

LOCAL CHURCH PROFILE

**UNITED CHURCH
OF CHRIST**



Church of the Redeemer
23500 Center Ridge Road
Westlake, Ohio

Senior Pastor

Western Reserve Association

December 14, 2017

LOCAL CHURCH PROFILE CONTENTS

Position Posting

Who Is God Calling Us To Become?

Who Are We Now?

Who Is Our Neighbor?

References

Consent and Validation

*"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 work of preparing a Local Church Profile. Through the Profile, the congregation 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 to give attention to questions and exploration of a congregation's vocation, however. 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 as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other entity in the church – not just by a search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The more participants, the better!

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: Church of the Redeemer

Street address: 23500 Center Ridge Road, Westlake, OH 44145

Supplemental web links: www.corucc.org

Additional ecumenical affiliations: None

Conference: Ohio

Association: Western Reserve Association

UCC Conference or Association Staff Contact Person

Name: Rev. Dr. Gary Halsted

Title: Interim Association Associate Minister for Congregational
Vitality and Development

Phone: 330-690-2220 Ext. 103

Email: aam@eoawraucc.org

Summary Ministry Description:

Church of the Redeemer United Church of Christ is a strong and resilient church, with a rich history, talented and effective lay leaders, and enthusiastic and committed members, located in Westlake, a western suburb of Cleveland, Ohio. Over more than sixty years, we have established a reputation in the West Shore community as a welcoming church with a strong focus on mission.

Church of the Redeemer began as a small faith community in the early 1950s, first meeting in a cabin in our city park. Over the intervening years, we have grown into a church family worshiping and living out our life of faith in a beautiful church building and grounds with more than enough space to double the size of our church and parking lot. But far more important than space and land, we have a strong commitment to our fundamental belief in the importance of serving others and bringing the good news to our West Shore community.

We seek a transformational leader who can shepherd, energize, and guide our church family toward a full and vital future in which we fulfill our mission internally as well as in the wider community. In 2006 we developed a renewal program designed to attract new members, create new programs, and generate enthusiasm within the congregation. Although some of the goals outlined in this program have been accomplished during the intervening years, such as facility improvements and the addition of a Minister of Faith Formation to our staff, much more needs to be done, including expansion of our small group and community ministries. The ability to guide ongoing implementation of these renewal strategies, and to cultivate and advance complimentary ideas for revitalization will be necessary to realize our full potential as a vibrant church community that is grounded in Christ and growing in service.

We believe that inspiring and meaningful worship, compassionate pastoral care for all members, transformational small-group ministries, creative faith-formation activities, and regular community involvement are the keys to a successful and vital church. If you share this vision, and possess the ability to lead a willing, involved, and hopeful church community poised to realize its full potential, we invite you to contact us to learn more about this opportunity.

Photographs: *Insert 1 - 3 images of your church, its people, its parsonage or building or gathering space, etc.*





What we value about living in our area:

The western suburbs of Cleveland offer attractive, safe neighborhoods, excellent schools, lovely parks and top-notch city services, and a very reasonable cost of living. Cleveland is home to major league sports teams (including the world champion Cavaliers), the world-class Cleveland Orchestra, the Cleveland Museum of Art, the second largest theater district outside New York City, the Rock and Roll Hall of Fame and Museum, and, of course, the United Church of Christ National Offices.

Current size of membership:

162

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

None.

Position Title:

Senior Pastor

Position Duration:

Designated Pastor

Even though the position duration is formally listed as “designated pastor”, we are conducting this search with full intent of entering into a covenant that we anticipate will be long-term.

In fact, with the support of the association, we are engaging in a hybrid search (between designated and settled), in the sense that the number of profiles we will be reviewing is significantly larger than the number typically reviewed during a search for a designated pastor. We have faith that this widened search will enable us to find a long-term match.

Compensation Level:

Full Time

Does the total support package meet conference compensation guidelines?

Yes.

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

Core Competencies:

The minister that we are calling must be an individual who:

1. Is a person of deep and evident faith.
2. Is a caring and compassionate shepherd engaged in the lives of his or her flock in a way that makes individuals feel valued and helps them weather the difficulties of life.
3. Possesses required wisdom and approachability to the extent that members of the congregation and lay leaders will feel free to seek his or her counsel.
4. Is a leader skilled in team and staff coordination.
5. Holds all persons in genuine respect; both those with whom they agree and those with whom they disagree.
6. Is skilled in leading engaging and meaningful worship for all ages and in delivering inspiring and illuminating sermons.
7. Possesses the necessary courage to face challenges directly and with clarity.
8. Is proactive rather than reactive; attending to empowerment and spiritual growth.

COMPENSATION AND SUPPORT

Salary Basis

(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance):

Both Salary and Benefits are part of a \$72,000 to \$80,000 total compensation package. The total compensation will be allocated among salary, housing allowance, health care and other benefits in accordance with the wishes of the pastor.

Benefits:

Benefits are included in the total compensation package *(see above)*

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)?

Living nearby with a housing allowance.

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

We expect the minister to be a West Shore area resident.

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

There are currently no incentives of this type.

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

Dr. Michael Moore, our senior pastor from 1988 to 2012, was a part of a group of local pastors that met periodically for fellowship and support. Although it is not known whether or not this group is still meeting, this type of gathering may be a possibility for the new pastor.

There are a number of support groups for pastors that are organized through the local Association. These groups meet monthly and are organized based on geographic location or area of interest.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:

N/A

WHO IS GOD CALLING TO MINISTER WITH US?

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

Recent work of Church of the Redeemer's transition team revealed a congregation that is proud of its history of offering an extravagant and warm welcome for any and all who wish to worship here, as well its strong and enduring commitment to serving those in need within and beyond our walls. We are a church built on a foundation of outstanding faith formation programs, inspiring worship based on relevant sermons and an inspiring music ministry and more than a 60-year history of commitment to mission.

Although we remain committed to our history and legacy in the community, we are poised and excited to achieve the following goals under new pastoral leadership:

1. To discover ways to make our church life relevant, meaningful, and uplifting for the next generation of young Christians in our church and in the surrounding community.
2. To strengthen the spiritual life of those who attend on Sunday morning by incorporating new innovative, engaging, and meaningful worship experiences for all ages.
3. To connect each member of our church family to others through involvement in worship, church groups, faith formation, and other church-wide activities, so that all who attend have an opportunity to contribute his or her unique gifts in a way that is a benefit and blessing to all.
4. To increase opportunities to gather, learn, and grow through expansion of small group ministries at Church of the Redeemer.
5. To develop formational activities, in cooperation with the Minister of Faith Formation, that deepen our faith by encouraging us to venture outside of our comfort level as we explore the hard questions.
6. To nurture and reaffirm an other-orientated focus in parishioners of all ages by identifying new mission activities throughout the wider community that engage and inspire.

To accomplish these goals, we need a minister who possesses the self-confidence and skills to encourage and invite all members of our church family to be co-creators of a rich faith experience. Like many mainline protestant churches, Church of the Redeemer's membership has decreased over recent decades. Consequently, creation of such a rich faith experience will depend on

growth. But we believe that this growth will naturally flow from creation of a healthy and vital community in faith in which members feel cared for, connected, and spiritually fed, and see themselves as emissaries of good works in the surrounding community.

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

We believe that fulfillment of God's vision for us includes ministering to those in the surrounding community and the wider world. This requires that we reach those who are in need in meaningful, immediate, and practical ways. We will require a leader who is able to help us connect with the community by

1. Engaging with members and their families in their homes, schools and other community settings.
2. Visiting members who are sick or who can no longer attend services due to age or infirmity.
3. Participating in youth outings and church retreats.
4. Building connections with clergy, churches, and agencies in the West Shore communities that can support our mission activities.
5. Reaching out to other churches in the West Shore communities to encourage and support ecumenical activities.
6. Generating visibility and interest among those in the community seeking a church home.
7. Representing us in various settings of the UCC at the association, conference or national level.

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 are an educated congregation that seeks a pastor skilled in communication in English, both written and oral. We have no other specific language requirements. However, we would like to work with a leader who is able to lead and stretch us beyond our socioeconomic and cultural norms to an appreciation and understanding of other cultures.

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.

While we certainly value each of the areas covered in the "Marks", we would prioritize the following four areas:

1. Building transformational leadership skills.

We seek a strong and mature leader, who enthusiastically invites and encourages all COR members to participate fully in the life of our faith community. A leader who is able to marshal the energy and commitment of our lay leadership toward fulfillment of our long-term goals (stated on page 10). A pastor who is able to encourage and mentor emerging leaders who have the talent to lead us as we grow into a full and vibrant future.

