UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

FLEMING ROAD UNITED CHURCH OF CHRIST
Cincinnati, Ohio

Senior Pastor

Ohio United Church of Christ
Southwest Ohio Northern Kentucky Association

[Validation Date]

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"God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work."
(2 Corinthians 9:8)

INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytellings and many prayers, and as the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (http://oppsearch.ucc.org).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.

POSITION POSTING

LISTING INFORMATION
SCOPE OF WORK
COMPENSATION & SUPPORT
WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: **Fleming Road United Church of Christ**
Street address: **691 Fleming Road, Cincinnati Ohio 45231**
Supplemental web links: **www.flemingroaducc.org**

Conference: **Ohio United Church of Christ**
Association: **Southwest Ohio Northern Kentucky Association**
UCC Conference or Association Staff Contact Person:
Rev. Carl Robinson
Designated Association Minister
Southwest Ohio Northern Kentucky Association
937-438-8050
crobinson@sonkaucc.org

Summary Ministry Description:
In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

Fleming Road United Church of Christ is rich in the tradition of faithful worship of God and service within the United Church of Christ. Our church's proud history is vested in the three strong German protestant churches, each with over a century of faithful worship, which merged in 1988-97 and built the church building and administrative structure that Fleming Road UCC enjoys today. While celebrating our proud past, and providing a nurturing environment for our current members, our church is trying to develop a vision for sustaining its legacy and is seeking a senior minister who will provide spiritual leadership in this visionary quest.



Front View



Entrance



Sanctuary



Fellowship Hall

What we value about living in our area *(2 – 3 sentences)*:
Greater Cincinnati area provides a wealth of employment, education, entertainment and enlightenment opportunities, whether in the immediate locale (Springfield Township) of our church or the many neighborhoods in which our members reside. Cincinnati presents the vitality of a metropolitan area yet its residents benefit from the "small town" values and relationships of its many residential neighborhoods.

Current size of membership: **235**

Languages used in ministry *(other than English)*: **English**

Position Title: **Senior Pastor**

Position Duration:

<u>Settled</u> – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level:

Full Time

Does the total support package meet conference compensation guidelines?

Fleming Road UCC follows the compensation guidelines outlined by the Ohio Conference of the United Church of Christ [www.ohioucc.org/wp-content/uploads/2015/09/2015-Clergy-Compensation-Guidelines.pdf]

SCOPE OF WORK

(add here the Scope of Work developed by your church using the Call Agreement Workbook)

- **Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding lay liturgists, planning of music in coordination with the Music Director, offering and leading prayer.**
- **Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping members take advantage of these.**
- **Leadership development by working with members to create ministry and programs.**
- **Pastoral care.**
- **Community engagement.**
- **Weddings, funerals and other types of services addressing specific needs of members of the worshipping community.**
- **Working with church leaders in strategic planning for current and future ministry.**
- **Participation in meetings and gatherings as required/requested.**
- **Participation in wider church activities such as conference and association meetings and area ecumenical activities.**
- **Oversight of administrative responsibilities such as communications, church office operations.**
- **Faithful financial development and stewardship.**
- **Counseling, listening and referral.**
- **Ongoing study and prayer to enhance ministerial skills.**
- **Energizing and deepening spiritual connections and faith understandings of others.**

Core Competencies:

The core competencies for the next minister of Fleming Road UCC:

- **Vibrant leadership – creative; able to be an agent of change**
- **Caring – compassionate, approachable**
- **Dynamic preaching – delivers faith-fulfilling messages**

COMPENSATION AND SUPPORT

Salary Basis:

Fleming Road UCC follows the Ohio Conference and UCC compensation guidelines for salary, housing allowance and benefits

Benefits:

Salary plus Benefits

What is the expected living situation for your next minister *(e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)*?

Fleming Road UCC will provide a housing allowance, consistent with the afore-mentioned Ohio Conference of the UCC compensation guidelines.

Comment on the residential/commuting expectations for your next minister.

Springfield Township and the neighboring communities provide ample quality and affordable housing opportunities within a convenient commute of the church property.

State any incentives *(e.g. school debt reduction or retention bonus after a certain number of years in position)*:

Incentives could be negotiated.

Describe peer and professional supports available for ministers in your association/conference:

The Ohio Conference of the UCC and the Southwest Ohio Northern Kentucky Association (SONKA) provide opportunities of support and continuing education. Our church recognizes the need for its minister to engage in programs and activities of spiritual and professional renewal and will provide support for participation in these.

WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

The simple summation of the expectations we have for our next minister is that this new spiritual leader be an agent of change. We envision our next pulpit leader as someone who will bridge the celebrated past and traditions of our church with what we will need to become to continue our legacy through the next century.

Our next minister will lead our church in efforts to become more greatly involved in our local community, helping us develop and implement programs and activities for greater community engagement.

Our next minister must have the ability to relate to the "millennial" generation to the extent of capable of attracting the support and participation of adults and their families in Fleming Road UCC. Our next leader needs to be able to help our church initiate vibrant programs for youth and young adults.

Balancing the challenge of conducting traditional worship activities desired by our current membership with the creation of contemporary worship appealing to new members of the 20-to-40 year age range will an important skill for our next minister.

Similarly, our next minister will need to maintain pastoral care to an aging membership. It should be an individual who will invest in the congregation through involvement.

Ideally, our next minister will be a dynamic individual who will deliver great messages to help us further our faith on Sundays, then help our members live that faith through service and action through programs throughout the week.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

Since the three churches that form Fleming Road UCC merged after migrating from distant neighborhoods in Greater Cincinnati, our church is a relative "newcomer" to its locale (Springfield Township and the neighboring communities). While the values of the preceding churches were to exist as neighborhood places of worship, our church does not currently serve the same role to its locale. Our next minister should provide counsel as to enhancing current programs and efforts of community engagement and initiating new initiatives which will help our church play a larger role in our neighborhood.

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

We have no language or culturally-specific requirements for our new minister. The new minister should be able to communicate clearly, orally and in writing, in English.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

Though by no means an exclusive list, we believe that the next minister of Fleming Road UCC will display the following four areas of excellence:

<u>Building Transformation Leadership Skills</u>. We believe our next minister will lead our congregation through the needed changes to enable our church to continue its tradition of service. Change need to take place within the operation of our church and within the hearts of our members in order for our church to serve as it and its founding churches have done for the past century and a half.

<u>Caring for all Creation</u>. We believe that our next minister will provide care and compassion to our current members as they face life's challenges, and will also find ways to engage with prospective members and demonstrate a ministry that will attract them to church. We foresee this individual as someone who can relate well to all age groups.

<u>Engaging Sacred Stories and Traditions</u>. We believe that our next minister will be knowledgeable of the scriptures and New Testament, and will be effective at bringing the word to the lives of our members. Our next pulpit leader will have a respect for the traditional teachings but will also have the creativity and initiative to reach the lives of the younger generations with God's message.

<u>Nuturing UCC Identity</u>. We believe that our next minister will practice UCC theology and beliefs. Our next pastoral leader will participate in the various settings of UCC, using the strengths of the larger body to shape and strengthen our church.

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 is God calling you to become as a congregation?

We believe that God is calling us to change. And we believe that God is leading us to call a minister who will help lead that change.

Our members are deeply vested in the proud history of Fleming Road UCC, which is built upon the proud histories of the three churches that merged to form our current church. We hold as values the family friendliness of our church. However, we are aware that the tradition of succession of family membership…children filling pews their parents and grandparents occupied…is no longer sustaining the membership rolls of our church. For Fleming Road UCC to be a viable church in the future, we will need to increase our membership of young adults and families. We acknowledge that our church, and our members, must change in order for this to happen. We identified the following three major areas for change:

- **Better engagement with the local community. Since our church is the product of a merger of three churches that moved into the area, it was neither originated as a "neighborhood church" nor has our church had significant impact with our surrounding community. We look to our next minister to help us find ways to engage the community.**
- **Making our worship service more in the contemporary style favored by the "millennials." Our members have a deep attachment for traditional UCC worship. At the same time, we realize that contemporary worship is held in greater favor by the younger adults who we need to attract and maintain as members. Our next minister will lead us in worship which is inclusive of both traditional and contemporary services.**
- **Enhanced programming for youth. Our efforts to provide programming and activities for our youth have been stymied by the lack of youth to participate. We need to find ways to provide a faith-based experience which will develop with our youth a tie to the church, and to expand our efforts into the community.**

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

Two "experiments" that our congregation initiated recently in efforts to change:

1. **Nearly two years ago, we instituted the HisPins archery ministry for youth. We have attracted an average of a dozen middle school-age youth as participants, nearly all of whom are from the area and are not children of members.**
2. **This spring, our music director invited a community youth choir to perform at a service. The gospel-like music was a refreshing change that elicited a positive response from our members. A free-will offering to support the choir raised nearly $700 on that day.**

These are small steps but show a willingness and an acceptance on the part of our members. Through our discernment surveys and discussions, the following list of objectives was developed as ways to bring about the change that we believe we need:

