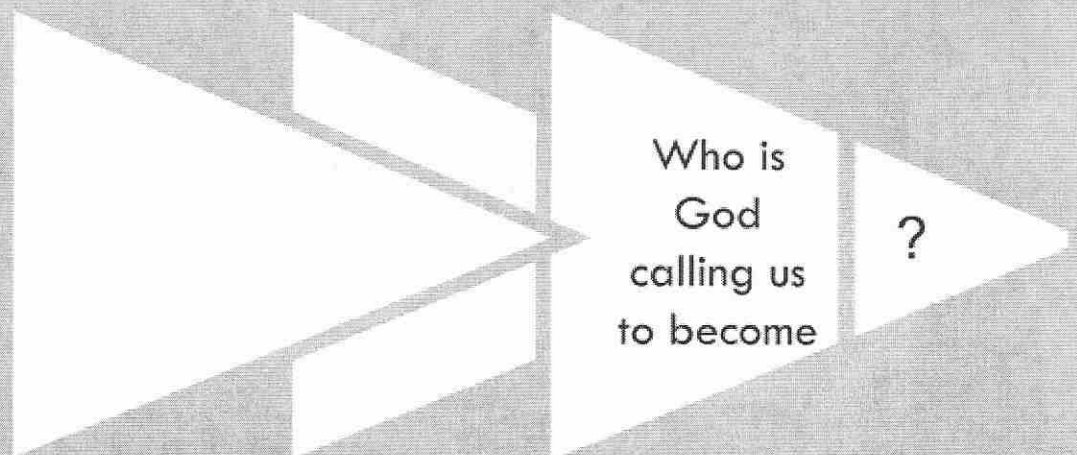


INTRODUCING THE NEW LOCAL CHURCH PROFILE



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!

Rachel Hackenberg

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

First Congregational Church of Twinsburg,
United Church of Christ
Twinsburg, Ohio

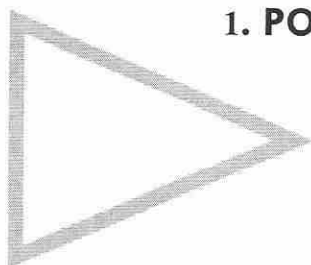
Pastor

Ohio Conference, Living Water Association

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)*



1. POSITION POSTING

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

1 a. LISTING INFORMATION

Church name: First Congregational Church of Twinsburg, United Church of Christ

Street address: 9050 Church Street, Twinsburg, Ohio 44087

Supplemental web links:

www.fcctwinsburg.org

<https://www.facebook.com/fcctwinsburg/>

fcc_twinsburg_ucc (Instagram)

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Conference: Ohio Conference

Association: Living Water Association

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Dan Roland

searchandcall@livingwaterone.org

Summary Ministry Description:

We are looking to extend Christ's love beyond the walls of our congregation and we are looking for a community minded individual who can help us to extend our vision.

Current size of membership: 94

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

Position Title: *Pastor*

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

Settled – *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*):

½ Time

Does the total support package meet conference compensation guidelines?

yes

1b. SCOPE OF WORK

SUPERVISOR: Collegial supervisory relationship with Church Council

PURPOSE: Responsible for the leadership of the ministry of the church, preaching and teaching the Word, leading the development of all ministries, providing pastoral care, supervising all staff/paid employees of the congregation and overseeing administrative functions.

-----RO
LES & RESPONSIBILITIES:

WORSHIP:

- *Plan and lead all worship services, Sundays and special ones, in coordination with music staff*
- *Celebrate the sacraments according to the tradition of United Church of Christ*
- *Officiate at all weddings, funerals, memorial services and other services as needed*

PASTORAL CARE

- *Provide pastoral care and visits to those who are hospitalized or recovering, and to those who are homebound*
- *Provide counseling (generally short term) especially during wedding planning, time of grief and loss and as requested*
- *Supervise lay led visitation or care ministry*
- *Welcome guests, visit potential members, and conduct new member/inquirer classes*

TEACHING

- *Teach and lead faith development opportunities for adults*
- *Plan and Teach confirmation classes in coordination with the Youth Director*
- *Be a resource for faith development and Christian education of all ages*

ADMINISTRATION

- *As the head administrator, supervise all church staff and guide the personnel/staff relations*
- *Conduct staff meetings to coordinate congregational life and the ministries of the church and provide support to staff members*
- *Provide leadership in visioning/planning for the present and future direction of the congregation*
- *Guide and support the church's policies*
- *Represent the congregation in the larger community of Twinsburg, in the UCC and beyond*

KNOWLEDGE AND SKILLS REQUIRED:

- *Master of Divinity from an accredited Seminary, preferably UCC*
- *Collaborative, with prior experience in a church large enough to require staff work is a plus*
- *Excellence in preaching, communication, people and administrative skills*
- *Attentive to his/her own personal health and spiritual development*

Core Competencies:

*effective communicator
caring and compassionate
teacher*

1c. COMPENSATION AND SUPPORT

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

negotiated based on guidelines from Call Agreement Workbook

Benefits (choose one):

Salary includes Optional Benefits

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

living elsewhere to commute as needed

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

Our hope is that someone would live within 20-30 minutes of the church.