2. Engaging sacred stories and traditions.

We seek an introspective and knowledgeable pastor who is able to bring the scriptures to life through inspiring and challenging messages. A pastor who is able to help us preserve valued traditions as well as establish new meaningful ones that support our growth as a faith community.

3. Caring for all creation.

We seek a pastor who aspires toward life balance through self-care. A pastor who encourages a church culture in which parishioners care for one-another. A pastor who, in cooperation with the Minister of Faith Formation, helps to build vibrant small group ministries in which all who worship here can find a place to belong. A pastor who with sensitivity and kindness, nurtures our Christian response to challenging issues of our day such as immigration, climate change and race relations.

4. Strengthening inter- and intra-personal assets.

We value moral character and personal integrity. We want our next pastor to respect and include all in an inviting way. And to support lay staff as they perform their varied roles in helping us to realize our ministry goals.

These fundamental qualities are the foundation upon which a successful ministry at Church of the Redeemer will be built.

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

God is calling us to widen our community outreach, building on our strong history of mission activities. This will require growth and increased participation and revitalization of our church life both within and beyond the church walls.

1. God is calling us to discover the gifts of every member of the congregation and find a place in the church family that allows him or her to grow and serve.
2. God is calling us to create new opportunities to gather as a church family and grow together.
3. God is calling us to create a church life that is relevant to and valued by youth and young adults, so that they feel welcomed and compelled to join us in our work as Christ's ambassadors in the community.
4. God is calling us to identify needs of residents of the surrounding community, so that we can develop initiatives that will help them in meaningful ways.

Who God is calling us to become is best reflected in an annual community mission activity that is held on a Friday and Saturday in mid-December called "Journey to Bethlehem. This outreach, started in 1999, is a vivid and true reflection of our call to be emissaries of Christ's message within our community and extending out into the world.

This event (and it is quite an event), is a live nativity, complete with animals, a cast of several dozen church members, a set, props, and period costumes, at which guests from the community walk on a path through the inside and outside of our church, reliving the experience of the journey to find the Christ child.

This holiday gift to the community has become an honored annual tradition for our congregation as well as many of our West Shore neighbors. We view this event as our church's gift, (free-of-charge), to the broader community. The project involves over 90 church members and offers opportunities for everyone in the congregation to share his or her personal gifts and skills, time, and fellowship, through this transformational activity. Attendance has gradually been growing over the past ten years to upwards of 900 attendees during some years.

The reason that Journey to Bethlehem is so reflective of God's call for us is that it allows us to share the good news with all who participate and attend through the medium of this story of hope and anticipation. It is an event that deepens our relationships within our church family and connects us with the community. Thus, God is calling us to replicate the transformational nature of this activity in everything that we do.

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

God is calling us to address the following emerging challenges within our congregation:

1. We are an aging church – we need young people.
2. We are a declining church – we need growth.
3. We are a welcoming church – we need diversity.
4. We are a politically diverse church – we need tolerance and understanding.

God is calling us to have a stronger representation and influence in the West Shore community, to be a physical hands-on presence, and to become the hands of Christ in the West Shore area. God is calling us to be alive and grow our ministry, and to be a center of faith and mission. God is calling us to deepen the spiritual commitment of our congregation, and to realize the vision that we set forth in our 2006-2010 Renewal Plan of:

1. Widening our community service
2. Investing in youth and children
3. Deepening and sharing our faith; and
4. Attracting the next generation

We realize that the average American's commitment to and involvement in church life is changing, especially for many young people. For many, organized religious organizations are no longer relevant. So in a sense the wider church is in an existential crisis. To enable Church of the Redeemer to survive and continue to be a positive force in the community, we must embrace a new direction. We must seek to understand the needs of those in the community and work to discover ways to meet those needs; and we must be above all willing to change and embrace growth. We are in need of a pastoral leader who is able to help us forge such a future course.

WHO ARE WE NOW?

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, who is a favorite theologian admired in the congregation and why? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

While many of our members are still comfortable using the language with which they were raised and call God Father, as a congregation, we use inclusive language in worship when speaking of our Triune God. In the Doxology and Gloria, we sing of God the Creator, Christ, and Spirit One, and we use the doxological form of the UCC Statement of Faith. While many might describe their theology as traditional, most are open to, even eager for, new understandings of God evidenced by our small study groups selecting to read and study the theology of more progressive authors such as Marcus Borg, Richard Rohr, Rob Bell, and Brian McLaren.

We believe that God created us as beings with a spirit, or as Genesis would describe it—"in God's image". We believe that we share something with God that is right at our center. And because of that primary connection, we long to be in relationship with our God.

During the years that we used the resources from Natural Church Development to evaluate and improve the health of our congregation, we worked on the characteristic they described as "passionate spirituality". We did so recognizing that our "spirituality" becomes more "passionate" as our connection to God is strengthened and expressed in life changes.

So, in the same way that we connect with any other person, we seek to connect to God. We keep God in our thoughts. We communicate with God through prayer. We share God's values and pursue God's aims. If we're unclear about the latter, we have the guidance of Scripture, and the example of Jesus.

Many in our congregation might describe and experience Jesus as friend and companion on life's journey. We believe that Jesus calls us to follow in his footsteps as he showed us how to love our neighbor and seek justice.

We recognize that we don't do God's work alone, for through the Holy Spirit we are given a community of faith. A children's book by Rabbi Sandy Sasso describes God as being found "in between". Our congregation might describe its experience of the Holy Spirit as being that which flows between each of us and binds us ever closer together as we are about God's mission in the world.

Describe several strengths or positive qualities of your congregation.

1. Church of the Redeemer is a strong church, with experienced, competent, and engaged lay leaders and committed members.
2. We are an open, warm, welcoming, and friendly congregation. There is an inviting spirit that begins at our Welcome Desk, continues into our Gathering Room, remains through our morning worship, and endures through Fellowship Hour following our morning service.
3. We have an outstanding and innovative youth faith formation program, led by our Minister of Faith Formation, Margaret Borrelli.
4. We are a caring community that includes a Parish Nurse, a Care Committee, Faith Formation for children, youth, and adults, a Prayer Chain, and a variety of small groups such as choir, bible study groups, and quilters.
5. Our music ministry, including the work of our Chancel Choir, Bell Choir, and compelling organ and piano music, is a source of pride and inspiration that adds to the energy and spirituality of our morning worship.
6. We have substantial financial resources residing in two special funds (the Endowment Fund and the Legacy Fund).
7. We are a church with a meaningful outreach ministry that includes the community advent experience known as Journey to Bethlehem and the monthly Community Meal.

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?)

The worship of God together in gathered community sits at the core of our life as a congregation. In the rhythms of prayer and music, scripture and preaching, ritual and sacrament, we come together to praise God, be renewed in our faith, lift up the needs of the world into God's heart, and be called and empowered to go forth in mission to the world.

Our worship is known for its participatory liturgy, lively relevant preaching, and a blend of musical styles in a traditional but relaxed hour. We discover God through the Bible, through prayer, and through engaging in the world. We thank God by working for a just and loving world. We support God's work through our gifts to ministries that care for the earth and for all people. We celebrate God's grace in baptism and Holy Communion, at which the Table is open to all. We keep time by the seasons of the church year as we tune our hearts, minds, and spirits to our ever-present God.

All children and youth are welcome in worship. Children and youth typically participate in worship through the children's message before going to their faith formation program. There are children's bulletins and worship bags available to enhance their worship experience. Children may serve as acolytes and alongside of adults as ushers and greeters. Infants may remain with their parents in worship, play in the gathering room where parents can listen to the service, or go to the Nursery where they will be cared for by a paid childcare professional.

What are some words used to describe good preaching?

At Church of the Redeemer, we have a tradition of strong and inspiring preaching. We have become accustomed to sermons based on the Lectionary that are relevant, engaging, and thought provoking; sermons that give us fresh perspective on the messages contained in the Scriptures and that leave us with "take-aways" that will stay with us throughout the following week.

Describe the educational program and/or 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?

Faith Formation at Church of the Redeemer

We believe that faith is a journey that lasts a lifetime, and is formed through our experiences and practices. Jesus believed that our faith grew from prayer and dedication to caring for others in the world. He shared powerful information about God that led his disciples to be transformed. We recognize that we are all partners seeking to grow in our own faith and discipleship. We here at Church of the Redeemer believe that through personal experiences like: worship, book studies, mission work, and fellowship that we come to see God in our day-to-day lives.

Children's Faith Formation

Affirming that the home is the primary location for faith formation, Church of the Redeemer invites children into a community where they can experience being loved and can be offered ways and places to encounter God and grow in their faith.

