

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

Christ's Reformed Church, UCC
Hagerstown, MD

Full-Time Settled Pastor

Central Atlantic Conference, Catoctin Association

April 16, 2020

LISTING INFORMATION

Church name: Christ's Reformed Church, UCC

Street address: 130 W. Franklin St., Hagerstown, MD 21740

Supplemental web links:

Website: <http://crucc.org/>

Facebook page: <https://www.facebook.com/christsreformeducc/>

Additional ecumenical affiliations: Hagerstown Area Religious Council

Conference: Central Atlantic

Association: Catoctin

UCC Conference or Association Staff Contact Person:

Rev. Audrey C. Price, PhD., Acting Associate Conference Minister, 410-788-4190,
aprice@cacucc.org

Summary Ministry Description:

Like many mainstream churches, we are trying to envision what we should be in the 21st century. We are looking for someone who is interested and skilled in community outreach but who will also honor our traditions and those members who have faithfully supported the church for many years.

Photographs:



What we value about living in our area:

Many residents appreciate the low cost of living, the natural beauty and parks and the many historical and cultural events and attractions in the area. The proximity of Washington and Baltimore with their major sports teams and additional cultural events is considered a plus.

Current size of membership: 320

Languages used in ministry: English

Position Title: Senior Minister

Position Duration: Settled

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK

(40-50 hours weekly / 10-12 units)

- preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- **faith formation and vitality** through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- **leadership development** by working with people in the church to create ministry and programs
- **teach the confirmation class** and provide guidance to the Christian Education Team.
- pastoral care in collaboration with lay people
- **community engagement** and leading the way for the church to be an ambassador of God's love
- weddings and funerals for participants in the worshipping community
- **strategic planning for current and new directions in ministry**
- attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- participate in wider church activities such as conference and association meetings
- guide the laity in faithful financial development and stewardship
- responsibility for supervision of staff
- availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations
- counseling, listening and referral
- study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- energizing and deepening the spiritual connections and faith understandings of others in all they do

Core Competencies:

- Skilled and experienced in community engagement
- Passion for making the church relevant
- Has creative ideas for how to form and nurture relationships within the congregation and community where divisions due to class, politics, education, etc. can cause dissension

COMPENSATION AND SUPPORT

Salary Basis (*Cash Salary plus Housing Allowance*): \$71,000 with 10 years of experience, will be adjusted for more or less experience

Benefits:

Pension, Health Insurance, Life and Disability Insurance, Expenses (Mileage, Education, etc.)

What is the expected living situation for your next minister?

We expect the minister to live in the county with a housing allowance.

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

Local: Weekly drop-in Bible Study with Pastors, monthly lunch for Hagerstown area clergy, welcome events for new clergy, social activities for clergy, Meritus Health Spiritual Care Conference, Brook Lane Pastoral Care Department

Conference/ Association: Church and Ministry Council, Communities of Practice, Catoctin Clergy Coach, Catoctin Ministerium

WHO IS GOD CALLING TO MINISTER WITH US?

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

Our primary goals are:

Be more active in the immediate community

Develop programs that nurture and/or energize our members and attract the unchurched

Get excited about worship, studying God's word and finding out what God is up to

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

We hope that our next minister will be able to help us expand ministries we have realized thus far through the Aspiring to Serve partnership and our mission projects, so that we are actively engaged in ministry to our community on a regular basis.

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

While the current programs and services of the church are conducted in English, we do have a Spanish church that uses our facility for its services and meetings. While not required, a minister with some facility in Spanish could enhance the communications between the two churches and help us build a stronger bridge to the other church.

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.

- Exhibit a strong spiritual foundation and a commitment to lifelong spiritual growth
- Exhibit knowledge, understanding and continuing study of the Hebrew Scriptures and the New Testament and lead faith formation effectively across generations
- Empower the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit by encouraging leadership development of self and others through continuing education and lifelong learning
- Develop and maintain a healthy sense of self as shaped by God, community, and life experiences

Who is God calling you to become as a congregation?

God is calling us to be faithful and generous with our time, talents and resources. We need to trust in His guidance as we honor and respect those who have brought us to this point in our history and use their wisdom to become a 21st century church.

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

We believe God is calling us to attend to the welfare of our downtown community through our continued support of the Aspiring to Serve building and tenants. (see Historical information section). We are waiting for God to guide us to the right tenant(s) for the 5th floor of the building and to show us how to be more actively engaged with the clients of the programs that are already using the building.