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

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

Twinsburg Ministerial Association

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

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.

We recently started serving a community meal once and month and we would like to extend this mission even further.

We began the Open and Affirming process earlier this year and hope to take our initial vote on this before the end of the calendar year.

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

A community minded individual will help us to extend our current missions beyond the walls of the congregation.

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 English speaking congregation with a deep history in the community.

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.

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

o Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.

o Praying actively and nurturing spiritual practices.

o Being called to ordained ministry by God and the Church.

o Continuing discernment of one's call in community.

o Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.

o Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

ENGAGING SACRED STORIES AND TRADITIONS

- o Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.*
- o Maturing in effective proclamation and preaching.*
- o Understanding the history of the Christian Church, from biblical times forward.*
- o Bringing life to sacred stories and traditions in worship, proclamation, and witness.*
- o Leading faith formation effectively across generations.*
- o Holding the Holy with integrity especially as represented in the Sacraments.*

CARING FOR ALL CREATION

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

WORKING TOGETHER FOR JUSTICE AND MERCY

- o Drawing on the ministry of Jesus Christ to confront injustice and oppression.*
- o Practicing the radical hospitality of God.*
- o Identifying and working to overcome explicit and implicit bias in the life of the Church.*
- o Understanding community context and navigating change with a community.*
- o Engaging in mission and outreach.*
- o Building relationships of mutual trust and interdependence.*

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?

God is calling us to care for our community beyond the walls of our church.

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

This year our church started two opportunities to engage with the wider community: once a month we offer a free meal and we began the process of becoming Open and Affirming. We would like to extend the reach of our community meal to include more people. We would like to complete the Open and Affirming process within the calendar year.

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 purpose statement includes a "binding together of believers in Christ". We believe that the church is the community of believers that gather in God's name. The Holy Spirit moves through us and through the memories of those who have laid the foundations of our faith.

Describe several strengths or positive qualities of your congregation.

*independent
durable
resilient
adaptable*

Describe what worship is like when your congregation gathers.

Traditional Worship follows either the Revised Common Lectionary or Narrative Lectionary and includes hymns, liturgy, prayers and a sermon, following a very traditional format.

Early Service follows the same lectionary and offers a mix of traditional and contemporary music in a smaller setting. Participants gather for scripture reading and discussion of how the text relates to our daily lives. This service has been primarily lay-led for the last five years.

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

We currently have no regular educational/faith formation groups, but are open to possibilities. In the past we have had regular Sunday School classes, Youth Groups, and small groups based on interests/hobbies, etc.

Describe how your congregation is organized for ministry and mission.

Our Council meets on a monthly basis to follow through with the business of the church.

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

Council meetings are monthly and usually last 1-1 ½ hours. Special committee meetings are organized as needed.

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

Council members are quickly assembled following worship services or by phone to handle emergency situations.

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

3b. 11-YEAR REPORT

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	84	
Number of active non-members:	12	
Total of church participants (sum of the numbers above):	96	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	89	
Less than 10, more than 5 years:		
Less than 5 years:	6	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
		6		3			80	7	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	6	yes
Households with minors:	4	yes
Single adults age 35-65:	1	yes
Joint households with no minors:	50	yes
Single adults over 65:	18	yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:		
College:		
Graduate School:		
Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	36	yes
Adults who are retired:	41	yes
Adults who are not fully employed:	12	yes

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

We have a mix of retired members, business owners, farmers, teachers, public and private sector employees.

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?

Our membership is nearly 100% white/caucasian. We welcome diversity of race, culture, languages, and sexual orientation.

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

We began the process for becoming an Open and Affirming congregation and hosted a CommUNITY service in February to explore the diversity of our community.