Youth Faith Formation

Youth are often called the future of the church, but Church of the Redeemer recognizes that youth are the church of *today*. And *we* have much to learn from accompanying youth on their journey to adulthood. Youth bring energy and life as well as their questions and passion to all that they do. The church wants to respect youth by including them in the total life of the congregation, while at the same time honoring that youth still need time and space to call their own. Settings in which youth gather on their own include Sunday Morning Faith Formation, PB&J (People Believing and Not Judging) Youth Group, and Confirmation.

Adult Faith Formation

Faith Formation is not something that ends upon adulthood. Faith is formed through a lifetime of experiences and practices. It is about transformation not information. Our growing in faith should not be confined to Sundays or the church building. Everything the church is about is the "curriculum" for the faith formation of the adults.

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?

We have a constitution that describes, in broad statements, Church of the Redeemer's purpose, structure, covenantal relationships, governance, membership, and ministry. The governing body of Church of the Redeemer is the membership, and the executive body is Consistory (*referred to as the "Leadership Team" in the new church Bylaws-see what follows for more information*).

We are currently developing bylaws that enumerate, in much greater detail the organization and operation of the church including specific procedures and policies pertaining to membership, governance, the executive body, officers, ministry teams (committees), pastoral staff, and church funds. Development of the bylaws is in its final stages. It is anticipated that the bylaws will be presented to the congregation during the Annual Meeting of the Congregation in mid-January 2018, and approved during a special congregational meeting in May 2018.

Church of the Redeemer has a wide variety of Ministry Teams (Committees) that perform a variety of functions throughout the church, that are detailed in the attached document entitled "Ministry Opportunities at Church of the Redeemer" (*See appendix A*)

Decisions made by the executive body are publicized through meeting minutes, weekly bulletin announcements, the Grapevine (a church newsletter published monthly in hard copy and electronic form), the projection system, and verbal announcements during Sunday services. Decisions requiring congregational approval are made at the Annual Meeting or at specially called Congregational Meetings.

When it comes to decision-making, how many hours are spent in meetings per month?

One to two hours per month on average for most team meetings.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

In the recent past, there was a situation that involved an employee of a custodial service that was providing cleaning services for the church. This person was found to be living in the church building and it was determined that during that time he had stolen money from the church office.

Consistory and the church staff worked together with the employer and the local police department to discover a solution that would both comply with the law and show compassion to this individual, who was experiencing financial difficulties at the time.

A decision was made not to charge the person, but instead let the employer handle the situation as was seen fit. In the end, this individual was let go from his job and the church recovered the stolen money through a claim to the custodial service's insurance company.

So the situation was efficiently resolved, the church's interests were protected without unnecessarily involving the congregation in the decisions that were ultimately made.

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]

Yes. Copies of these documents can be made available upon request.

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

	2017	<i>Is this number an estimate? (check if yes)</i>
Number of active members:	180*	Yes
Number of active non-members:	28*	Yes
Total of church participants (sum of the numbers above):	208	Yes

(*Note that these figures include children not yet confirmed. The number of members listed on page 7 [162] includes only adults and children who have been confirmed.)

Percentage of total participants who have been in the church:

	2017	<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	50%	Yes
Less than 10, more than 5 years:	30%	Yes
Less than 5 years:	20%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	45-54	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
14	12	7	15	10	25	55	50	20	Yes

Percentage of adults in various household types:

	2017	<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	12%	Yes
Joint household with minors:	25%	Yes
Single adults age 35-65:	3%	Yes
Joint household with no minors:	45%	Yes
Single adults over 65:	15%	Yes

Education level of adult participants by percentage:

	2017	<i>Is this percentage an estimate? (check if yes)</i>
High school:	15%	Yes
College:	30%	Yes
Graduate School:	30%	Yes
Specialty Training:	15%	Yes
Other (some college):	10%	Yes

Percentage of adults in various employment types:

	2017	<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	40%	Yes
Adults who are retired:	50%	Yes
Adults who are not fully employed:	10%	Yes

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

Our members have a wide variety of occupations in a wide variety of organizations. These include healthcare, education, engineering, finance, law, accounting, manufacturing, retail and others.

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?

Residents living in the West Shore area are predominantly middle class and educated, and 85% are white and of European descent. This is the population that we typically draw from when new members join. So although we do have several members who are persons of color and of an ethnic heritage other than European, we are not racially or culturally diverse. Based on neighborhood demographics, the likelihood of our membership growing in racial or ethnic diversity to any extent is relatively low.

Consequently, we will need to pursue opportunities to embrace diversity in other ways. One opportunity of this type will involve completing Phase II of becoming an ONA church. Phase II is the process by which we will set a course for how we will live out our open and affirming status. Another opportunity to increase diversity will involve highlighting our fully and easily accessible building, which is likely to be of interest to individuals with disabilities. A third opportunity to increase diversity will involve partnering with churches of a different racial and socioeconomic makeup for joint worship and community outreach events. So a variety of options exist for ways that we can increase diversity within our church family.

List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results.

We do not have experience with the Welcoming Diversity Inventory. However in 2016, we elected to become an Open and Affirming Church. More detail about this commitment may found on page 46.

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? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	4 different groups that meet monthly—total attending 25	Lay leaders, Minister of Faith Formation
Baptisms (<i>number last year</i>)	2	Senior Pastor
Children's Groups or Classes	3 groups meet weekly on Sunday AM—average attendance 10	Lay leaders, Minister of Faith Formation
Christmas Eve and Easter Worship	Especially for Children—about 70 Traditional—about 125 Easter—125	EFC —Minister of Faith Formation, lay led band Traditional —Sr. Pastor, Director of Music Easter —Sr. Pastor, Minister of FF, Director of Music
Church-wide Meals	Annual Church Meeting—50-60 Annual Homecoming Picnic—80-100 Ice Cream Social—20-30	Consistory with the assistance of volunteers
Choirs and Music Groups	Chancel Choir—15 Bell Choir—12	Director of Music Organist
Church-based Bible Study	<i>(Included in adult groups)</i>	N/A
Communion (<i>served how often?</i>)	Served the first Sunday of the month and on holy days.	Senior Pastor
Community Meals	Monthly with a neighboring church—volunteers vary monthly	Lay leaders

Confirmation (<i>number confirmed last year</i>)	4	Minister of Faith Formation
Drama or Dance Program	N/A	
Funerals (<i>number last year</i>)	8	Senior Pastor assisted by the Parish Nurse
Intergenerational Groups	Parent's Night Out and Game Night	Minister of Faith Formation
Outdoor Worship	N/A	
Prayer or Meditation Groups	Prayer Chain—26	Prayer Chain Group/Caregivers
Public Advocacy Work	N/A	
Retreats	25	Minister of Faith Formation
Theology or Bible Programs in the Community	N/A	
Weddings (<i>number last year</i>)	2	Senior Pastor
Worship (time slot):	10:30am	Senior Pastor with input from Worship Committee, Minister of Faith Formation, and musicians
Young Adult Groups or Classes	N/A	
Youth Groups or Classes	Youth Group—8-10 Youth Weekly Sunday AM Class—8-10	Minister of Faith Formation
Other		

Additional comments:

N/A

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-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Holly MillerShank	4	UCC National Office	Team Leader of M.E.S.A.	N

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:

Currently there are no previous pastors or retired ministers that hold membership in the church.

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
Communication and Technology	Barb Powell	\$13,200 part time	Senior Pastor	< 1 year
Faith Formation Director	Margaret G. Borrelli	\$26,000 part time	Senior Pastor	10 years +
Music Director	Carol E. Peddie	\$9,000	Senior Pastor	10 years +
Organist	Jason Aquila	\$10,000	Senior Pastor	10 years +
Parish Nurse	Gayle Donahue, RN	\$16,000	Senior Pastor	2 years +

The Senior Pastor serves as head of staff.

REFLECTION

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

The range of activities that we participate in most reflect the value we place on 1) music programs and our worship experience 2) child and adult faith formation; 3) community outreach; and 4) mission activities. These are historically important priorities that remain central to whom we are as a church community.

The 11-year report detailing demographics of our membership over the past 11 years (2006 through 2016) reveal that church membership was at a peak of 300 in 2006. During the 7-year period between 2006 and 2013 (the year of the retirement of Pastor Michael Moore after 24 years of service), total membership decreased by 63. During the 3-year period between 2013 and 2016 (the period of transition during which we were served by our interim pastor for 2 years and the first year of the tenure of our immediate past senior pastor), membership decreased an additional 48. Approximately half of the total decrease

represented purging the membership roles of those listed as members who had not been active for many years, but the remaining half represented real losses.