- **Greater involvement in our local community.**
  - **Creation of more programs such as HisPins that bring community to our church**
  - **Instituting mission activities and ministries to our local community**
  - **Developing additional programs and activities of interest to all ages and open to the community**
  - **Develop our facilities for expanded use by the community.**
  - **Participate and take a leadership role in community worship services and activities.**
  - **Increased public relations effort.**
  - **Maximize communications efforts using old and new technologies and mediums.**

- **Enhance our programs for youth**
  - **Develop a strong youth worship program. Consider appointing a youth minister and having separate worship services.**
  - **Increase activities for youth in our church. Partner with other area churches (denominational and non-denominational) in creating and sustaining activities.**
  - **Involve our youth in local missions.**

- **Create worship services and support activities that are attractive and of interest to "millennials."**
    - **Build upon the success in this area of our music ministry.**
    - **Create a service that balances traditional worship with contemporary worship that is preferred by younger adults.**
    - **Consider implementation of a contemporary worship service.**
    - **Consider adding services or changing the time of the one service to meet the interests of the younger adults.**
    - **Involve technology.**

One element of the collective vision for sustaining church membership is that the demographics of our membership will become more diverse. Adaptability and a willingness to change on the part of our members will be important to achieving any vision. The successful approach to attaining our vision will be to offer variety of programs and activities but to be inclusive and supportive of all members.

WHO ARE WE NOW?

"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)

CONGREGATIONAL REFLECTIONS
11-YEAR REPORT
CONGREGATIONAL DEMOGRAPHICS
PARTICIPATION AND STAFFING
CHURCH FINANCES
HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

For example, what beliefs and commitments are stated in your congregation's purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

The Mission of Fleming Road United Church of Christ is…

- **To preach, teach and live God's message;**
- **To nurture and strengthen individuals and their spiritual growth within the church family;**
- **To encourage each member's commitment;**
- **To serve and support the church and its mission to the local and global community.**

For our members, their spiritual relationship with God is a personal endeavor. Our members work in a sense of fellowship to support and nurture these individual spiritual relationships.

Describe several strengths or positive qualities of your congregation.

The membership is one of the major assets of Fleming Road UCC. Overwhelmingly, our members describe our church as friendly with strong family ties. Additionally, our members bring a variety of talents to help our church in a number of ways. We step forward and contribute time and talents when asked and cooperate and work well together.

Facilities are a major asset of our church. Our sanctuary combines contemporary design with stained glass windows from one of the founding churches. Additionally, we have classroom and activity space that gives us room to grow as we develop programs and ministries.

<u>The music program is a strength</u>, adding meaning and an occasional contemporary flare to the traditional service. It is also a great source of membership participation. Its growth in recent years required the choir loft area to be expanded.

<u>Finances</u> is a significant strength of Fleming Road UCC. We have no debt. Through astute management, we have financial reserves and giving sustains expenditures.

<u>A full-time minister</u> is an asset provided by our church's financial health, as well as paid supporting staff.

<u>Service to others</u> is a strength of Fleming Road UCC. Our mission work, both in terms of giving and serving, touches thousands.

<u>Other strengths and assets</u>:

- **Our history and tradition.**
- **Our leadership, through our elected officers and department leaders, provide excellent management of the business side of the church.**
- **Christian Education provides great opportunity for us to learn more about our religion and develop our faith. The weekly Bible Studies class and annual retreat are activities held in high esteem.**
- **Christian Education activities for our youth are creative.**
- **We conduct a calendar filled with activities throughout the year to involve our members.**
- **We have begun to improve our efforts to reach out into our community, as the HisPins program provides evidence.**
- **We have an independent approach to our faith: members will support one-another but respect that the approach to faith is individual.**

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

Worship at Fleming Road UCC takes place in our sanctuary, an architecturally modern (built in 1993) structure adorned with stained glass windows relocated from one of the previous churches, providing a visual as well as spiritual link of the present with the past. Worship is generally based upon scripture though our pastors have made messages relevant to current events and happenings. Baptisms involve the participation of the greater church family as the child is "introduced" to the congregation. Effective messages are those which comfort and uplift our members while strengthening their faith in God.

Describe the educational program/faith formation vision of your church.

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

Under the auspices of the Christian Education Department, our weekly worship services are complemented by a Sunday School study program for adults and for our youth. Our Sunday School utilizes the Faith Weaver program which aligns the messages for Youth and Adults. Our youth attend the weekly worship at which a special message is delivered to them, by either the pastor or a lay leader. There is also a Bible Study Class for adults, led by the minister, that meets weekly on Wednesday mornings.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

- When it comes to decision-making, how many hours are spent in meetings per month?
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No]

The organizational structure of Fleming Road UCC is available for the next minister, as is the Constitution and Bylaws.

