Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW
LOCAL CHURCH PROFILE



The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

UNITED CHURCH OF CHRIST

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Denmark Manor UCC
Export, PA

Pastor

Penn West Conference Westmoreland Association

October 7, 2019

LOCAL CHURCH PROFILE CONTENTS

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

INSTRUCTIONS

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

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

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

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. 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 Mission InSite 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.

1. POSITION POSTING

a. LISTING INFORMATION
b. SCOPE OF WORK
c. COMPENSATION & SUPPORT
d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: Denmark Manor United Church of Christ
Street address: 2003 Denmark Manor Road, Export, PA 15632
Supplemental web links: www.denmarkmanorchurch.org Face Book: Denmark Manor United Church of Christ

Additional ecumenical affiliations *Penn Trafford Ministerium*

Conference: Penn West Conference
Association: Westmoreland Association
UCC Conference or Association Staff Contact Person: Rev. David Ackerman, (Dave @Pennwest.org) Conference minister, Diane Fox, Administrative assistant, (Diane@Pennwest.org)

Summary Ministry Description:
We wish to continue our role as a caring, family-oriented congregation. We hope to gain new members from our community who are accepting, and committed Christians, looking to deepen their faith in God. No matter who you are or where you are on life's journey, you are welcome here.

Pictures of our Congregation
Christmas Eve 2018







What we value about living in our area *(2 – 3 sentences)*:

We are a rural community near to an urban center. We have good schools, low crime and a growing population.

Current size of membership: **142**

Languages used in ministry *(other than English)*: None

Position Title: **Pastor**

Position Duration *(choose one, delete the other options listed)*:

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

Compensation Level *(choose one, delete the other options listed)*:

Full Time

Does the total support package meet conference compensation guidelines? **Yes**

1b. SCOPE OF WORK

We expect our minister to:

- **Plan and carry out a well-organized worship service**
- **Present theologically sound and engaging sermons**
- **Administer the general operation of the church**
- **Provide visitation to shut-ins and hospitalized members of our church community**
- **Be a working member of the Consistory**
- **Be an active participant in the Westmoreland Association and Penn West Conference**

Core Competencies:

1. **A person of faith who is caring, sociable, and sensible.**
2. **A person who can provide capable leadership**
3. **A person who can attract new members to our church**

1c. COMPENSATION AND SUPPORT

We will meet conference guidelines for a congregation of our size and design a package that is advantageous to our pastor as well mutually agreeable to the congregation.

1d. WHO IS GOD CALLING TO MINISTER WITH US?

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

With the leadership of our new pastor, we are seeking continued quality worship and congregational growth. We hope to achieve that by empowering our members to actively recruit people in our community and spread the message that "God is still speaking".

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

Our new pastor will provide continued support and fellowship for our current members as well as motivations for new members to participate in our faith community by preaching the Message of Jesus Christ.

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

There are no Culturally-specific capacities required for our church, however we are open to anyone who wishes to worship with us.

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.

1. **Exhibiting a spiritual foundation and ongoing spiritual practice**
2. **Engaging sacred stories and traditions**
3. **Caring for all creation**
4. **Nurturing UCC identity**

2. WHO IS GOD CALLING US TO BECOME?

"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

As a United Church of Christ congregation, we feel that we must become a welcoming community that lives up to our belief that no matter who you are or where you are on life's journey you are welcome at Denmark Manor. We are seeking leadership that can help us grow into a vibrant Christian community that persuades people of all circumstances to worship with us.

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

We hope to increase our visibility in the community and bring more people to know Jesus Christ through our ministry.

3. WHO ARE WE NOW?

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

a. CONGREGATIONAL REFLECTIONS
b. 11-YEAR REPORT
c. CONGREGATIONAL DEMOGRAPHICS
d. PARTICIPATION AND STAFFING
e. CHURCH FINANCES
f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

Our Mission Statement is *Denmark Manor, A Safe Harbor for Your Soul.* Our Mission team works with the motto: Gather, Grow, and Go. We are listening for the still speaking voice of our God and we accept all people who wish to worship with us, no matter who they are or where they are on their life's journey.

