The Finance Board is comprised of: Senior Pastor (ex-officio), President of the Guiding Board, Vice-President, Treasurer, and Financial Recorder, 3 at-large representatives and a Preschool rep. A subgroup prepares the ministry plan that the full Finance Board, Guiding Board, and then the congregation approves annually. Another subgroup oversees endowment matters and reports to Finance.

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

OCC has made a commitment to investing in this new youth pastor/director position and has set aside the financial resources to fund this position for the next few years. Similarly, our senior pastor is eager to invest the time into helping his new colleague transition into this new position.

Historical Information

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

The most important event in the life of our congregation within the last 10 years has been the calling of our Senior Pastor, Rev. Steven Gower.
Three other significant happenings in the whole history of our church are:
1. 60 years of our most community-impacting ministry, the Olmsted Community Church Preschool. We serve about 50 families a year through our 3 levels of programming.
2. For all but several years in the late 1950s and early 1960s our congregation has been debt-free. We strive to utilize funds to the best of our ability and want to model to our congregants and the community the importance of financial management and the ministry of stewardship.
3. In 1917 two local congregations merged to form Olmsted Community Church. They were right across the street from each other and decided to work together in service to Christ.

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

In the past 5 to10 years we've moved from a traditional Chancel Choir and Organ-driven music program to an intergenerational music ministry that includes an Adult Congregational Choir (that no longer wears robes and now sits in the pews with the congregation instead of specific choir pews), an intergenerational Praise Band, a children's chime choir, and an intergenerational handbell choir. For some, the move past a "traditional" feel was difficult and for others it seemed like their voices had finally been heard. Our current music ministry emphasizes variety and finding joy in something that speaks to you and joy in someone else who enjoys the music when it doesn't speak to you. This has allowed for an increase in variety and styles across the ministry.

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 do not allow for triangulation and will discuss it openly in meetings if it becomes an issue.
We do not allow for anonymous complaints or the "some people are saying" tactic. If there is a complaint or criticism it will only be carried forward with the person's name attached and they'll be encouraged to speak it to the group as well.
When someone asks about a ministry, has a concern, or a problem leadership's first response is to encourage direct communication. Maybe even to the point of saying "Do you know Suzie, she runs that ministry, here I'll go take you and introduce you two."

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

Over the last several years, our congregation has invested $1 million into building renovations and restorations from deferred maintenance. These funds were secured through grants for those specific purposes. Still, our property insurance premiums skyrocketed with much larger deductibles for very little coverage. Leadership spent a year sending proof of our building upgrades to multiple insurance vendors, the Senior Pastor even wrote to one of the CEOs seeking clarity, and we were told that we should feel blessed to be able to pay more so that those who have to file claims can receive the funds. Discussion from the Trustees Board went to the Finance Board and then to Guiding Board and then to several Congregational Meetings before the congregation voted to pass a Budget that no longer included property insurance. These meetings were difficult and necessary to ensure that all voices had space. Not everyone agrees with the decision but it is where we are today.

Ministerial History:

Name: Steven Gower	*Years of service:* 6	UCC Standing
Name: Ron Dauphin	*Years of service:* 11	UCC Standing
Name: Don Wilson	*Years of service:* 17	UCC Standing

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

We tend to have long term relationships with our pastors. They span generations and become part of the church's family history.

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

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

Our congregation is particularly supportive of ministries and organizations supporting the unhoused or precariously housed through its relationship with the Cleveland Furniture Bank, Habitat for Humanity, and our own Immigrant Welcoming Ministry. Our developing relationship with the Greater Cleveland Congregations expands our advocacy reach by offering opportunities to partner with other groups across the county on a variety of issues including criminal justice reform and immigration. Our Advocacy Committee connects regularly with our mission partners.

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

In partnership with the National Setting of the UCC, we hosted the “Global Rise in Religious Nationalism,” a conversation and Q&A with the General Secretary of the World Communion of Reformed Churches, Rev. Dr. Philip Peacock and the General Minister, President, and CEO of the UCC, Rev. Dr. Karen Georgia Thompson https://www.youtube.com/live/7-OMptkKOhM?si=cuZLIfHuKSxi4iuc
Pastor Steven serves on the Committee on Ministry for the Living Water Association and regularly participates in a Community of Practice. Church member Barbara Rook serves on the Living Water Association Council. Rev. Dr. Karen Georgia Thompson is an active member of the congregation. Other members are retired from the National Setting of the UCC.

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

We are a member of Greater Cleveland Congregations, a broad base organizing group primarily comprised of congregations of different faiths across Cuyahoga County. As a member of this group we can join into actions and movements as we are called to. For example, one lay leader of the congregation is very involved in their pre-trial justice committee working to decrease the amount of time between arrest and first appearance before a judge in the County. Also through Greater Cleveland Congregations we are learning how to organize within our more immediate community. Relatedly, we invest through United Church Funds which uses a selective investment strategy that is aligned with our values.

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.**

Just Peace.
Immigrant Welcoming.