The majority of real losses were due to death, with the balance consisting of transfers to another church. In any case, church membership reported in the 11-Year Report from the Association, decreased by a total of 111 members (37%) from 2006 to 2016.

Although we have no data regarding reasons that members left the church, it can certainly be argued that the absence of a settled pastor during the period of time between 2012 and 2014, in addition to the internal conflict that peaked during the subsequent 2 years, compounded the decrease in numbers. In any case, the result is that there are significantly fewer active members available to support our mission, our programming and other aspects of our ministry now as compared with 2006, and the average age of our members has increased. Therefore, as we move forward, priority must be given to reversing these trends.

CHURCH FINANCES

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

Source	Amount (2017 - projected)
Annual Offerings and Pledged Giving	\$190,963
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$22,500
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$16,000
Grants	\$0
Rentals of Church Building	\$3,405
Rentals of Church Parsonage	N/A
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts (Legacy Fund)	\$ 27,000
Other (specify): Free Will Offerings	\$2,600
Other (specify): Flowers and Bulletins	\$2,725
TOTAL	\$ 265,193

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

(see Appendix B: Church of the Redeemer 2018 Budget)

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

30%

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? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*)

Funds dedicated to OCWM Basic Support are part of the operating budget. The percentage earmarked for this support is currently 2% of the annual budget.

What is the church's current indebtedness? \$0

Total amount of loan debt: N/A

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.

N/A

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

Year(s)	Purpose	Goal	Result	Impact
2006-2010	Program and Staffing initiatives as well as facility improvements	\$600,000	\$345,991	See details on pages 38-39
2011-2013	Additional programming, staffing, and technology initiatives	\$397,000	\$196,245	See details on pages 38-39

If a capital campaign is underway or anticipated, describe: N/A

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

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

The capital campaigns outlined above included an overarching goal of “hands-on mission in the community”. This goal included components of creating significant partnerships with local organizations and nurturing better partnerships with community groups that meet in our facility. More detail about these initiatives may be found in the Renewal Plan-Phase 1 and Renewal Plan-Phase 2 documents, which are available upon request.

Does your church have an endowment? Yes

What is the market value of the assets? \$544,000

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

Periodic requests are made to use earnings. 25% is used for each of the following: 1) mission projects within our church; 2) mission projects in the surrounding community; 3) Our Church’s Wider Mission. The remaining 25% is used to fund special requests that differ from year to year at the discretion of the Endowment Fund Board.

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

About the same: 5% to 7%

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

2012 - \$30,000

2013 - \$30,000

2014 - \$30,000

2015 - \$30,000

2016 - \$25,000

2017 - \$22,500

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

The principle of \$520,000 has never been drawn.

Please comment on the above calculations or estimates:

As mentioned above, the intention is to preserve the principle of the endowment fund. Therefore, providing we continue to follow this directive, and there are no significant investment losses, the principle should remain the same for the foreseeable future.

Other Assets

Reserves (savings): \$30,000

Investments (other than endowment): \$622,000 - Legacy Fund

Does your church have a parsonage?

No

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

Our conveniently located church facility is 12,000 square feet in size, fully handicapped accessible, and has ample parking. We have 5.1 acres of property, of which 2.4 acres (47%) are currently a wooded lot that could be used in the future for building or parking lot expansion. The current parking lot has 88 spaces with overflow parking for 40 additional cars in an easily accessible business parking lot next door.

Our church is a single building consisting of main sanctuary, lounge, columbarium and chapel, gathering area, offices, classroom wing, and fellowship hall (former sanctuary). The sanctuary is 3,500 square feet and comfortably seats 230. Classrooms total 1,350 square feet and can accommodate up to 40 children in our Faith Formation program. Fellowship Hall is 1,500 square feet and can handle events or receptions for 125 to 150 people. The entire building is fully air-conditioned.

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

None

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

All spaces are accessible to wheelchairs

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 budget of Church of the Redeemer is a unified budget in that operations and missions are combined. The budget reflects initiatives that we value most as a church family. As is typical of most churches, the single largest proportion of the budget supports the ministry of the senior pastor. Approximately 35% of the budget expenditures funds staff that directly support the spiritual, emotional, and physical wellbeing of the congregation; specifically the Director of Faith Formation, the Music Ministry staff, and the Parish Nurse. An additional 10% of the budget is dedicated to mission giving-another historically high priority for Church of the Redeemer.

Stewardship Sunday is typically in November. During the subsequent two weeks or so, worshipers are encouraged to submit pledge cards indicating their intended level of giving for the following calendar year. Of church members, approximately 2/3rd give to the general fund in any given year. Usually 50% to 60% of those who give submit a pledge, and the other 40% to 50% do not. So offering revenues are estimated based on the sum of pledges and estimates based on past giving for those who don't pledge. Historically, this method of estimating the offerings results in a fairly accurate indication of giving.

Of income sources, almost 75% is from offering envelopes and free-will giving. Approximately 10% comes from the endowment fund and another 10% from the Legacy Fund. This means that currently, approximately 20% to 25% of the budget is not covered by regular giving. Changing the distribution of revenue sources in the future is an area of opportunity that will require growth of our congregation. If our hopes for church growth are realized, additional monies from the Endowment and Legacy Funds will be available to fund other priorities.

The generosity of the members of Church of the Redeemer is of note in several respects. For instance, during two capital campaigns that were launched in the 1990s and 2000s, many members gave in the vicinity of 33% in addition to their regular giving. Over the course of these two campaigns, over \$1 million

dollars were raised to fund various projects and initiatives (*see below and pages 38-39 for more detail about the capital campaigns*).

Budgeting Process:

The budgeting process is lead by the Finance Committee. The Finance Committee consists of six active members, each of whom serves a 3-year term. The Treasurer and Financial Secretary serve as ex-officio members. This team meets throughout the year and prepares a draft budget usually between August and November based on expected income and resources. It is then reviewed by Consistory in November and approved in December, and then is presented to the congregation for approval in early January at the Annual Meeting of the Congregation.

The most significant ministry initiatives financed by our church, have been related to two capital campaigns held over the past 22 years. The first was a building campaign in 1995 and 1996 called “Window to Our Future”. During this campaign approximately \$312,000 was raised to build the current gathering room and columbarium, to renovate fellowship hall, and to complete several other smaller projects. In 1999, the second phase of this capital campaign raised additional funds in the amount of approximately \$195,000 to remodel the Pastor’s study, the Minister of Faith Formation’s office, the lounge, and the library.

The second capital campaign was launched in 2005 and 2006. This Renewal Campaign was intended to articulate goals for the future of the church and to provide the funds and staffing to realize these goals. In 2009, near the end of the first phase of the Plan, the process was repeated resulting in a “Renewal Plan-Phase 2, 2011-2013”. More detail about this campaign may be found in the section that follows entitled “Historical Information”.

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.

1. In 2006, First Church of Lakewood and Church of the Redeemer merged and 35 First Church members joined Redeemer. It was a natural step because Redeemer was founded as an outgrowth of First Church in 1954 by a group of individuals that were originally First Church members. So in a manner of speaking, the relationship between First Church and Church of the Redeemer came full circle. When the merger took place, the First Church Building was sold and First Church assets such as the Legacy Fund were folded into Redeemer assets. Traditions such as the White Rose Sunday (a commemoration of First Church of Lakewood and their call to mission) and community outreach programs such as the Community Meal were also brought to Redeemer as well as the Parish Nurse Program.

This merger was well planned and executed with special attention to preserving the traditions and values of each congregation. For instance, the Anniversary Quilt commemorating First Church's rich history hangs in the church lounge and the White Rose Stained Glass Window hangs in the gathering area. The result was a larger; more financially secure church with a richer heritage and expanded programming and mission activities.

2. In 2004, a team was assembled to review our ministry, program, community demographics, facility, and staff. The result was "A Plan to Review Our Ministry 2006-2010. This Renewal Campaign (mentioned on the previous page) raised \$345,991, and resulted in a phased-in plan of program and staff initiatives as well as facility improvements. 33% of the funds raised were spent on facility improvements and the remainder was used to hire additional staff including a faith formation minister and associate pastor, and for program expansion such as the addition of an alternative Sunday evening worship service and additional youth programming. In 2009, near the end of the first phase of the Plan, the process was repeated resulting in "Renewal Plan-Phase 2, 2011-2013, which defined further staff, program, and technology initiatives. The Phase 2 Renewal Campaign with a similar mix of program, staff, and facility spending raised \$196,245.