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

This Church acknowledges Jesus Christ as its sole Head, looking to the Word of God in the Scriptures and to the presence and power of the Holy Spirit to further our mission in the world. We hold it to be our mission to witness to the gospel of Jesus Christ in all the world, to worship God and to strive for truth, justice and peace.

Describe several strengths or positive qualities of your congregation.

Members of Christ's Reformed Church view themselves as a welcoming congregation and make a conscious effort to welcome visitors as well as each other. We tend to value civility in our interactions with each other and for the most part, we are a friendly congregation. We have experienced, mature and dedicated members who participate in church programs. We have a number of members whose families have attended Christ's Reformed Church for generations.

Our lay leadership has always been strong, committed and effective in advancing the goals of the church. We are supportive of each other and try to address problems as they occur, calling special Consistory meetings or utilizing structures in place such as Parish Relations Committee or Personnel Committee.

Describe what worship is like when your congregation gathers.

Worship begins with a formal church service, with greeters and ushers at the various entrances to the church. The sanctuary is a classically structured space which encourages a sense of serenity and reverence. A typical service begins with announcements, a call to worship, a hymn, an invocation offered by a lay leader. Occasionally we include community presentations.

Sermons are lectionary-based, usually with a reading from both Hebrew & Greek Scriptures. Sermons are typically confined to a main theme and are relevant to our everyday life in the world.

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

We offer Church School classes for our children and youth. The youth also participate in faith building activities.

Adult education includes several adult classes led by laypersons after worship. In addition, we may have Bible study series and book studies throughout the year led by the minister or a lay person. We have a Lectionary discussion group as well as a prayer group which meet during the week. We also do a Lenten Lunch series which includes group discussion and lunch and is open to the public.

Our interim minister, Dr. Hodge, led a summer study of the books of Amos and Hosea, taught Isaiah using the Kerygma curriculum, worked with our confirmands and their mentors and has lead various Lenten studies.

Describe how your congregation is organized for ministry and mission.

Consistory meets monthly and is the decision maker for most issues affecting the church. Exceptions would be paying off the mortgage on the Aspiring to Serve building next door, which was brought before the entire congregation for vote. A special Consistory meeting can be called at any time to address any urgent issue. Consistory meetings vary in length but average 90 minutes.

Ministry teams meet periodically and are the decision makers within the scope of their responsibility and do report to the Consistory.

Communication with members is through the Sunday bulletin and announcements, the weekly Soul Food (through email) and the monthly Tidings (electronic or print). Soul Food and The Tidings can be accessed from our website. Some communication happens through our Facebook page.

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

The most recent example might be when we lost power 15 minutes prior to a Church Service one Sunday in the Spring. The interim minister spoke to as many lay leaders as he could and the decision was made to go ahead and hold the service with some modifications. Specifically, the congregation was asked to move to the front of the Sanctuary, we used the piano for all music, the minister spoke without a microphone and the choir sat in the first two pews and led the singing from there. Of course, more recently we have had to deal with all sorts of adjustments due to the Covid-19 restrictions, but there was time to put measures into place as leadership met conferred with the minister. Still as the restrictions extend, it is obvious we will need to have constructive discussions about serving our congregation remotely.

- 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

11-YEAR REPORT

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS



Church#: 60530

Assoc: 84

Schedule: 0

Christ's Reformed UCC

Hagerstown

MD

21740

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2007	588	166	100	0	0	0	0	0	0
2008	588	166	75	0	0	12	27	0	-15
2009	582	152	55	0	0	4	10	0	-6
2010	582	152	55	0	0	0	0	0	0
2011	582	152	55	0	0	0	0	0	0
2012	501	117	0	4	2	0	39	48	-81
2013	501	117	0	0	0	0	0	0	0
2014	501	117	0	0	0	0	0	0	0
2015	501	117	0	0	0	0	0	0	0
2016	501	117	0	0	0	0	0	0	0
2017	440	125	56	4	0	4	16	53	-61