Our church attempts to defuse the decision-making process so that decisions are made by the committee responsible for the appropriate area effected by the decision. Decisions are vetted at the committee level. When the subject effects more than one area or is more substantive, the decision is made by the Council, which is composed of the committee heads and the executive officers.

Our church has monthly meetings, the first hour a convening of the committees (Christian Education, Deacons, Elders, Trustees, Executive) and the second hour (usually less) a meeting of the committee leaders and the executive committee.

There are three Congregational meetings annually at which time the members review and adopt the budget and elect officers and committee members. In the event of an emergency requiring Congregational action, a special meeting is called for the purpose of discussing and taking appropriate action.

11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

Fleming Road UCC has not participated in the Association's gathering of this information.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	235	Actual
Number of active non-members:	16	Actual
Total of church participants (sum of the numbers above):	251	Actual

Percentage of members who have been in the church:

		Is this numbere an estimate? (check if yes)
More than 10 years:	87.01%	
Less than 10, more than 5 years:	4.76%	
Less than 5 years:	8.23%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	*Are these numbers an estimate? (check if yes)*
3.54%	4.55%	3.03%	6.06%	13.13%	14.14%	23.23%	13.64%	18.69%	estimates

Percentage of adults in various household types:

		Is this number an estimate? (check if yes)
Single adults under 35:	7.44%	Estimate
Joint household with minors:	21.49%	Estimate
Single adults age 35-65:	9.92%	Estimate
Joint household with no minors:	37.19%	Estimate
Single adults over 65:	23.97%	Estimate

Highest Level of Education of adult participants by percentage:

		Is this number an estimate? (check if yes)
High school:	28%	Estimate
College:	49%	Estimate
Graduate School:	14%	Estimate
Specialty Training:	7%	Estimate
Other (please specify): no high school	2%	Estimate

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	52.11%	Estimate
Adults who are retired:	38.03%	Estimate
Adults who are not fully employed:	9.86%	Estimate

Describe the range of occupations of working adults in the congregation:

Fleming Road UCC members have (and have had, with the inclusion of our retirees) a wide range of business and professional occupations. We have owners/operators of small business enterprises, business professionals, educators, medical professionals, public safety workers, homemakers, and skilled laborers. Nearly two dozen of our members are

veterans of the armed services. The occupational backgrounds of our members enable them to contribute a wide range of expertise and service to our church.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as "diverse." Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?
The Fleming Road UCC is most accurately described as mono-cultural. Our membership is nearly 100% Caucasian, middle class-to-upper middle class with 75% over the age of 50. We attempt diversity by involving performing groups of other ethnic and racial cultures in our music program and other areas of worship.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:
Fleming Road UCC has not engaged in any formal conversations or programs involving diversity. The church's leadership had some discussions of this topic during the selection process of the intentional interim minister.

PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? *(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)*
Adult Groups or Classes	8-12	Sunday School Supt.; Instructor
Baptisms *(number last year)*	2	Minister
Children's Groups or Classes	6	Sunday School Supt.
Christmas Eve and Easter Worship Christmas Eve (2 services) Easter (2 services)	 209 207	Minister, Elder Board
Church-wide Meals		Deacons Board

Annual Meeting Luncheon Lenten Meals (4) Maudy Thursday Dinner Easter Breakfast	100 48 25 100	
Choirs and Music Groups Choir Bell Choir Youth Choir	 30 12 8	 Music Director Bell Choir Director Youth Choir Director
Church-based Bible Study	8	Minister
Communion *(served how often?)*	Served monthly and on special occasions (Christmas, Easter)	Deacons Board
Community Meals Spaghetti Supper Mett Supper	 80 120	 Deacons Board Fellowship
Confirmation *(number confirmed last year)*	3	Christian Education, Minister
Drama or Dance Programs Youth Christmas Pageant Dinner Musical (2 nights)	 12 participants 20 part.; 180	 Christian Education Music Director
Funerals (*number last year*)	5	Minister, Call to Care
Prayer or Meditation Groups Prayer Chain Together Group (grief counseling)	 12 6	 Elders Board
Retreats	15	Christian Education
Weddings (*number last year*)	0	
Worship (time slot: 10:30)	104.3 avg	Minister, Elders
Young Adult Groups or Classes	6	
Youth Groups or Classes	10	Christian Education