Describe several strengths or positive qualities of your congregation.

Friendly and accepting, welcoming to all people of faith, committed to the success of our church, supportive of the United Church of Christ and the Penn West conference

Describe what worship is like when your congregation gathers.

We gather weekly in our sanctuary for a traditional worship service where we praise God and pray for those who are with us and for those who touch our community. We use the New Century Hymnal, as well as other supplemental hymns, and our sacraments generally follow the format in the United Church of Christ Book of Worship.

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

We have a weekly Saturday morning Bible Study at a local restaurant. We have a combined Adult Sunday School class that meets weekly on Sunday morning, and a children's class that meets every other week.

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?

Small groups within the congregation take the lead in a variety of mission projects, such as the local food pantry, hygiene kits, school kits, local backpack foods, and Salvation Army Angle Tree project. Information and needs are communicated through announcements from the pulpit, church newsletter, Facebook postings and our website.

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

  i. **Consistory usually runs two to three hours each month**
  ii. **Worship Team has restructured under new leadership**
  iii. **Our Mission Team meets briefly after church**
  iv. **Women's Fellowship meets four time a year for about two hours**

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

  The Pastor makes personal contact with the Elders. Once consensus is reached, the remainder of the Consistory is informed and action is taken

  Our Help Fund directors are reached by phone and dispense funds based on established guidelines and consensus.

- 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, our bylaws and constitution are up to date and available.

3b. 11-YEAR REPORT

https://datahub.ucc.org/Reports/ElevenYearChurchReport.aspx

Church#: 620765
Assoc: 664 **Schedule:** 0 Denmark Manor UCC Penn Township (Expo

YEAR	MEMBERS	TRANS IN	LOSSES OUT	ADDS-REMOVED	AVG WEEKLY DEATHS OR ATTENDANCE	CHR ED/ OTHER FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR NET MEMBS REAFFIRM
2007	299	80	53	3	2	0	2	0	3
2008	299	80	58	1	2	0	4	0	-1
2009	194	76	50	0	0	4	6	103	-105
2010	192	76	50	0	0	1	3	0	-2
2011	197	83	48	1	0	8	4	0	5
2012	211	84	61	1	0	4	1	0	4
2013	211	84	61	0	0	0	0	0	0
2014	205	70	32	0	4	0	8	4	-8
2015	199	59	35	0	0	0	5	1	-6
2016	199	59	35	0	0	0	0	0	0
2017	142	54	35	3	0	2	6	0	-1

YEAR	CURR LOCAL	CURRENT BASIC SUPP%	EXPENSES EXPEND	CAPITAL TOTAL PAYMENTS	OFFERINGS	BASIC PLEDGES AND SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION
2007	$128,206	$0	$6,620	$2,523	$9,143	$1,200	$10,343	5.16	$138,549	$114,000
2008	$121,476	$3,100	$6,575	$2,042	$8,617	$2,185	$10,802	5.41	$135,378	$116,065
2009	$131,724	$0	$6,575	$1,828	$8,403	$1,600	$10,003	4.99	$141,727	$106,433
2010	$121,211	$8,237	$6,575	$4,490	$11,065	$1,880	$12,945	5.42	$142,393	$133,534
2011	$139,435	$10,000	$7,025	$5,264	$12,289	$19,134	$31,423	5.04	$180,858	$170,379
2012	$130,195	$0	$6,575	$2,873	$9,448	$4,948	$14,396	5.05	$144,591	$125,892
2013	$130,195	$0	$7,123	$3,041	$10,164	$0	$10,164	5.47	$140,359	$0
2014	$126,347	$0	$6,575	$4,456	$11,031	$0	$11,031	5.20	$137,378	$127,759
2015	$120,782	$0	$6,027	$9,335	$15,362	$3,920	$19,282	4.99	$140,064	$107,256
2016	$120,782	$0	$6,575	$1,856	$8,431	$0	$8,431	5.44	$129,213	$0
2017	$117,070	$0	$6,625	$8,660	$15,285	$4,415	$19,700	5.66	$136,770	$118,403