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2007	\$325,632	\$0	\$7,100	\$534	\$7,634	\$0	\$7,634	2.18	\$333,266	\$0
2008	\$299,000	\$0	\$4,636	\$600	\$5,236	\$1,400	\$6,636	1.55	\$305,636	\$240,000
2009	\$323,496	\$0	\$1,000	\$2,800	\$3,800	\$50	\$3,850	0.31	\$327,346	\$273,450
2010	\$323,496	\$0	\$1,000	\$1,450	\$2,450	\$0	\$2,450	0.31	\$325,946	\$0
2011	\$323,496	\$0	\$2,000	\$3,153	\$5,153	\$0	\$5,153	0.62	\$328,649	\$0
2012	\$323,496	\$0	\$1,050	\$2,165	\$3,215	\$0	\$3,215	0.32	\$326,711	\$0
2013	\$323,496	\$0	\$1,000	\$2,302	\$3,302	\$0	\$3,302	0.31	\$326,798	\$0
2014	\$323,496	\$0	\$1,000	\$0	\$1,000	\$0	\$1,000	0.31	\$324,496	\$0
2015	\$323,496	\$0	\$750	\$0	\$750	\$0	\$750	0.23	\$324,246	\$0
2016	\$323,496	\$0	\$1,000	\$857	\$1,857	\$0	\$1,857	0.31	\$325,353	\$0
2017	\$276,397	\$0	\$1,000	\$1,250	\$2,250	\$18,992	\$21,242	0.36	\$297,639	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2012-2017	-12.18	6.84	0.00	33.33	-20.69	-14.56	-30.02	-8.90
2007-2017	-25.17	-24.70	-44.00	0.00	0.00	-15.12	-70.53	-10.69

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.

CONGREGATIONAL DEMOGRAPHICS

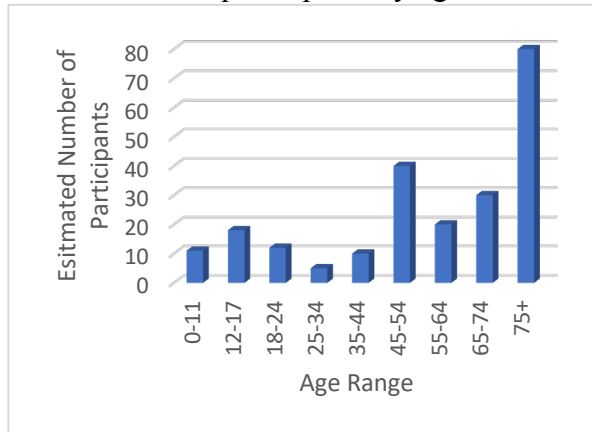
Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	232	No
Number of active non-members:	3	No
Total of church participants (sum of the numbers above):	235	No

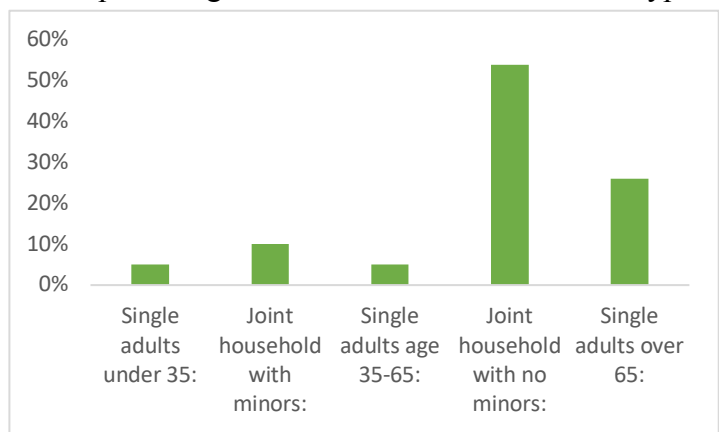
Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	90	Yes
Less than 10, more than 5 years:	5	Yes
Less than 5 years:	5	Yes

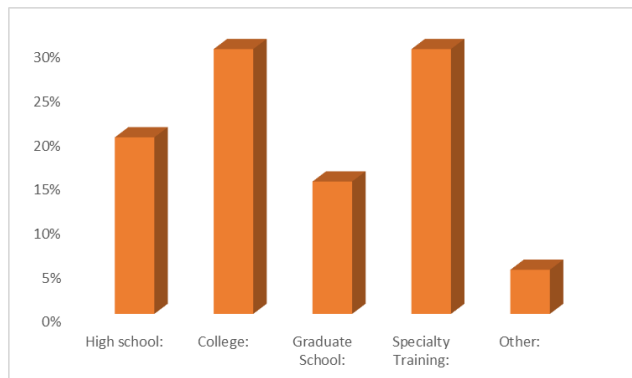
Number of total participants by age:



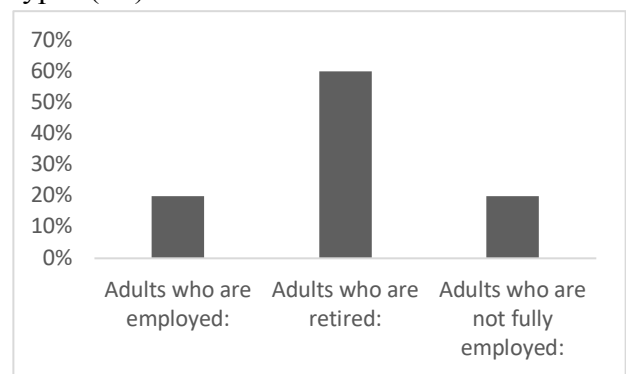
Estimated percentage of adults in various household types:



Education level of adult participants by percentage (est.):



Percentage of adults in various employment types (est.):



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

The working adults in our congregation include business owners, people who work for a business, government agency employees, teachers, college professors, and those who work in human services.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up.

We are primarily a white, middle-class population reflecting our German Reformed heritage. Diversity in our congregation is one of income and ideology, not ethnic heritage. Our immediate neighborhood is much more diverse racially.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future? No

PARTICIPATION AND STAFFING

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	50	Lay leaders
Baptisms <i>(number last year)</i>	5	Minister
Children's Groups or Classes	9	Lay leaders
Christmas Eve and Easter Worship	124, 140	Minister, Music Director and Worship Committee
Church-wide Meals	200	Lay leaders, Social Committee
Choirs and Music Groups	15	Music Director
Church-based Bible Study	18	Minister
Communion <i>(served monthly)</i>	100 / month	Minister
Community Meals	150	Lay leaders, Minister
Confirmation	3	Minister, Laity
Drama or Dance Program	3	Music director
Funerals <i>(number last year)</i>	6	Minister, family
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups	4	Lay leader
Public Advocacy Work		
Retreats	15	Program Director
Theology or Bible Programs in the Community		
Weddings <i>(number last year)</i>	0	Minister and family
Worship (time slot: 9:30 am)	115	Minister and Worship team
Young Adult Groups or Classes		
Youth Groups or Classes	15	Lay leaders, Program director

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

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

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person 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
Secretary	No	Full-time	Minister & Personnel committee	15 years
Music/Drama Director	No	Part-time	Minister and Personnel committee	7 years
Accompanist	No	Part-time	Minister and Personnel committee	10 years
Custodian	No	Part-time	Minister and Personnel committee	18 years
Program Director	No	Part-time	Minister, Advisory panel & Personnel committee	<i>Position currently unfilled</i>