Although the associate minister, Jayne Ryan Kuroiwa left the church after 5 years, and the alternative worship service was discontinued, the Renewal Plan resulted in a number of lasting changes in the life of Church of the Redeemer. For instance,

- a. The chancel was renovated to create an updated, and more flexible space, with new portable pulpit, lectern, and alter, all of which can be moved to accommodate a variety of needs. Two projectors and screens were added, as well as a video and audio console in the back of the sanctuary. Since that time, slideshows, videos, and other multimedia presentations are regularly used during church services and other events held in the sanctuary.
- b. Margaret Borrelli, the minister of faith formation, (hired in 2006 as a part of the renewal plan-phase 1) has remained on staff for over 10 years and has enhanced church life in ways too numerous to mention. We now have a vibrant faith formation program, with a variety of programs including faith formation classes on Sunday for children and youth, a summer faith community, and monthly activities for youth, as well as periodic activities for all ages such as the all-church retreats.
- c. The kitchen attached to Fellowship Hall was subject to a major renovation that included new flooring, appliances and cabinets.

The most important event in the life of Church of the Redeemer during the past 10 years:

The most significant event in the life of the church in the past 10 years was the retirement of Reverend Michael Penn Moore in 2012 after 24 years of service as senior minister. Rev. Moore was a well-loved pastor, who was known for his devotion and commitment to the church community, his competent, thoughtful, and caring leadership style, and his skill as a preacher. Rev. Moore's departure was a great loss to the church family, and as would be expected, was followed by an initial period of grieving.

Shortly after Rev. Moore's departure, Reverend Houston Hall was called as Interim Minister. Rev. Hall brought very different gifts to the table from those of Rev. Moore. Nevertheless, he was welcomed with open arms and over the subsequent two years, an affectionate relationship rapidly developed between Reverend Hall and the church community that blossomed into one built on respect, admiration, and appreciation for his service to our church. During that time, under his leadership, church members purposefully and enthusiastically immersed themselves in a search for a new settled pastor.

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

Church of the Redeemer's Faith Formation programming has always responded to the ebb and flow of the numbers of children and youth in any one age group by adjusting program to meet the needs of those participating.

When a large number of children ended up in our nursery, we created a separate Toddler Group for our 2 and 3 year olds on Sunday mornings with two new Faith Formation leaders rising to the occasion. As that bubble of children has moved throughout the different age groups, the configuration of the Sunday morning programming has changed accordingly. Those original toddlers are now in sixth grade, so we have added another faith formation leader to the youth setting and made the program more active and engaging.

Years back, when we didn't have enough interested youth to attend a "youth group", we created intergenerational programming to include all ages such as Saturdays of Service, a Palm Saturday Celebration and an Advent Extravaganza. A few years ago, a Senior High Youth Group was launched, but when those youth stopped participating, we now have a great group of Junior and Senior High Youth meeting together for fellowship and mission.

We planned a couple of All Church Retreats at our Ohio Conference Centers but when we found we didn't have enough participants for a third retreat, we found another local UCC Congregation with whom to partner. During our present time of transition, we are planning an end of summer 2018 one-day retreat at a local cabin so that the whole congregation will have the opportunity to participate in this bonding experience.

A wise local church educator once said, "We all need one word tattooed across our foreheads—Flexibility". That is something that is alive and well in our Faith Formation Programming. For the one constant is that we will always have change.

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 most significant example of a recent conflict followed the calling of our immediate past senior pastor of Church of the Redeemer in 2015. After a 2-year search, our newly hired pastor was welcomed with excitement and hope for a long-term relationship. The 2-year span of our pastor’s ministry proved to be a period of difficult adjustment for both our pastor and the congregation.

Despite a genuine desire to find common purpose, several areas of misunderstanding arose that proved to be ongoing points of contention, and the relationship between pastor and congregation did not develop as hoped. During this time, the overall level of involvement by church members began to decline, and it became extremely difficult for the church to move forward in a constructive manner. Earnest attempts were made by both parties to resolve differences that ultimately proved to be irreconcilable despite vigorous and sustained efforts to discover a solution. After a Situational Support Consultation with representatives of the local UCC association, concerted attempts at reconciliation, and prayerful reflection, a decision was made to pursue an amicable separation, which occurred in June 2017.

As would be expected, these events led to a period of disappointment and sadness that led some parishioners to reconsider their relationship with Church of the Redeemer. Ultimately, although most remained committed, some chose to step back from involvement in church activities for a period of time, and others elected to leave the church family entirely.

Beginning in April 2017, with the assistance of the UCC Association, a core group of committed members of the church worked with much energy and focus to make preparations to call a new pastor. A transition team was formed with the goal of articulating the ethos of the church, God’s will for our church, and consensus regarding its future direction. Over the next several weeks, a series of focus groups were held to solicit input from as many members as possible. A report summarizing these activities was prepared in July 2017, and information gleaned from this effort is the source of many of the answers in this profile (*see Appendix C for a copy of the Final Report*).

This initiative coincided with a period of excitement about the future of the church and increasing involvement of many parishioners in church life as well as a strengthening of relationships and a renewed feeling of optimism among those who remained committed to the church community. The number of church-wide events as well as participation in those events has increased steadily since April. It is with optimism and conviction borne of this newfound sense of purpose that we seek a pastor with whom we can build a strong and vibrant future for Church of the Redeemer.

From this experience, we have learned that we are a church family with a strong sense of who we are and an abiding commitment to our vision, as articulated on page 15, that has not been shaken even in the face of the conflict of the recent past. We also have realized that when compatibility exists between congregation and pastors with whom we have made a covenant, those relationships are strong and long-term. We feel confident that with the right fit, we will be successful in forging a relationship based on trust, affection, and mutual purpose. With God's help, this relationship will enable us to live out our ministry within our walls as well as in the wider community.

As far as policies, protocols, and structures for dealing with conflict, Church of the Redeemer does have such policies that are in the process of being drafted, approved, and adopted in the recently created church Bylaws. *(See page 21 for more information about the Bylaws)*

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

Staff member's name	Years of service	UCC Standing (Y/No)
Michael Penn Moore	24	Y
Houston Hall (Intentional Interim)	2	Y
Jayne Ryan Kuroiwa	5	Y
Damien Lake	2	Y
Jim Cunningham (Interim P-T Minister of Worship & Pastoral Care)	4 months (ongoing)	Y
Bob Richardson (Interim P-T Minister of Administration and Transition)	1 month (ongoing)	Y

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Reflection about Church of the Redeemer's relationship with persons who provided ministerial leadership has revealed the following:

Over the past 10 years, we have had relationships with a total of more than 12 staff members (i.e. two settled senior pastors, one associate pastor, two interim pastors, one minister of faith formation, with the remainder being support staff). Of those relationships, with the exception of one, all were healthy and harmonious, and the majority were affectionate relationships that most members of the congregation valued highly. In addition, seven of these relationships lasted for 10 years or more.

Of the six pastors who have served Church of the Redeemer over the life of the church, five of those relationships have been very strong and one lasted for 35 years and another for 24 years. Our lay leaders have historically worked well with the pastoral leadership in developing mission, faith formation, and music ministries, and with hands-on assistance in managing the day-to-day operations of the church.

What we have learned is that we have a long history of happy and affectionate relationships with those with whom we form covenants. When in relationship with a pastor based on trust, respect, and affection, we adapt readily to the different approaches to ministry that he or she brings to the table and support him or her willingly and with energy.

**Has any past leader left under pressure or by involuntary termination?
Y/N/Ask us**

No

(see section regarding conflict on pages 41-42 for more details)

**Has your church been involved in a Situational Support Consultation?
Y/N/Ask us**

Yes

(see section regarding conflict on pages 41-42 for more details)

**Has a past pastor been the subject of a Fitness Review while at your
church?
Y/N/Ask us**

No

WHO IS OUR NEIGHBOR?

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?

As stated previously, mission is a high priority for Church of the Redeemer. Regular mission activities include

- Community Meals with Clague Road United Church of Christ
- Monthly food collections and school supply collections
- Donation of food to "Pack the Pantry"
- Donations to Habitat for Humanity
- Adopt-a-Family program at Christmas
- Monetary donations to various groups
- Donations to "Next Step" (a faith organization)
- Individual and group walks or bicycle rides to raise money to support food pantries, mental health organizations, multiple sclerosis society, etc.
- Journey to Bethlehem

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

During past years, Church of the Redeemer sent delegates to association and conference meetings as well as general synod and worked with the pastor to determine what forums to attend. It is our practice that such selections should benefit all parties involved at that particular time. This is an area for potential growth as our participation in the wider church has declined over the past two years.

Check all of the following “statements of witness” that apply to your UCC faith community. (Find more information on these statements at ucc.org.)

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Immigrant Welcoming
- Inter-cultural/Multi-racial (I’M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Other similar designations in affiliated denominations
- 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?