Christmas Cantata	43 choir & musicians	Music Director
Church Picnic (annual)	100	Deacons
Fellowship Group (monthly dinners)	12	
Santa's Kitchen	40 part. 150 attendance	Deacons
Ice Cream Sunday	80	Deacons
Softball	15 players 18 followers	Fellowship
Mett Sausage Sunday	70	Fellowship
Call to Care (funeral support)	12	Elders
Blood Pressure Screening	5 professionals	Deacons

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? *(3 or 4 or No)*	Ministry Setting	Type of Ministry Role	Retired? *(Y or N)*
none				

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: **N/A**

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Office Manager	n/a	Part-time	Exe. Board	2.5 years
Organist	n/a	Part-time	Elders Board	2 years
Music Director	Yes	Part-time	Elders Board	9 years
Bell Choir Dir.	n/a	Part-time	Elders Board	15 years
Superintendent of Sunday School	Yes	Part-time	Christian Education Board	15 years

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

Most of our staff members have been in place for long tenures as was the case with their predecessors, creating stability. We do not employ a large staff (i.e. no custodian; a cleaning service is employed. The activity of our members volunteering to perform support services has been important to our operations as well as energizing our congregation.

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	$197,526
Endowment Proceeds *(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)*	$0
Endowment Draw *(beyond what is permitted by spending policy, "drawing down the principal")*	$0
Fundraising Events	$4,651
Gifts Designated for a Specific Purpose	$13,030
Grants	$0
Rentals of Church Building	$510
Rentals of Church Parsonage	$n/a
Support from Related Organizations *(e.g. Women's Group)*	$0
Transfers from Special Accounts (a)	$29,364
Other (specify):	$1,248
Other (specify):	$7,058
TOTAL	$253,387

(a) Transfer of funds from a special building maintenance reserve account to cover a capital improvement

Current annual expenses (dollars budgeted for most recent fiscal year): $ 235,035
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.
Fleming Road UCC's budget for the current operating year is attached in Exhibit A of this profile

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **42.3%**

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)*

_X_ Our Church's Wider Mission (OCWM – Basic Support)
_X_ One Great Hour of Sharing
_X_ Strengthen the Church
_X_ Neighbors in Need
_X_ Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? *(recommended 10%)*
Fleming Road UCC contributes a budgeted amout each year

What is the church's current indebtedness?

Total amount of loan debt: **$0.0**
Reason for debt: **n/a**
Are capital and other payments current? **n/a**

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.
There are no on-going building programs under way.

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
2012-2015	Purchase and installation of electronic sign	$45,000	$45,000	Marketing and communication tool for church
		$	$	

If a capital campaign is underway or anticipated, describe: **None.**

Year(s)	Purpose	Goal	Result	Impact
		$	$	
		$	$	

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.
The most recent capital campaign, the purchase and installation of an electronic sign, was to create visibility for Fleming Road UCC in the community through the communication of programs and activities on the sign.

Does your church have an endowment? **Yes**

What is the market value of the assets? **$55,278**

Are funds drawn as needed, regularly, or under certain circumstances? **Funds are drawn under certain circumstances.**

What is the percentage rate of draw (last year, compared to 5 years ago)? **No funds were drawn during the past five years.**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **There is no draw on the endowment to meet operating expenses.**

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

Please comment on the above calculations or estimates:
The Fleming Road UCC policy guide outlines strict guidelines as to how the endowment fund may be utilized, and utilization must be approved by the Council.

Other Assets

Reserves (savings): **$34,793**

Investments (other than endowment): **$117,579**

Does your church have a parsonage? **No.**

Describe all buildings owned by the church:
Fleming Road UCC consists of a sanctuary (capacity 300) and narthex, an office suite (minister's office and study, office manager's station and work area), nursery classroom and fellowship hall (236 seating capacity) used for activities and dinners, with an adjacent full-service kitchen and appropriate storage; an educational wing of eight classrooms, a choir room, conference room and storage area. The fellowship hall, offices and education area were constructed in 1966, the fellowship hall serving as the original sanctuary. The present sanctuary was added in 1993. The church is constructed on a 5.5 acre lot which includes paved parking for 242. There is a storage shed and a grassy activity area.

Describe non-owned buildings or space used or rented by the church:
We have none.