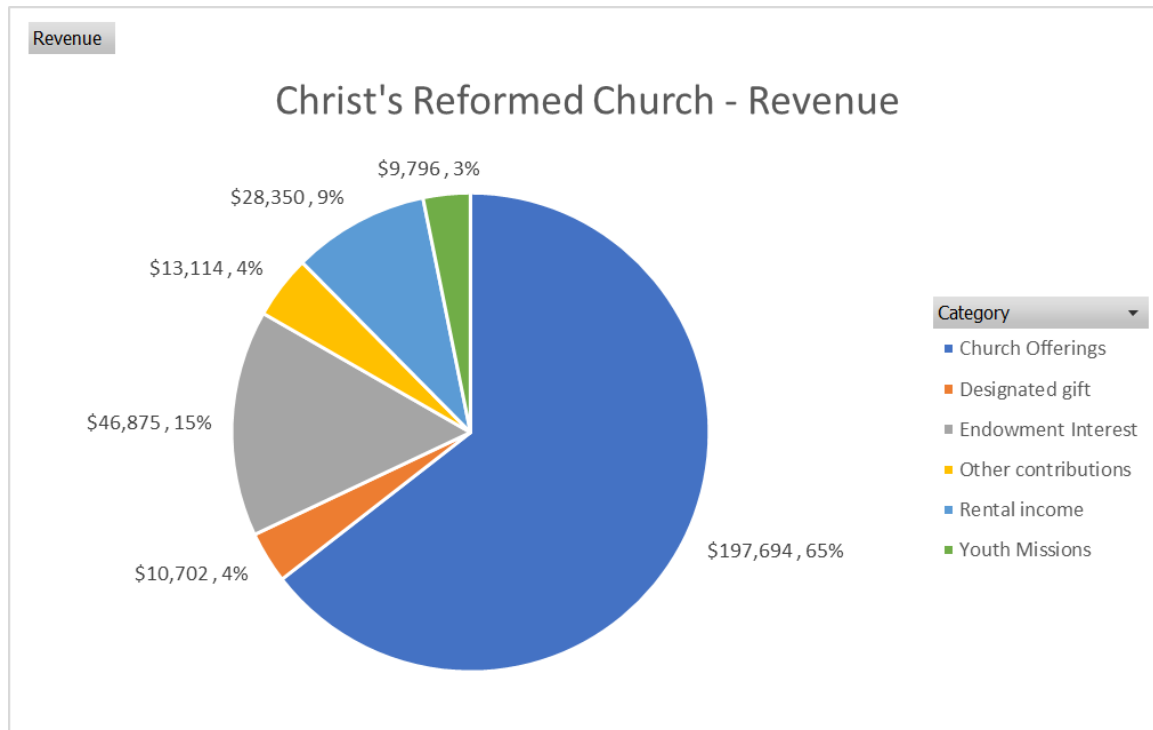
REFLECTION

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

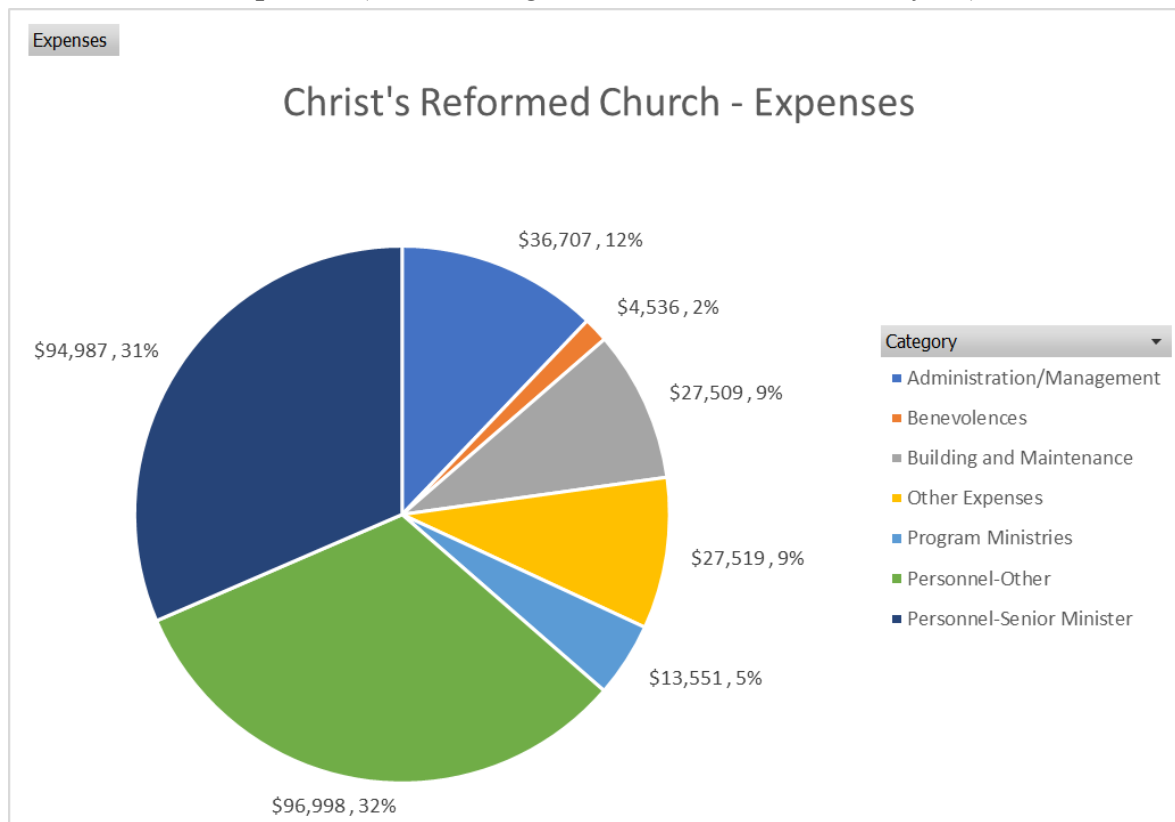
Currently, our ministry is primarily focused on fellowship and faith-development within the congregation. Our continued work on the Aspiring to Serve building allows us to offer our tenants low-rent space. Our aging congregation has limited our ability to interact on a regular basis with those tenants and their agencies. We would welcome some guidance and support for revitalizing our congregation and inviting people to join us for the work we are doing.