Please note: Zero values ("0" or "$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	60	yes
Number of active non-members:	77	yes
Total of church participants (sum of the numbers above):	137	Actual December 2018

Percentage of total participants who have been in the church:

		Is this number an estimate? (check if yes)
More than 10 years:	85%	yes
Less than 10, more than 5 years:	10%	yes
Less than 5 years:	5%	yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	*Are these numbers an estimate? (check if yes)*
4	4	2	2	4	15	15	15	15	yes

Percentage of adults in various household types:

		Is this number an estimate? (check if yes)
Single adults under 35:	8%	yes
Households with minors:	10%	yes
Single adults age 35-65:	13%	yes
Joint households with no minors:	34%	yes

Single adults over 65:	35%	yes

Education level of adult participants by percentage:

		Is this number an estimate? (check if yes)
High school:	20%	Yes
College:	23%	Yes
Graduate School:	28%	Yes
Specialty Training:	29%	Yes
Other (please specify):		

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	40%	Yes
Adults who are retired:	60%	Yes
Adults who are not fully employed:		

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

Denmark Manor reflects the cultural makeup of Penn Township where we are located.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

We are looking for a pastor who can help lead us in that direction.

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Number of Activities	Who plans each of the listed gatherings? *(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)*
Adult Groups or Classes	12	Lay members of our congregation
Baptisms *(number last year)*	1	Pastor in conjunction with family
Children's Groups or Classes	1	Lay member of our congregation
Christmas Eve and Easter Worship	3	Pastor with support of Worship Team
Church-wide Meals	2	Lay member of our congregation
Choirs and Music Groups	1	Choir Director, Organist, and Pastor
Church-based Bible Study	1	Lay member of our congregation
Communion *(served how often?)*	Monthly plus 3 special services	Pastor and Worship Team
Community Meals	2	Lay members of our congregation
Confirmation *(number confirmed last year)*	0	
Drama or Dance Program		
Funerals (*number last year*)	5	Pastor with Family members
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups	1	Pastor
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		

Weddings (*number last year*)	3	Pastor and Participants
Worship (time slot: _11:00_____)	40 services	Pastor
Worship (time slot: _10:00_____)	12 services	Pastor
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation). None

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

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: **None**

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

As a small congregation, we ask the Pastor to supervise the other employees of the church during day to day operations. The Consistory periodically reviews the performance of all staff and makes recommendations about expected performance .

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Office Manager	No	$8837.00	Pastor	1 year
Choir Director	No	$1759.00	Team Approach with Pastor and input from the Choir	3 years
Organist	No	$6354,00	Choir and Pastor	16 years
Sexton	No	$4435.00	Trustees	15 years

REFLECTION

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

We feel that we have a significant outreach into our community and our denomination, while we recognize that there is more to be done. We need someone to help us grow and adapt to the changing world. We are hoping to better serve our community and bring more people to the Lord.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	$117,260.
Endowment Proceeds *(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)*	$
Endowment Draw *(beyond what is permitted by spending policy,*	$0

"drawing down the principal")	
Fundraising Events (Church Dinner 2 per year)	$7,000.
Gifts Designated for a Specific Purpose	$10,000.
Grants	$0
Rentals of Church Building	$ 500.
Rentals of Church Parsonage	$0
Support from Related Organizations *(e.g. Women's Group)* Varies as needed for special projects	$ $5000
Transfers from Special Accounts	$0
Other (specify): Investment from Sale of Parsonage 2001	$220,000.
Other (specify):	$0
TOTAL	$ 359,760.

Current annual expenses (dollars budgeted for most recent fiscal year): $120,000
Attached is most recent church budget, annual treasurer's report as shared publicly with the congregation.