In October 2016, Church of the Redeemer voted to become an Open and Affirming (ONA) church. The next step, which has yet to be completed, is to form a committee to explore ways to implement an ONA ministry. We will look forward to working with our future pastor to complete this 2nd phase of becoming an ONA church family.

In support of the “Just Peace” statement of witness, it would also be appropriate for our future pastor to participate, as time permits, in community or regional justice and peace advocacies.

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

During recent years, we have participated in a variety of ecumenical activities in the West Shore area including the following:

- Hosting a monthly Community Meal in conjunction with a neighborhood UCC church.
- Walking in the Westlake 4th of July Parade with other Westlake churches.
- Hosting the Blue Christmas Service-an ecumenical worship service held at Church of the Redeemer for those for whom the Christmas season is a time of sadness due to personal loss or other misfortune.

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.

Mission Statement

Church of the Redeemer

United Church of Christ

We are called by God to a common life that offers meaning to our members and ministry to the world. Embracing persons with widely diverse backgrounds, abilities, and beliefs, we find ourselves united in Christ's Spirit for the journey of faith.

We are a worshipping community. We look to our Sunday celebrations to open us to the strengthening and challenging Word as we offer ourselves to God in music, prayer, and thanksgiving.

We are a learning community. We commit ourselves to the spiritual and moral development of all our members, equipping children and adults for discipleship in a world of change.

We are a serving community. We follow the example of Jesus in reaching out to the needy, in welcoming the outcast, in speaking for the powerless.

With trust in God's guidance, we move joyfully into the future.

Our Mission Statement accurately summarizes many of the feelings expressed by participants during the transition team meetings during May and June 2017 (*see page 41 for more detail about these meetings*). The importance of meaningful worship ("We are a worshipping community..."), faith formation ("We are a learning community..."), and mission ("We are a serving community...") are themes that run throughout the narrative of this document. So our activities and priorities are very closely aligned with our mission statement.

Of those three principal areas of focus, it is probably mission that does not have a level of participation equal to the other two. We will look to our new minister to encourage us and help us make changes required to achieve a balance more reflective of our mission statement. The ability to achieve this balance will require church growth, so that we have a larger body of the faithful who are willing, able, and available to participate.

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?

Duties of the senior pastor are listed on the official job description (*available on request*). Although the senior pastor is encouraged but not required to participate in ecumenical and denominational activities, some level of involvement in the wider church is one of the expectations of our new minister described on page 11 of this document. The full extent of this involvement will be determined in conversation between the pastor and Consistory.

MissionInsite

Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

According to the MissionInsite ExecutiveInsite Report, residents living within a 6-mile radius of Church of the Redeemer are predominantly white, educated adults, most of whom have a high school diploma, and 42% of whom have an associate degree or higher. The average household income is \$77,333 with 33.3% of families earning over \$100,000.

The report states numbers will largely remain stable over the next 5 years in terms of population, family makeup, racial diversity, religious preferences, and most other demographic measures. However, there are a few notable areas of interest:

- The percentage of single parent households will increase
- Although the number of adults 55 years and older will increase, there is some evidence that the number of young children will also increase
- The percentage of single adults who never married is higher than the state average
- The number of traditional families headed by married couples is gradually decreasing and more children are growing up in households with a non-traditional family structure
- The number of white collar workers in the West Shore area is well above the state average and the number of blue collar workers is well below the state average

Based on the above findings, Church of the Redeemer will have many opportunities to minister to our neighbors and grow our church by:

- continuing to provide quality faith formation programming for all ages
- continuing to offer a well staffed nursery
- providing childcare during evening/weekend church activities
- reaching out with open arms to single parent families as well as non-traditional families
- providing more opportunities for learning and growth, (e.g. adult bible studies, book study groups and musical concerts)
- continuing to offer the Parish Nurse Ministry
- providing fellowship opportunities for those of middle age and retirement age

According to the MissionInsite Quadrennium Report, approximately 41% of West Shore residents (within a 6 mile radius of the church) are involved in a religious congregation or community and almost 46% site religious faith as being “very significant” in their lives. The remaining 59% of residents are not involved in a religious congregation or community.

Of the 59% of residents who are not involved, many reasons were cited for non-participation, some of which by can be addressed by church communities. What follows are some of those reasons (cited by at least 40% of respondents):

- Boring/uninteresting
- Didn't feel welcome/useful
- Wasn't relevant to my life
- Not current/old fashioned
- Religion too focused on money

Of the 41% of residents who are involved, the following represent some of the reasons cited to consider non-participation (by at least 40% of respondents):

- Boring/uninteresting
- Conflicts in religious community
- Didn't feel welcome/useful
- Wasn't relevant to my life
- Wasn't supportive during crisis
- Worship/music style

Addressing these concerns is an important opportunity for churches, such as ours, that are seeking growth and that have the foresight, energy, and initiative to make this a priority.

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 church is generally representative of our adjacent neighborhoods. Predominantly (but not exclusively) white, educated, middle class, with a variety of political and social views.

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

The demographics of Cleveland's West Shore area do shape our ministry. In a majority of families, all adult family members of working-age, work outside the home, and so have limited time and energy to invest in a religious community. Children tend to participate in many non-church related activities, some of which are scheduled on Sunday mornings. These factors decrease the likelihood that these families will become involved in a church community. Consequently, the pool from which churches can draw new members is shrinking and will remain so unless these stressors and factors are, in some way, addressed and mitigated.

What do you hear when you talk to community leaders and ask them what your church is known for?

Community leaders have a perception of Church of the Redeemer as being a strong and inviting church that freely welcomes all who wish to worship there. Many leaders also associate Church of the Redeemer with Journey to Bethlehem, an annual event that gives us a significant presence in the community by virtue of the number of people that it touches. *(See pages 13-14 for more detail about Journey to Bethlehem.)*

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

Quotes from members who recently joined:

- “I felt very loved.”
- “People were happy to see me. They sat by me and gave me emotional support after I lost my mom.”
- “After visiting several churches, we chose Church of the Redeemer because of the friendly and outgoing people.”
- “I did not feel invisible.”
- “A factor that influenced me was the commitment to become an “Open and Affirming Church.”
- “The music and preaching ‘take-a-ways’.”
- “How friendly everyone was.”
- “The warmth of the congregation.”
- “The exceptional preaching”
- “The church building was not so big. This made me feel more a part of things.”

REFERENCES

Name up to three people who have agreed to serve as phone and written references. 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.

Kelly Jean Burd, Pastor, Pilgrim Congregational UCC, Cleveland, OH
440-409-8844 (cell)
pastorkelly@pilgrimalive.org
Former member of Church of the Redeemer

**D. Huston Hall, Intentional Interim Minister, St. Paul's UCC,
Alexandria, KY**
336-402-0321 (cell)
Pastorhourston4@gmail.com
Interim Minister of Church of the Redeemer from 2012 to 2014

Jayne Ryan Kuroiwa, Pastor, Windward UCC, Kailua, HI
808-254-3802
ryankuro@aol.com
Associate Pastor of Church of the Redeemer, 2006 to 2010

(See Appendix D for reference letters)

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:

This favorite hymn describes how our congregation views being partners with one another, but also captures our dream for a pastor who not only will walk with us in Christ's service, grace, and mission, but who will share with us words of comfort, vision, challenge, and care. We long for someone with whom we can grow in compassion and faith. And while we wait, we hope in our God who brings us peace.

Called as Partners in Christ's Service #495 NCH

Lyrics by Jane Parker Huber

1. Called as partners in Christ's service, Called to ministries of grace,
We respond with deep commitment, Fresh new lines of faith to trace.
May we learn the art of sharing, Side by side and friend with friend,
Equal partners in our caring, To fulfill God's chosen end.
2. Christ's example, Christ's inspiring, Christ's clear call to work and worth,
Let us follow, never faltering, Reconciling folk on earth.
Men and women, richer, poorer, All God's people, young and old,
Blending human skills together, Gracious gifts from God unfold.
3. Thus new patterns for Christ's mission, In a small or global sense,
Help us bear each other's burdens, Breaking down each wall or fence.
Words of comfort, words of vision, Words of challenge, said with care,
Bring new power and strength for action, Make us colleagues, free and fair.
4. So God grant us for tomorrow, Ways to order human life
That surround each person's sorrow, With a calm that conquers strife.
Make us partners in our living, Our compassion to increase,
Messengers of faith, thus giving, Hope and confidence and peace.