Which spaces are accessible to wheelchairs? *(worship space, pulpit, fellowship space, facilities, etc.)*
All worship space (sanctuary, pulpit, narthex), fellowship space and office area are on the "ground" level and accessible via wheel chair. Several classrooms and meeting rooms are on the "basement" level which is serviced by a chair lift.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

The process for developing the Fleming Road UCC annual operating budget involves the leadership and the church departments. Each department submits its annual budget which is compiled by the Executive Committee, submitted to the congregation for review at an October congregational meeting and voted upon for approval in the January congregational meeting. The process assures transparency and member input. The Stewardship campaign, conducted in November, creates the anticipated income support for the Operating and Mission budgets.

The most recent ministry initiative was the addition of the HisPins archery program as a youth outreach effort for community, as well as congregation, youth. The modest capital start-up costs were supported by the funds of the Fellowship group and the on-going expenses supported by participation fees.

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

Fleming Road UCC is the product of a merger of three churches with long-time histories of German protestant ministries: St. John's (founded in 1873), St. Matthew's (1886) and Carthage (1871). All were originally located in older neighborhoods of Cincinnati. St. John's moved from Mt. Auburn in 1963, purchasing the land and constructing the original building which it first occupied in 1966. St. Matthew's, from Elmwood Place, merged with St. John's in 1988, the churches taking the name St. Matthews-St. Johns. Carthage merged in 1995 and the church took the present name Fleming Road UCC.

All three congregations had strong lay leaders yet the mergers and reconstituting of the leadership structure were accomplished with a resilent sense of consensus-building which exists in the current membership.

The only significant event in the life of our church during the past decade occurred in 2013-14. Our pastor underwent medical procedures to his vision, exacerbated by a home injury, which kept him out of the pulpit for periods of time and limited his efforts to minister. Our members responded by prayerful support. Lay leaders took on increased roles in the service and ministry. This underscored our congregation's ability and willingness to rise to challenges.

Describe a specific change your church has managed in the recent past.

Please see the response to the previous prompt.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement…." Describe your congregation's values and practices when it comes to conflict.

> *For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)*

The Fleming Road UCC congregation has a history of achieving consensus and compromise through the mutual respect our members show to one another. It would have been impossible for our church to progress forward from its merger of three churches had this spirit not have existed. Some of our members have strong feelings about certain

topics. Committee meetings, Council and Congregational meetings provide forums for opinions to be shared. The fact that most decisions are committee-based provides a platform for discussion leading to consensus as well as a method for addressing conflict.

Ministerial History *(include all previous ministerial staff for the past 30 years)*

Staff member's name	Years of service	UCC Standing *(Y/N)*
Craig McClellan	1988-2000	yes
Cal Klumb (interim)	2000-2002	yes
Patrick McKinney	2002-2017	yes
Michael Matheny (interim)	Present	Yes

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:
Fleming Road UCC, and the three churches which merged form our current church, has a history of loyalty to its ministers. Since the St. John's-St. Matthews merger in 1988, Fleming Road UCC has had three ministers, which includes an interim.

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

WHO IS OUR NEIGHBOR?

"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)
COMMUNITY VISION
MISSION InSite

COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?

Fleming Road UCC conducts the following on-going mission activities:

- **Valley Interfaith: Collection of items or funds for the purchase of Christmas gifts and school supplies. Additionally, a number of our members served as volunteers for the association.**
- **Camp Washington UCC: Support of an inner-city UCC church through collections of food items, clothing, school supplies (or funds to purchase these items) on an on-going basis.**
- **Annual Mission Trip: Members travel as a group to a location annually selected to provide assistance in home rehabilitation, and in some cases spiritual support.**
- **Matthew 25 Ministries: The church hosts a collection point for donations to this ministry. Some members volunteer with this association.**
- **Financial Support: Our members respond to requests for funds, when asked through the church by charitable organizations.**
- **HisPins: An archery skills program to engage youth in the community as well as our youth members.**
- **Fine Arts Scholarship: A scholarship awarded annually to a graduating senior at Finneytown High School in honor of Tad Lasonczyk.**
- **Blood Pressure Screening: A service Sundays offered by one of our member registered nurses or EMT professionals that helps members and visitors monitor blood pressure.**

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

Fleming Road UCC participates in the activities and meetings of the SONKA association. Within the past three years, our church has hosted one of the annual association meetings.

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. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

__ Accessible to All (A2A)
__ Creation Justice
__ Economic Justice
__ Faithful and Welcoming
__ God Is Still Speaking (GISS)
__ Border and Immigrant Justice
__ Inter-cultural/Multi-racial (I'M)
__ Just Peace
__ Global Mission Church
__ Open and Affirming (ONA)
__ WISE Congregation for Mental Health
__ Other UCC designations:
__ Designations from other denominations
X None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?
Our members believe that an objective for sustaining the legacy of our church is for our church to find ways of becoming more relevant in our community. To that end we seek a minister who will help us identify and implement methods of further engagement.