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 are currently working toward becoming an Open and Affirming (ONA) congregation. Our Advocacy Committee has ongoing conversations about initiatives such as Creation Justice and Economic Justice but we are not officially designated at this time.

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

Our Senior Pastor serves as the Moderator-Elect for the Christian Church (Disciples of Christ). He is also the Chair of the Finance Committee of the General Board of the Christian Church (Disciples of Christ) and serves on the Executive Committee and other committees and task forces as assigned. Our involvement with Greater Cleveland Congregations connects us with interfaith partners across the county. We are an active partner with Church World Service.

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

Our Mission statement reads: We are a family, centered on Christ, committed to nurturing loving relationships, faithful stewards, and dynamic faiths showing God's love for all.
This statement is reflected in the daily activities of this congregation, from the way we conduct our meetings, to our mission initiatives, to our intergenerational gatherings.

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.

Our congregation has an expectation of a solid connection between the local church and the greater denomination. The pastor is expected to participate in the denomination to maintain standing, take advantage of learning opportunities, and to network and connect for greater ministry and best practices. Our current Senior Pastor feels that the congregation and the lay leadership has been excellent in supporting the growth of denominational connections and the resources that come with greater relationship to the larger church body.

The ARDA or MissionInsite Reflection

ARDA/MI File
Download _Summary Info Graphic_.png

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

The ARDA report shows a stable suburban community with growing numbers of adults ages 65–74, while younger adult populations have declined. Nearly 40% of adults have a bachelor's degree or higher, and most housing was built between 1950 and 1989. These trends present opportunities to expand senior ministries while continuing strong family programming and offering educational, discussion-based faith formation.

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.

Olmsted Community Church reflects many characteristics of the surrounding community, including families, empty nesters, and retirees. The congregation also draws people from neighboring communities, creating a broader mix of ages and backgrounds. This allows the church to serve both its immediate neighborhood and the wider suburban area.

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

The community continues to have a strong population of children and school-aged youth, making children's and student ministries a vital part of the church's mission. These demographics encourage investment in family programs, youth activities, and outreach to young families. At the same time, the church can build intergenerational connections by engaging older adults as mentors and volunteers to support the next generation of believers.

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

Community leaders describe Olmsted Community Church as a welcoming congregation committed to serving others. The church is known for community outreach, family ministries, partnerships with local organizations, and creating opportunities for people to connect. It is recognized as a church that cares for both spiritual and practical needs.

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

New members often say they were drawn by the church's welcoming atmosphere and authentic relationships. Many first attended because of an invitation, community event, or children's ministry. They chose to stay because they found meaningful worship, opportunities to serve, and a strong sense of belonging.

References

[redacted]

☑ Melinda Quellhorst

Completed:Thursday, Sep 17, 2026

I am an authorized UCC pastor that lives in Olmsted Falls. I serve a local UCC congregation in a neighboring town.

Email Address: revmql@gmail.com

Personal Cell: (330) 717-5357

Mobile Phone: 330-717-5357

Reference Response

Olmsted Falls Community Church is a vibrant and growing congregation. It is a voice in Olmsted Falls that stands out in our community with God's love for all. It is a voice that is needed in our community. I have helped with Vacation Bible School, been on call for emergencies when the pastor is out of town, attending theological gatherings, and have met a few members. Olmsted Falls Community Church welcomes all of God's children with a community of love. Olmsted Falls Community Church is a Just Peace Congregation and lives into God's call of justice and love for all. I really appreciate how the children are excited to share God's love. It is a congregation that likes to have fun as they live the gospel of Jesus Christ, with the Spirit leading them. Once I retire, I will be joining this congregation and participating in this community of faith.

[redacted]

■ Donna Gillette

Contacted:Thursday, Sep 17, 2026

Primary Email Address: owutevr@live.com

Reference Response

No response

[redacted]

■ Margaret Mills

Contacted:Thursday, Sep 17, 2026

Personal: (330) 453-8178

Personal: (330) 453-8178

Personal Cell: (440) 487-2549

Reference Response

No response

Closing Prayer

Frederick Buechner wrote this: "The place God calls you to is the place where your deep gladness and the world's deep hunger meet." That place is not found purely by looking at church websites or through an AI search of job openings. It is found with the assistance of God's Holy Spirit. We have been praying for our candidate! We know that the right person is out there, longing for a spirit-led connection, longing for that place where you can find joy, meaning and purpose as you share your talents. We look forward to meeting you and to helping you thrive at Olmsted Community Church!

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.

A 5 member Search Committee plus the Senior Pastor, in collaboration with other church leaders and staff, contributed to the contents of this profile.

2. Additional comments for interpreting the profile:

We believe that Olmsted Community Church is at a threshold. Since the arrival of our Senior Minister, the church has begun welcoming more families with children. Now the time has come to provide more programming for those children, youth and families. We are keenly aware that many mainline Protestant churches are in decline, and we know how precarious and fragile our institutions can be. We believe that it is critical for us to develop a meaningful and thriving program for youth and children so that we can continue to grow. We pledge the support of the congregation and Senior Minister!