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

Based on our last year with a full-time pastor we spent 20% of our budget on Ministry.

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)* Yes

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? *(recommended 10%)* Based on Conference Goal as sent to our church.

Our combined giving to OCWM and local benevolences exceeds 10% of our annual budget.

What is the church's current indebtedness? **$0.00**

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

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

If a capital campaign is underway or anticipated, describe:

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

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. Does your church have an endowment? NA

What is the market value of the assets?

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

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

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

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): **$ 44,000**.

Investments (other than endowment): **$ 220,000. Invested in Mutual Funds**

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

Describe all buildings owned by the church: **Sanctuary and Fellowship Hall with library and classrooms. A Sexton House used by to Sexton as part of compensation**

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.)* **Sanctuary and Fellowship Hall and restrooms are accessible**.

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

This year our Consistory has led the congregation to embark on several maintenance projects to preserve our building and make our worship more comfortable. We are able to do this because of generous gifts from our members. We are currently financially sound.

3f. 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.

We have persevered in the face of declining attendance and an aging congregation. We have been prudent stewards of our assets as we strive to maintain effective worship and ministry. With the advent of a fracking well site next to our property we look forward to enhanced income.

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

We have made numerous attempts to make our church more visible in the community to attract new members. These efforts have not been as successful as hoped.

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.

We had a major conflict in 1982 which resulted in the departure of the pastor, and the congregation struggled to move forward without division. We were able to do that with the strong support of our members who saw the importance of forgiveness in the life of the church. Since then our differences have been less significant. While we often debate and discuss, we have been able to choose a path forward and move on as a united community.

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

Staff member's name	Years of service	UCC Standing *(Y/N)*
Rev. Meredith Hutchison	12	Yes
Rev. Joseph Kiewra	10	Yes
Rev Todd Snyder	7	Yes
Rev. Kenneth Yearick	4	Yes

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

We are looking for a leader who works well with our congregation and strives to build a collegial leadership team.

Has any past leader left under pressure or by involuntary termination?

Some pastors have left under mutual agreement.

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church?

No

4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

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

We have sponsored the CROP Walk in Penn Township; provide support to Blackburn Center, Westmoreland County Food bank, and Backpack Program for Penn Trafford School District; constructed School kits and Hygiene kits for world missions; and purchased Angle Tree Gifts in cooperation with the Salvation Army. We also provide immediate support through our own Help Fund.

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

We are active participants in the Conference and send delegates to both the Penn West Conference Annual Meeting and Westmoreland Association Meetings. We also participate in the Penn Trafford Ministerium.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

_X_ Accessible to All (A2A)
__ Creation Justice
__ Economic Justice
__ Faithful and Welcoming
_X_ God Is Still Speaking (GISS)
__ Border and Immigrant Justice
__ Inter-cultural/Multi-racial (I'M)
__ Just Peace
__ Global Mission Church
_X_ We are exploring ways to become An Open and Affirming (ONA) congregation
__ WISE Congregation for Mental Health
__ Other UCC designations:
__ Designations from other 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?

We are looking for a leader who will assist us in community outreach and help us reach potential new members in our community.

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

We participate in activities with the Penn Trafford Ministerium.

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: Denmark Manor, A Safe Harbor for Your Soul

We have numerous activities that are open to the community: church dinners, Rally Day, and both regular and special worship services. We participate in community activities.

The Congregation meets as needed to conduct the business of the church. Consistory meets monthly to handle the day to day business of the church.

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

We encourage his/her participation in activities that benefit the wider church and our community to the degree he/she is comfortable.

4b. MISSION InSite

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

We have not studied the most recent information. We hope for our new pastor to help us find a direction that will reflect his/her interests and talents.

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?

We are reflective of the neighborhoods where we are located.

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

Our congregation reflects the aging demographics of those who attend church in our area.

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

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

They say our church is friendly and everyone talks to visitors. They feel comfortable and welcome in our congregation.