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.*)

- Church Profile Team Members
 - Julie Barnes
 - Dave Kvasnicka
 - Dave Patzwahl
 - John Thomas
- Transition Team Members
 - Rudy Duscha
 - Christine Foote
 - Bonnie Hawver
 - Dave Patzwahl
 - John Thomas
 - Lisa Thomas
- Margaret Borrelli, Minister of Faith Formation
- Janet Kramer, President of Consistory
- Barb Powell, Communications and Technology Specialist
- Alex Tomoff, Church Treasurer
- Chuck Zaugg, Financial Secretary
- Previous writings of Myron Kushner (*decd.*) in the Church Profile of 2013, which were used as the basis for several of the answers in this profile.
- Members of the Congregation who participated in Transition Team forums

2. Additional comments for interpreting the profile:

None

Signed December 10, 2017

A handwritten signature in black ink that reads "Janet L. Kramer". The signature is written in a cursive style with a large initial 'J' and 'K'.

Janet Kramer, President, Consistory; Church of the Redeemer

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

Yes. Church of the Redeemer is one of our stronger congregations on the near west-side of Cleveland with a long history of local mission to those in need. Their recent work at healing the congregation and visioning their mission places them in a good place for growth.

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

Staff Comment:

Yes. Church of the Redeemer has done a good job in their Position Duration description on page 7 and their Description of Conflict on pages 41 and 42 of honestly addressing their recent history and laying out their desire to call a designated pastor with the intention of having that person be their next long-term called pastor.

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

Staff Comment:

Yes.

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Dr. Gary A Halstead/Associations Associate Minister

Email: aam@eoawraucc.org

Phone: 330-940-2220 x103

Date: 12/22/2017

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

Ministry Opportunities at Church of the Redeemer

SOCIAL MINISTRIES

Social Life: No scheduled meetings

- ◆ Plans monthly dinner out
- ◆ Plans welcome brunch for new members

**Mary Kanzeg*

Quilters: Tuesday mornings 9 a.m.-2 p.m.

- ◆ Makes quilts to raffle – Money earned is given to church to buy needed unbudgeted items (hearing aids to use during service, shades for Fellowship Hall, Handicap toilets).

**Marilyn Hughes*

Fellowship Hour: sign up sheet on bulletin board

**Bonnie Hawver*

WORSHIP MINISTRIES

Chancel Choir: Practice: Wednesdays, 8-9 p.m.

Carillon Bell Choir: Practice: Wednesdays, 7-8 p.m.

Acolytes: **Melissa Hille*

Ushers: Sign up sheet on bulletin board **Dorothy Earl*

Flowers: Sign up sheet on bulletin board

Communion Set Up: **Konnie Wenneman*

Tech Team

- ◆ Operates the computer during worship to maintain sound and change screen pictures

**Wayne Borrelli*

SERVING MINISTRIES

Caregivers

- ◆ Sends cards for church members birthdays and anniversaries.
- ◆ Sends cards to college students 2-3x per school year
- ◆ Organizes food for time after funerals

**Gayle Donahue, Parish Nurse*

Prayer Chain

- ◆ Consists of 26 members who are told of those in need of prayer

**Emma Kozar*

Mission Committee: Meets the first of each month after worship

- ◆ Discusses and decides the use of money for missions

**Jeanne Long*

Welcome Center/Inviting Ministries

No scheduled meetings

- ◆ Staffs welcome desk before Sunday services

**Julie Miller*

Community Meal: Fourth Saturday at Clague UCC

- ◆ Helps to cook and serve monthly community meal
- ◆ There is a sign up sheet in the hall

**Elaine Freed*

FAITH MINISTRIES

Faith Formation Team: meets once monthly after worship

- ◆ Oversees ministries with children, youth, adults
- ◆ Plans programming often intergenerational in line with church seasons.

**Margaret Borrelli*

Men's Group: meets the second Sunday at 8:45 a.m.

Wednesday Bible Study: Wednesdays 1:30-2:30 p.m.

Meeting God in Scripture: Third Sunday at 9 a.m.

Science and Religion Discussion Group: Third Sunday after worship

FACILITIES MINISTRIES

Building & Grounds Committee

- ◆ Monitor building and grounds for needed repairs or replacements
- ◆ Organize church work days to do necessary outside work
- ◆ Work with consistory to budget for needed repairs/replacements
- ◆ Hires needed professionals for care and maintenance of building/grounds

**Janet Kramer*

FINANCIAL MINISTRIES

Finance Committee: Meets in summer and fall and as needed

- ◆ Prepares budget
- ◆ Oversees financial health of church

**Janet Kramer*

Legacy Fund: Meets once at the start of the year and again in the fall

- ◆ The focus of disbursement is the mission of Christian Education and Mission Outreach.

**Jeff Reitz*

Endowment Fund: Meet as needed

- ◆ Oversees the management of fund

**Richard Shank*

** denotes committee chair*

000000Church of the Redeemer
2018 Budget

Account Name	Budget 2017	Projected Actual 12/31/2017	Budget 2018
Income			
01-Offering Envelopes	\$ 203,000	\$ 190,821	\$ 189,000
02-Free Will Offerings	2,200	2,600	2,000
03-Initial Offering	200	142	200
04-Building Use Donations	4,000	3,405	4,000
05-Bulletins	500	400	500
06-Flowers	2,500	2,325	2,500
07-Misc fundraising	-		-
08-Endowment Fund	22,500	22,500	22,500
09-Other Designated Gifts	16,000	16,000	16,000
11 Legacy Fund (Nurse, Faith Formation)	27,000	27,000	24,000
Total Income	277,900	265,193	260,700
Missions Giving			
01-Our Church`s Wider Mission	5,500	5,500	5,500
03-Designated Gifts	16,000	16,000	16,000
Mission Outreach Allocation	5,400	5,400	5,400
Christmas Fund			
Total	26,900	26,900	26,900
Music			
01-Music Supplies	800	800	400
02-Maintenance&Repair Organ	400	400	400
03-Musicians/Performances	1,500	1,500	1,500
Total	2,700	2,700	2,300
Faith Formation			
01-Curriculum	1,800	1,800	1,800
02- Programs	1,500	1,500	1,500
03-Supplies	500	500	500
04-Leadership training, camps	300	300	300
05-Acolytes	-	-	50

000000Church of the Redeemer
2018 Budget

Account Name	Budget 2017	Projected Actual 12/31/2017	Budget 2018
07-Confirmation	150	150	150
08-Youth Ministry	1,000	1,000	1,000
11-Nursery and FF Help	700	1,605	1,400
09-Adult Education	-	-	-
Total	5,950	6,855	6,700
Church Property			
01-Utilities	22,000	23,500	22,000
02-Bldg-Repairs&Maintenance	6,000	7,500	6,000
03-Grounds-Rprs&Maintenance	6,000	7,500	6,000
04-Insurance	7,300	7,276	7,300
06-Supplies	500	500	500
07- Facilities Fund	1,800		
Total	43,600	46,276	41,800
Church Operations			
01-Supplies & Stationery	2,500	2,500	2,500
02-Office Equip & Repairs	4,500	6,100	4,500
03-Postage	1,000	800	800
06-Automobile Allowance	1,500	1,800	1,500
09-Stewardship Campaign	250	250	250
13-Flowers	3,000	2,700	3,000
14-Altar Supplies	300	700	300
18-IT Assistance & Miscellaneous	2,000	2,352	2,300
19-Advertising	2,000		
20-Audit	300		300
21-WR Assn Annual Meeting	-		-
Total	17,350	17,202	15,450
Senior Pastor's Salary, Benefits & Expenses			
01-Salary	45,833	38,690	45,833
02-Housing Allowance	18,000	11,728	18,000
03-Pension	-		-
04-Ins-Disability & Life	900	418	900

000000Church of the Redeemer
2018 Budget

Account Name	Budget 2017	Projected Actual 12/31/2017	Budget 2018
05-Healthcare	13,000		11,667
06-Professional Expenses	1,600	1,684	1,600
Continuing Education	2,000	1,122	2,000
Total	81,333	53,642	80,000
Staff Compensation			
01-Organist Salary	11,149	11,150	11,372
02-Substitute Organist	450	600	450
03-Exec. Assistant	-		-
03-Communications & Technology Specialist	12,000	12,050	13,200
05-Custodian Services	6,240	6,600	6,240
07-Pulpit Supply	600	7,600	600
08-Workers Comp Insurance	420	100	420
09-Social Security Taxes	5,879	5,883	6,046
10-Treasurer	2,400	2,400	2,400
13-Music Director	9,020	9,020	9,201
14-Min. of Faith Formation	28,774	28,774	29,350
15-Min. of Faith Formation Pension	4,028	4,028	4,109
17-Program Coordinator	-		-
16-Parish Nurse	15,912	15,912	15,912
18-Min. of Faith Formation Cont. Ed.			
Total	96,873	104,118	99,299
Programs			
03-Fellowship Hour	500	500	250
08-Welcoming/Inviting	2,000	2,000	2,000
Total	2,500	2,500	2,250
Total Expense	277,206	260,193	274,699
Net Surplus (Deficit)	\$694	\$5,000	(\$13,999)

Final Report of the Church of the Redeemer Transition Task Team

The Church of the Redeemer Transition Team was formed in April, 2017 and charged with the task of discerning (based on the current UCC Church Profile) (1) Who we are as a congregation at this point in time; (2) Who is God calling us to become as a congregation; and (3) Who are our neighbors? Members of the team include Rudy Duscha, Christine Foote, Bonnie Hawver, Dave Patzwahl, John Thomas and Lisa Thomas. The team was coached by Bob Richardson from the Western Reserve Association.