CHURCH FINANCES

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



Current annual expenses (dollars budgeted for most recent fiscal year): about \$300,000



Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? about 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? *No*

Our Church's Wider Mission (OCWM – Basic Support)

One Great Hour of Sharing

Strengthen the Church

Neighbors in Need

Christmas Fund

What is the church's current indebtedness? No debt

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.

No current or anticipated program.

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

Year(s)	Purpose	Goal	Result	Impact
2015-17	Repair the church organ	\$200,000	\$160,000	Due to the generosity of one donor, we have been able to repair the organ and may have enough funds for an upgrade.

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

The organ is not only used for worship services but for community performances. Having it in good working order allows us to continue to serve the larger music appreciation community.

Does your church have an endowment? Yes

What is the market value of the assets? Approx. \$2,000,000

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

Funds from the interest and dividends are drawn semi-yearly to meet 10-15% of our operating expenses. When the church wanted to pay off the mortgage on the Aspiring to Serve Building two years ago, principal was used to pay off the loan.

What is the percentage rate of draw?

About the same over the last 5 years for helping with operating expenses. About 1/3 of the investments were drawn down to pay the loan, but all of that and more has been returned through generous estate gifts. Going forward, we plan to draw 3% annually to help with church finances.

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

Since we are currently only drawing down the interest and propose to draw a percentage less than we earn, the endowment is secure for the foreseeable future.

Other Assets

Reserves (savings): \$0

Investments (other than endowment): \$0

Does your church have a parsonage? No

Describe all buildings owned by the church:

In addition to the church itself, the church owns the Aspiring to Serve Building next door, which houses the church Social Hall and multiple non-profits.

Describe non-owned buildings or space used or rented by the church: None

Which spaces are accessible to wheelchairs?

Sanctuary, Social Hall, Church School Auditorium, Music room, nursery and 1st floor classrooms. We have several handicap accessible bathrooms. The office is not accessible.

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

While attendance and giving have decreased in recent years, we continue to meet our operating budget and fund most capital projects without a special campaign. Thanks to generous individual donors, we have met large expenses with little disruption to our investments. Many would like to see more spent in the area of programs and outreach ministries beyond our on-going commitment to the Aspiring to Serve building.

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.

Most members of the congregation will agree that one of the most significant happenings in the history of our church was when the church accepted the gift of the building next door, an abandoned shoe factory and committed to converting that building into low-rent space for social service agencies. This building is known to the community as the Aspiring to Serve Community Center. Other significant historical events include our outreach into the community through our long association with REACH (Religious Effort to Aid and Care for the Homeless), our community Vacation Bible School and our Youth Mission Trips. Of course, the change in pastors and staff over the years is also important to our history.

The most important event in the life of our church in the past 10 years has been paying off the mortgage of the Aspiring to Serve building and seeing it 80% renovated and occupied.

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

The most recent change our church has managed is the departure of our settled pastor, Rev. Meserole, before we had an intentional interim in place. While a rotation of ministers helped with Sunday sermons, the lay leadership was responsible for worship services and church functions for 14 weeks.

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.

Generally, issues are discussed in a meeting, usually handled well and openly, a solution is worked out that is deemed best for all or a compromise is reached. However, if there is dissatisfaction with the solution, we have no organized structure for handling conflicts between members of the congregation or for dealing with a small group of dissatisfied people. We do have a Parish Relations team for resolving conflicts between the pastor and members of the congregation.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Derrick G. Hodge, Intentional Interim	2018 - 2020	Y
Gregg Meserole, Senior Pastor	2007- 2017	Y
Becky Powell Hoover, Associate Pastor	2004 – 2011	Y
Ginny Brown Daniel, Associate Minister	1999-2003	Y
Don R. Stevenson, Senior Pastor	1995-2007	Y
Theodore Haas, Pastoral Supply	1994-1995	Y
Paula M. Gustafson, Pastor of Programs and Activities	1990-1991	Y
Charles E. Strasbaugh, Jr., Senior Minister	1988-1994	Y
Don Moul, Interim Pastoral Assistant	1996-1998	Y
Lawrence Strunk, Minister Emeritus	1985-1996	Y

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

Over the years, we have enjoyed the comfort of having senior pastors who stayed with us for the better part of a decade or more. We have also benefitted from the service of Associate Ministers and cherished the chance to launch them into their careers.