5. REFERENCES

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

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

REFERENCE 1
Name Rev. Bob McKie, Interim minister
Address: 3036 Ben Venue Drive
Greensburg, PA 15601-3822
Phone: 724-834-8539
Email: CNEMCKIE@gmail.com
Relationship to the Congregation: Rev. McKie has known our church for many years and has filled our pulpit often .

Profile for Denmark Manor
United Church of Christ
2003 Denmark Manor Road
Export, Pennsylvania 15632

September 4, 2019

To Whom It May Concern

It is my distinct pleasure to write this profile for Denmark Manor United Church of Christ, part of the Westmoreland Association, Penn West Conference, United Church of Christ. I have filled the pulpit on several occasions since Pastor Meredith Hutchison retired in 2018. The congregation is being very capably served by Mr. Don Watkins, a

member of First Reformed United Church of Christ, Greensburg, Pennsylvania. He is a student at Lancaster Theological Seminary, Lancaster, Pennsylvania, working toward a Master of Arts degree in Ministry and Leadership. Don is a Member in Discernment in the Westmoreland Association. He was recently approved by the Westmoreland Association Committee on Ministry for ordination pending a call.

On every occasion when I have led worship and preached I have found the people to be very friendly. There is an authentic spirit of caring community that is tangible in the sanctuary as the people gather for worship. The United Church of Christ Yearbook for 2018 lists the total membership as 142 with an average worship attendance of 54. The current Sunday School enrollment is 4 children and 8 adults. Pastor Watkins delivers a Children's Sermon every Sunday. Even when children are not present, he still offers a Children's Sermon for the "Children of God" gathered for worship.

In 2018, the congregation gave $7,648 for Basic Support of Our Churches Wider Mission (OCWM) and an additional $1,762.00 for other United Church of Christ ministries. Current local expenses for 2018 were $117,070.00.

Two major fundraisers involve many of the congregation's members twice a year. They are the annual Ham Dinner in the fall and the Annual Roast Beef Dinner in the spring. I always look forward to them. Those events are major draws for the Penn Township community.

(2)

The Denmark Manor United Church of Christ meetinghouse and Education Wing are both in excellent repair. The present meetinghouse was erected in 1888. The Education Wing, dedicated in 1968, includes a large, handicapped accessible social hall that serves as a gymnasium and dining room. The secretary's office and pastor's study are part of the Education Wing. The lower level has Sunday School rooms and a very well appointed Church library and meeting room.

The Chancel Choir sings for most worship services from September through June. Special instrumental music is often provided as well. When I lead worship, I am honored to sing with the Chancel Choir.

As a retired United Church of Christ pastor, I hold my membership in Trinity United Church of Christ in Greensburg, Pennsylvania. However, if I was looking to join another United Church of Christ congregation in the Westmoreland County area, my first choice would be Denmark Manor United Church of Christ … a solid, welcoming, and friendly faith community!

I sincerely believe that Denmark Manor United Church of Christ in Penn Township, Pennsylvania, has a bright and faith-filled future, and I pray that this faith community will soon call a new, settled Pastor!

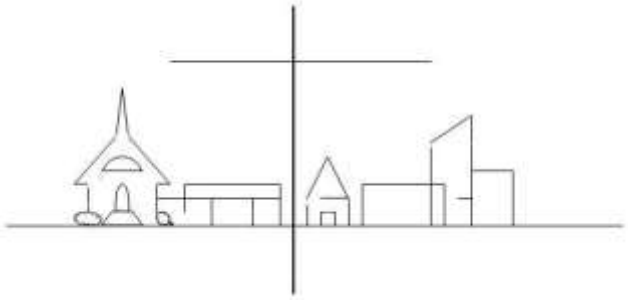
Faithfully submitted,

Dr. Robert S. McKie
Retired United Church of Christ Pastor

REFERENCE 2

Name /Rev. Joseph Hedden, Pastor, Emmanual Reformed United Church of Christ
3618 Hills Church Road
Export, PA 15632
Phone: 412-956-5252
Email: Pastorjoseph@windstream.net
Relationship to the Congregation: Pastor of a neighboring church that often works with our church