The team decided on 6 questions to ask the congregation, and held gatherings on three Sundays following worship to hear and record responses. A total of 53 people availed themselves of the opportunity to come and share their answers.

The work of the Transition Team and responses of the congregation of the Church of the Redeemer reveals a church poised to start a new phase in its life. Recent events have disturbed and divided the members, but they are determined to overcome this situation. They will do this by recognizing who they are and what they want their church to become. They have the zeal to do this given the proper guidance.

There is a feeling of wanting to continue to be a warm, friendly congregation that supports each other in all aspects of life. By doing so we will continue to be a welcoming church to all who desire to attend here. There is a feeling of pride in our long term commitment to mission and a strong desire that our mission ministry remains a priority for the future. We believe deeply in the importance of serving the community by ministering to those who are in need through meaningful, immediate, and practical ways. We recognize our limitations and will limit our efforts into areas that we can excel in.

We have done this in the past with meaningful community enrichment with our annual Christmas program "Journey to Bethlehem". We will continue material support through our food collections and providing school programs urgently needed supplies. We will continue to provide material and emotional support to families at Christmas time. We will continue to provide loving and emotional support to our own members. We will work to make worship even more meaningful and improve our spiritual life. We will improve our internal communication so that every member feels connected and knows what is going on in the life of the church.

Final Report of the Church of the Redeemer Transition Task Team

We look to our new settled pastor to give us inspiration, solutions for growth, a caring for all members and not just specific groups, a desire to work with high school aged youths, a knowledge of the financial aspects required for successful church operations, and a sharing of the same approach for social justice. We are willing to work diligently together to achieve all of this.

There is a unanimous desire to regain the vitality that we have lost for whatever reason. We want to get over the dichotomy that has developed and become one harmonious group again while recognizing that occasional differences of opinion will occur. To quote from our current Mission Statement, "We believe that with God's guidance we can move joyfully into the future".

Letter of Reference for Church of the Redeemer United Church of Christ

November 26, 2017

Name: Kelly Jean Burd

Position: Pastor of Pilgrim Congregational United Church of Christ

Contact information: pastorkelly@pilgrimalive.org

Church office: 216-861-7388

Cell: 440-409-8844

I am writing as a reference for Church of the Redeemer United Church of Christ as they search for a new settled pastor to lead them. This congregation and its ministries are dear to my heart, and I hope they will find a person worthy of their love, trust and support.

I first became associated with Church of the Redeemer in 2000 while serving on staff at nearby Dover Congregational UCC. Our congregations worked together to host the Interfaith Hospitality Network, and I worked closely with a small team from Redeemer. I became friends with them and also got to know their pastor, Rev. Michael Moore.

Years later, my spouse and I looked for a church to join and stopped searching after our first experience at Church of the Redeemer. We were warmly welcomed and offered name tags as we walked in. Our infant and toddler were also welcomed (which does *not* happen everywhere!) and invited to either come with us to the sanctuary or go to a staffed nursery room. The nursery was bright and clean, with a diaper changing station, liquid sanitizer, books and toys, and pagers for parents. Worship was engaging, with a thoughtful and excellent sermon. Coffee hour had a small children's table that made it easy for children to mingle and snack while their parents introduced themselves. So much of that first day is impressed into my memory. The entire experience, from beginning to end, was thoughtfully prepared for worshippers of all ages. We joined the church soon after and became friends with a group of parents who worked with the Christian Education and church staff to support a fantastic Sunday School program and great church programs and activities. Soon after we became members Rev. Moore retired, and yet the ministries and commitments of the congregation remained steady.

A couple of years ago I was invited to speak about my experience with the Open and Affirming process and as pastor of an Open and Affirming church about the theology and my own perspective on its value. This congregation had undertaken the process and appeared to be diligent in covering different faith and educational aspects of the issues at hand, as is required by a thorough process.

I feel that the congregation is a theological mix of conservative, progressive and middle of the road believers, but they are unified by a faith that is authentic and deep. I understand that the short tenure of the last settled pastor has been a painful experience and understandably can cause some strain on a congregation. The challenge that faces them now may be to go through this pastoral transition while attending to the grieving process that may be part of such a transition, to believe in and re-affirm their worth and their deeply held values as a congregation, and to pursue the work of the search team transparently and with the support of the Association, as they do in other matters.

I experience Redeemer as a loving and healthy congregation that strives to be God's beloved community for one another and in the world. My family left when I was called to pastor a local congregation, but for months my spouse and children went back occasionally so that they could still enjoy the ministries,

friends and congregation we came to value so deeply. I commend this church wholeheartedly as one worth a pastor's long-term investment. I pray that they will find a person of faith with the gifts of humility, integrity, diligence, patience, humor and energy to help lead and accompany them into a vibrant future.

Sincerely,

A handwritten signature in cursive script, appearing to read "Kelly Jean Burd".

Rev. Kelly Jean Burd

D. Houston Hall
Pastorhouston4@gmail.com
Cell – 336-402-0321
Intentional Interim Minister
St. Paul's UCC
Alexandria, KY 41001

It was my honor and blessings to be the Intentional Interim at Church of the Redeemer (CoR) from Oct 2012 until Oct 2014. During my time I found the congregation to be a very loving congregation ready to move toward a new future after a good and long pastorate. One of the highlights as the interim was helping the congregation that had funded much of the staff by a three-year capital campaign to stepping up and raising their giving and underwrite the staff through the primary budget. I think it was easy to do due to the congregation having a very wonderful gifted and loving staff.

Concerns I have for CoR – like so many congregation is the ageing of the membership and drawing in new members to sustain the future. The congregation has a well-maintained building and very strong staff and should be ready to make a stronger mark in the community.

Highlights while at CoR – The comfort to be creative in designing worship especially to high holy days. Teaching the adult classes – expanding from a Wednesday afternoon group and adding a Tuesday night group. The fun and eagerness of the fellow learners which I still miss. Finding Humphrey and playing sardines (ask any of the children). It was a wonderful time and consider my time to be a blessing and my honor.

I would be happy to have further conversation with anyone considering a call to Church of the Redeemer.



38 Kaneohe Bay Drive, Kailua HI 96834
808-254-3802

November 22, 2017

To Whom It May Concern,

I write this letter of recommendation for Church of the Redeemer, Westlake, Ohio, as they search for an Interim Pastor and then a settled Pastor to lead their flock. I served as Associate Pastor at Redeemer for four years and left the position in 2010. I have had little contact with the church members since then, but I visited during their previous interim and have caught up with some members at the General Synod in Cleveland in 2015.

While I served at Redeemer I observed many strengths in ministry. Active church members from the two recently merged congregations showed a warmth of fellowship. Volunteers were educated, capable and willing to assist in their various roles, and the depth of both people and task skills they brought made ministry among them a good place to be employed. Margaret Borelli who continues to oversee the faith formation ministries is a real treasure. She brings spiritual depth, a compassionate heart, and a superb and current knowledge of her field. Articulate and artistic, collaborative and collegial, she will be a pastor's greatest ally.

If I could have hoped for improvements during my time at the church it would have been for a more committed effort at connection with the surrounding neighborhoods in mission outreach ministries, marketing and faith sharing ways. Social media efforts can be improved.

I experienced many significant moments at Church of the Redeemer. If I pick only one, it was an innovative Stewardship Sunday experience that began with a fun-loving hour of entertainment and a generous breakfast then led into a celebrative worship service. Each portion of the day was lovingly planned by many hands and had the goal of honoring and celebrating the many aspects of ministry the congregation could show as faithful stewards. It didn't feel forced or manipulative. It was a great, heartfelt hurrah. Something many congregations never pause to do.

I realize the recent years have had their challenges, and like so many congregations the age and number of members continues to have implications for future ministry. It's my belief that the DNA of this congregation is still sound and can flourish under the leadership of a wise, loving and faithful pastor.

Sola deo Gloria,

Rev. Jayne Ryan Kuroiwa, Pastor