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).
There was ecumenical council of the area churches which was active during the tenure of one of the previous Fleming Road UCC ministers. Participation has waned in recent years and activities have involved only one or two joint functions in recent years. Fleming Road UCC participates in the activities of a "cluster" of UCC churches, which in recent years has included a choir fest.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.
We believe that the Mission Statement of Fleming Road UCC is an accurate reflection of the resources devoted to the activities and missions of our church.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

We do not believe that expectations for community ministry was clearly defined within the professional expectations outlined for our previous pastor. We believe this to be a topic to address in the agreement with our next pastor and supported by a pastoral relations committee.

MISSION InSite

Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?
Fleming Road UCC does not subscribe to MissionInsite. We are aware of the demographics of our township and those of the neighboring villages and see opportunities to work with the schools and community organizations in efforts of mission outreach.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?
Our congregation's internal demographics are much less diverse than those of our neighborhood (Springfield Township) and neighboring communities. Our membership is middle class-to-upper middle class, nearly all Caucasian, approximately 65% over the age of 50. Springfield Township is middle class, 55% Caucasian with 37% of its population over the age of 50.

How are the demographics of the community currently shaping ministry, or not?
Currently the demographics of our local community is having little affect in the shaping of the ministry of Fleming Road UCC.

What do you hear when you talk to community leaders and ask them what your church is known for?
Our immediate locale, Springfield Township, is unincorporated and hence lacks a community identity. There are numerous churches in Springfield Township. We do not believe that Fleming Road UCC is currently doing anything to distinguish it from the other places of worship in our area.

What do new people in the church say when asked what got them involved?
Recent new members to our congregation have credited the friendliness of the existing members, the comfort that they felt with our "traditional" style of worship, and the ease at "fitting in" with fellow worshippers as reasons for electing to join Fleming Road UCC.

REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: "The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions."

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Rev. Pam DeFusco, Senior Pastor, Washington United Church of Christ
Telephone (mobile): 859-630-7789
Email: revpamdefusco@aol.com
Relationship to Congregation: Rev. DeFusco is senior minister of an inner-city UCC church which Fleming Road UCC supports in mission

REFERENCE 2

Marti Monroe
Telephone: 513-522-1741
Email: marmay@fuse.net
Relationship to Congregation: Marti and her husband, Bob, attend Fleming Road UCC though are not members

REFERENCE 3

Mary Kay Kristofferson
Telephone: 513-851-9212
Email: mkkris81@gmail.com
Relationship to Congregation: Mary Kay and her husband attend Fleming Road UCC though are not members.

PROMPTS FOR REFERENCES

Describe some areas of strength in this church's ministry.
Describe some areas for improvement in this church's ministry.
Describe a significant experience you have had of this church's ministry.
Anything else you wish to share.

CLOSING THOUGHTS

CLOSING PRAYER
STATEMENT OF CONSENT
CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you… a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

Matthew 18: 20--For where two or three are gathered together in My name, I am there in the midst of them. "

Surely the presence of the Lord is in this place.
I can feel God's mighty power and God's grace.
I can hear the brush of angel's wings,
I see glory on each face.
Surely the presence of the Lord is in this place.

It has been a tradition to sing the refrain from this song at each of our weekly services. It is an assurance that God is present in our worship and that His will leads us in our faithful journey. As we seek our next minister, we invite His guidance in leading us to unite with a pastor who will help our church continue its faithful service.

STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

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.)*
   The Transition Team, an ad hoc committee appointed by the Council to oversee the transitioning on-boarding of the interim minister and provide administrative support to the Search Committee, compiled the Church Profile with assistance from the Council.

   Additional comments for interpreting the profile:
   The Transition Team conducted a thorough discernment of the church membership in formulating responses to the prompts of the Profile.