EMMANUEL REFORMED CHURCH of the
UNITED CHURCH OF CHRIST



3618 Hills Church Road
Export, PA 15632
Phone: 724-327-3050
hillschurch.wordpress.com

July 31, 2019

Dear Friends in Christ,

I am writing this letter to be attached to Denmark Manor United Church of Christ's profile. I have been familiar with this church for about 9 years. I have worked with them in planning Lenten and ecumenical services, I have substituted for their pastors when they have been away, and have become familiar with many of their members.

Denmark Manor is a caring and creative congregation in the United Church of Christ. Congregation members are friendly and mission minded. They celebrate God in creative worship styles and generally are a joy with whom to minister.

Like many congregations, Denmark Manor could use improvement on outreach. The church does not have very close neighbors on any side; being bordered by a golf course and cemetery. They could benefit from more intentional outreach.

Several years ago, Denmark Manor and the church which I serve began a mid-week Lenten project to collect disaster relief kits to donate to Church World Service. Instead of our regular combined Wednesday worship, we met in Denmark Manor's fellowship hall and put together the kits as part of our worship. Their members participated with enthusiasm and I believe it was a very meaningful moment to know that these supplies would be sent to those who had none.

Please let me know if I can answer any questions about the congregation.

Grace and Peace,

Rev. Joseph Hedden, Jr.
Pastor
412-956-5252

REFERENCE 3

Name /Rick Carson
Position: Retired Housing Inspection City of Greensburg
Telephone: 724-331-2779
Email: onetenorii@yahoo.com
Relationship to the Congregation: Former Choir Directior

One of Denmark Manor's greatest strengths is a good worship service. It includes a good sermon and good worship music.

As with many area churches, there is a need to reach out to the youth. Perhaps by a youth worship service or interesting activities. This might include: Work projects that are mission-oriented.

One of the highlights that I remember is preparing and serving the community dinners. Food and fellowship always bring people together.

I am so grateful for the choir members who regularly share their time and talents to bring music to the worship service.

Richard Carson

6. CLOSING THOUGHTS

a. CLOSING PRAYER
b. STATEMENT OF CONSENT
c. CONFERENCE/ASSOCIATION VALIDATION

6a. 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:

"The Potter's Hand"

Beautiful Lord, Wonderful Savior
I know for sure, all of my days are held in your hands, crafted
into your perfect plan
You gently call me into your presence guiding me by Your Holy Spirit
Teach me dear Lord to live all of my life through Your eyes
I'm captured by Your holy calling
Set me apart, I know you're drawing me to yourself
Lead me Lord I pray

Take me, Mold me, use me, fill me
I give my life to the Potter's hand
Call me, guide me, lead me, walk beside me
I give my life to the Potter's hand

You gently call me into your presence guiding me by your Holy Spirit
Teach me dear Lord to live all of my life through your eyes
I'm captured by your Holy calling
set me apart, I know your drawing me to yourself
lead me Lord I pray

Take me, Mold me, use me, fill me
I give my life to the Potter's hand
Call me, guide me, lead me, walk beside me
I give my life to the Potter's hand

- **Darlene Zschech**

6b. 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?
   This was completed by our Profile Committee which include representatives from our Consistory, our Choir, Our Women's Fellowship, our Mission Team, and our Worship Team.

Signed:

Donald W. McIlvaine
Chairperson of the Profile Committee
September 4, 2019

6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.
Staff Comment: Yes.

To the best of my knowledge, ministerial history information is complete.
Staff Comment: Yes.

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: David J. Ackerman /Conference Minister
Email: david@pennwest.org
Phone: 724-834-0344
Date: October 7, 2019

UNITED CHURCH OF CHRIST

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

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