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

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

COMMUNITY VISION

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

Through the renovation and renting of the Aspiring to Serve building next door, we are supporting local non-profits. On a yearly basis, we invite them to speak to us about their programs. One of those tenant non-profits is REACH and, in collaboration with another UCC church, we host a week of service to their cold weather shelter during which we serve dinner as well as staff the reception desk, intake, security checks, the laundry room and overnight supervision.

Our youth group and some parents have participated in summer Group mission trips to various Appalachia communities for the past 4 years. In addition, the youth have participated in Dare to Share. In the past, adults from our congregation have joined Association mission trips to Honduras and to the Gulf Coast for clean-up after Hurricane Katrina.

We support collections for the HARC yearly book drive, Micah's backpack, and mittens and hats for a local Head Start. We also support Homewood of Williamsport through our annual membership drive, collection of gifts for the residents at Christmas time and participation in their annual birthday party. Ever since we hosted a concert at our church, the Heidelberg class has sponsored a Watoto child. For years that class has sponsored two children on a local For Our Kids' Sake Bus Trip.

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

In the past, we have sent delegates to National Youth Events, association, conference and national meetings. We do have one member who is an active lay leader in the association and the conference.

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.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input checked="" type="checkbox"/> 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?

That will be an important discussion for our congregation to have with the new settled minister.

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

Our church hosts regular meetings of the Hagerstown Area Religious Council and participates in the Community Thanksgiving Service and activities of the Interfaith Coalition. In the past, we have welcomed leaders from other religious groups to our pulpit. Our parish nurses are part of the local hospital Parish Nurse Network program.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

We tend to use our Vision statement as a measure of how we spend our resources and time. We probably devote most of our resources to the first part of our Vision statement, We Live in Jesus, as that addresses worship and our various faith formation activities such as Church School, Bible or book studies and other groups that meet to discuss the weekly lectionary or participate in a prayer group.

It is harder to evaluate the other two parts of our Vision, We Love One Another and We Bear Abundant Fruit. We see ourselves as welcoming and friendly and do work on our relationships with each other through personal contacts and fellowship opportunities. We participate in various outreach programs, but a much smaller portion of our time and monetary resources are devoted to these two areas.

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?

Our congregation supported our previous pastor in his involvement with HARC and other local community organizations. Many of us would have liked to see our next minister be more involved with UCC meetings and activities, at least at the Association level.

REFERENCES

Reference letters available upon request.

Rev. Kevin Monroe

Retired Minister of Zion Reformed Church, UCC, Hagerstown, our Sister downtown UCC

Kathy Powderly

Former Executive Director of Hagerstown Area Religious Council, currently teaching in Costa Rica

Friend of the congregation, had office space in the church, worked with the church for various HARC outreach activities and for REACH week

Wendy Zimmerman, BSN, RN-BC

Parish Nursing Program Manager, Meritus Health

301-766-7840, Wendy.zimmerman@MeritusHealth.com

Friend of the congregation, works with the Parish Nurses

CLOSING PRAYER

The following two Scripture passages are especially meaningful to our congregation and our Search Committee:

John 15:5

I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing. (NIV)

Isaiah 58:11-12

The LORD will guide you always;
he will satisfy your needs in a sun-scorched land
and will strengthen your frame.

You will be like a well-watered garden,
like a spring whose waters never fail.

¹Your people will rebuild the ancient ruins
and will raise up the age-old foundations;
you will be called Repairer of Broken Walls,
Restorer of Streets with Dwellings. (NIV)

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?

Pastoral Search Team: Charlotte Trout, Lorraine Barkdoll, David Bedard, Kelly Bedard, Linda Mason, Sandy Shank and Tom VanMetre

Church Elders and Interim Minister Rev. Hodge supplied some insight through retreats. Members of the congregation provided some insight through a church-wide survey and church transitional activities

2. Additional comments for interpreting the profile: None

Signed: *Charlotte M. Trout*

Charlotte M. Trout, Pastoral Search Committee Chair, April 16, 2020

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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


Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

A rectangular box containing a handwritten signature in black ink. The signature appears to be "Andrew Price" written in a cursive style.

Name / Title: Associate Conference Minister

Email: aprice@cacucc.org

Phone: 443-840-7878

Date: May 6, 2020