3d. 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	5	pastor/volunteers
Baptisms <i>(number last year)</i>	3	pastor/family
Children's Groups or Classes		
Christmas Eve and Easter Worship	140	Director of Music
Church-wide Meals	50	Fellowship Committee
Choirs and Music Groups	15	Director of Music
Church-based Bible Study		Pastor
Communion <i>(served how often?)</i>	monthly	Pastor/Deacons
Community Meals	~50	Volunteers
Confirmation <i>(# confirmed last year)</i>		
Drama or Dance Program		
Funerals <i>(number last year)</i>	3	Pastor/Family/Director of Music
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work		Pastor
Retreats	12	Pastor

Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)		
Worship (time slot: 9:15)	6-22 weekly	Director of Music
Worship (time slot: 10:30)	30-70 weekly	Pastor/Director of Music/Secretary
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).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or 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:

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

Director of Music		part time	Council	10+ years
Secretary		part time	Council	2 years
Custodians		part time	Council	7 years

REFLECTION

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

We are an aging congregation looking to grow our membership specifically targeting young people and families.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year) 8/1/2018 - 8/1/2019

Source	Amount
Annual Offerings and Pledged Giving	\$ 62,820
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$5128
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$30,000
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$3548
Grants	\$
Rentals of Church Building	\$665
Rentals of Church Parsonage	\$15346
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$
Transfers from Special Accounts	\$
Other (specify):	\$

Other (specify):	\$
TOTAL	\$117,507

Current annual expenses (dollars budgeted for most recent fiscal year): \$123,809

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.

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

Has the church ever failed to pay its financial obligations to a minister of the church?

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%)*

flat dollar amount annually

What is the church's current indebtedness?

Total amount of loan debt: \$0

Reason for debt:

Are capital and other payments current?

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.

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

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? *named funds, not proposed funds - yes*

What is the market value of the assets? *\$140,000 (named not purposed funds)*

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

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

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: *\$30,000 drawn between 8/1/18-7/31/19*

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): *\$63,779 (restricted funds)*

Investments (other than endowment): *\$*

Does your church have a parsonage? *yes*

Fair market rental value of the parsonage: *tax appraised value \$155,490*

How is the parsonage used? *rented*

Street / City / State / Zip: *2633 E Aurora Rd., Twinsburg, OH 44087*

Finished square footage: 2378

Number of Bedrooms, Number of Bathrooms: 3 bedrooms, 1 ½ baths

Assessed real estate value:

Available for minister residence: Y/N *no*

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: *church and parsonage*

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

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

worship space and fellowship space each separately through exterior doors

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?

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.

1. *Calling first woman minister in Twinsburg (1998), first African-American minister in Twinsburg (2003) and first couple as ministers in Twinsburg (2016).*
2. *Our decision to join the UCC in the 1962 was significant and continues to be significant and we struggle with our desire to be both congregationalist and part of a larger denomination.*
3. *Sanctuary renovations in 1965 and again in 2017 helped to revitalize the community and bring the church into the current climate.*

In 2007 we celebrated our 185th Anniversary with a weekend of activities. The whole congregation came together to make the weekend successful including months of planning and preparation.

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

Between 2013-2014 our church tragically lost a large number of young members who made significant contributions to church leadership, activities and personality. These losses were devastating to the entire congregation. Since then, we have struggled with having most of the “work” of the church taken on by a small core group of people. Although this group remains dedicated to the church and its missions, they are aware that they are aging and wearing thin.

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.

As you will see in the chart below, our history includes multiple ministers, specifically in the last five years. This turn-over in staff is not just a reflection on our church but on the people who chose to answer our call. Throughout this unsettled time, we have had both major and minor disagreements about worship, activities, finances, and staffing. We manage this conflict by listening to each other, discerning the way that is right and following through with the support of the congregation and leadership.

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

1972 - 1991 Rev. Dewey J. Long

1993 - 1998 Rev. Greg Russell

1998 - 6/30/02 Rev. Patricia Jefferis

09/29/03 - 08/06 Rev. Dr. Greg Coles

08/03/08 - 12/31/2015 Rev. Kay Krejci

1/18/2016 - 1/31/2016 Andrew Courtney

2/1/2016 - 4/15/2018 Rev. Andrew Courtney and Rev. Sarah Courtney

4/16/2018 - 10/31/2018 Various Supply Ministers and Guest Speakers

11/1/2018 - Present Interim Designate Minister David Zerby

**all have/had UCC status*

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

We have learned that as much as we are in need of a pastor and leader, sometimes the pastor or leader is in need of us as well. We see both pastor and congregation as partners and both partners need to be equally invested in the mission and vision of the church as a whole.