Signed: **Tom Hathaway**
Vice President, Fleming Road UCC
Chair, Transition Team
August 7, 2017

VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature:
Name / Title:
Email:
Phone:
Date:

UNITED CHURCH OF CHRIST



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22

EXHIBIT A

FLEMING ROAD UCC PROPOSED GENERAL OPERATING BUDGET 2017

Salaries & Benefits	2016 Budget	2016 Actuals	Proposed 2017 Budget
Pastor - Salary	$51,936.00	$51,936.04	$62,600.00
- Housing Allowance	$21,091.00	$21,090.94	$19,000.00
Salary SUB-TOTAL	$73,027.00	$73,026.98	$81,600.00
Benefits - Medical/Dental/Life	$13,850.00	$8,593.08	$0.00
- Pension & Disability	$10,224.00	$9,977.96	$0.00
Pastor - one month carryover(S,H,M,P)			$7,750.00
Benefit SUB-TOTAL	$24,074.00	$18,571.04	$7,750.00
TOTAL PASTOR	$97,101.00	$91,598.02	$89,350.00
Staff Salaries			
Office Manager	$18,850.00	$19,140.00	$22,425.00
Choir Director	$11,695.00	$11,694.96	$12,000.00
Organist	$10,920.00	$ 10,920.00	$11,193.00
Bell Choir Director	$1,552.00	$1,543.63	$1,590.00
Superintendent (Christian Ed Director)	$2,040.00	$2,040.00	$2,040.00
Musicians - Special Events	$1,000.00	$ 950.00	$1,000.00
Substitutes (Pastor/Organist)	$600.00	$875.00	$750.00
Benefits			
Employer S.S. Tax SUB-TOTAL	$8,877.00	$8,806.03	$9,854.00
Workman's Comp SUB-TOTAL	$500.00	$329.22	$500.00
TOTAL SALARIES & BENEFITS	$153,135.00	$147,896.86	$150,702.00
OPERATIONS			
Administrative			
Advertising	$750.00	$399.60	$750.00
AED Training/Supplies	$600.00	$0.00	$600.00
Auto Reimbursement	$3,000.00	$2,999.88	$3,000.00
Communication	$2,000.00	$2,021.91	$2,000.00
Contracted Child Care	$700.00	$675.00	$700.00
Equipment Leases/Maint.	$2,000.00	$1,657.44	$2,000.00
Mileage Reimbursement	$300.00	$195.46	$300.00
Music Supplies	$1,000.00	$192.90	$1,000.00
Postage	$2,500.00	$1,246.32	$2,500.00
Supplies - Office & Professional	$6,500.00	$4,635.99	$6,500.00
Administrative SUB-TOTAL	$19,350.00	$14,024.50	$19,350.00
Trustees			
Custodial Services	$10,500.00	$10,530.00	$10,500.00
Insurance	$9,200.00	$8,686.00	$6,500.00
Serv./Maint. Contracts/Supplies	$16,000.00	$11,621.37	$16,000.00
Utilities	$21,000.00	$16,632.30	$21,000.00
Property Taxes	$300.00	$299.25	$300.00
Trustees SUB-TOTAL	$57,000.00	$47,768.92	$54,300.00
Other Boards			
Christian Education	$3,000.00	$1,070.31	$3,000.00
Deacons	$700.00	$442.68	$700.00
Elders	$850.00	$796.20	$850.00
Executive	$1,000.00	$740.94	$1,000.00
Search Expenses	$0.00	$0.00	$5,000.00
Other Boards SUB-TOTAL	$5,550.00	$3,050.13	$10,550.00
TOTAL OPERATIONS	$81,900.00	$64,843.55	$84,200.00
TOTAL OPERATING BUDGET	$235,035.00	$212,740.41	$234,902.00

EXHIBIT A

FLEMING ROAD UCC 2017 PROPOSED MISSION BUDGET

	2016 Budget	2016 Actuals	Proposed 2017 Budget
Interfaith Food & Clothing	$ 3,350	$ 4,082.47	$ 3,300
Washington UCC	$ 3,350	$ 3,350.00	$ 3,300
Contingency Fund/Call to Care	$ 500	$ 99.00	$ 500
CUE	$ 1,000	$ 1,000.00	$ 950
Ohio Conference Campership Fund	$ 800	$ 800.00	$ 750
Veterans of the Cross	$ 650	$ 650.00	$ 600
One Great Hour of Sharing	$ 500	$ 500.00	$ 450
OneWay Farm	$ 500	$ 433.02	$ 450
Neighbors in Need	$ 500	$ 333.34	$ 450
Strengthen the Church	$ 500	$ 333.33	$ 450
Disaster Relief - SONKA Area	$ 500	$ 333.34	$ 450
Caracole House	$ 400	$ 266.66	$ 350
OCWM	$ 300	$ 200.00	$ 250
City Gospel Mission	$ 200	$ 136.34	$ 150
Pastor's Descretionary Fund	$ 300	$ 80.00	$ 200
Mission Outreach - Disaster Mission Trip	$ 2,500	$ 2,307.96	$ 2,400
Washington UCC Special Gift		$ 600.00	$ -
Total Benevolence Budget	$ 15,850	$ 15,505.46	$ 15,000

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