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

no

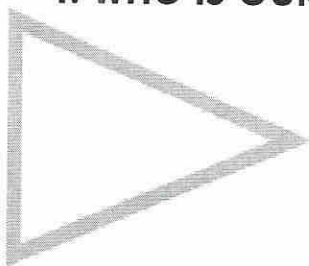
Has your church been involved in a Situational Support Consultation?

no

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

no

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 a child for more than 10 years through Global Ministries; we give to The Emergency Assistance Center through continuing donations and special collections like Birthday Bags; we offer a monthly Community Meal; participate in Memorial Day services for the greater Twinsburg community and in Twinsburg Ministerial Association events; we host community Lenten services and community Thanksgiving services; we serve as Chartered Organization for Boy Scout Troop 223.

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

Our Pastor has attended General Synod but members of our congregation do not regularly participate in UCC meetings or activities. Activities are posted and members are welcome to participate on an individual basis. Within the last 5 years we did participate in Church Vitality workshops through the UCC.

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.

God Is Still Speaking

Open and Affirming (in process)

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?

With more exposure to these programs and education about what each involves, our congregation would be willing to explore many of the programs.

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

We participate regularly in events sponsored by the Twinsburg Ministerial Association which brings together people of differing faiths in the Twinsburg area. In February we hosted a CommUNITY event with this group including our Sikh neighbors.

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.

Rooted in Community, Growing in Faith

Food

Community

Christ

The bulk of time is currently spent in ministering to those of our congregation. We are beginning to move beyond our walls to reach out to the greater community. Our peak participation is in worship and fellowship related activities, especially when a meal is part of the gathering time.

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?

Depending on the terms of the Call Agreement, the pastor's time would be divided to meet the needs of both the congregation and the greater community.

4b. MISSION InSite

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

The report shows a strong group of families and older adults in the community. Although most are experiencing financial stability a small segment struggles economically. Nearly half consider themselves to be spiritual people, so opportunities exist to try to meet their spiritual needs. Opportunities exist to assist or grow programs dedicated to these individuals. As we struggle to attract younger people and families, so does the community as a whole.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

Our congregation's internal demographics contrast to those of the surrounding community. Our members are mostly single, older adults (Aging in Place or Golden Year Guardians). Not unlike the community around us, we are mostly white (non-Hispanic). Unlike the community, we do not have a significant racial/ethnic diversity of membership.

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

We are seeking to impact those around us who are food scarce or who struggle with fixed incomes through our Community Meal and our donations to The Emergency Assistance Center.

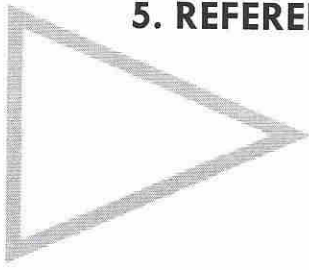
What do you hear when you talk to community leaders and ask them what your church is known for?

Our church sits at the center of the community and is known for its location, architecture and willingness to host community events. It is a landmark for the city, often featured on its marketing information for its iconic imagery.

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

Our members comment on our welcoming nature, a sense of family and a familiarity with the collective group.

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

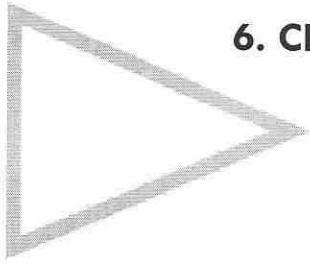
Joyce Hunt, Director, The Emergency Assistance Center
330-467-7945
info@teacenter.org
partner in mission work to the wider community

REFERENCE 2

Audrey Kancler, Trustee and Past-President Twinsburg Historical Society
234-380-3463
akancler@windstream.net
friend and neighbor of the congregation

REFERENCE 3

Joe Jasany, Commander, Twinsburg VFW Post 4929
330-425-7162
vfw4929@aol.com
friend and neighbor of the congregation



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:

"Rejoice in hope, be patient in tribulation, be constant in prayer."
—Romans 12:12

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? *(for example, church council or consistory, transition team, etc.)*

Church Council

2. Additional comments for interpreting the profile:

Signed: Moderators

Name / Title / Date:

Phil A. Butler
Hudson

9/2/19

9/7/2019

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: The First Congregational Church of Twinsburg is a congregation in good standing in the Living Water Association of Ohio NorthEast, OH COncference, United Church of Christ. Located downtown on the green, this local congregation connects with its larger community, and feels called to develop in this area of ministry further. Twinsburg area is growing and the church can find additional opportunities for service and partnering with the larger community to make a difference.

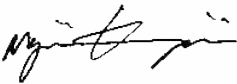
To the best of my knowledge, ministerial history information is complete.

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: Association general Minister
Email: nayiri.agm@livingwaterone.org
Phone: 330.940.2220x102
Date: August 13, 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