

Who  
are  
we

Who  
is our  
neighbor

Who is  
God  
calling us  
to become

?

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION

**UNITED CHURCH**  
OF CHRIST



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Covenant United Church of Christ  
4449 Main Street  
Gasport, NY 14067

Settled Full Time Pastor

Western Association

May 16, 2022

### LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
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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)*

# 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

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Church name: Covenant United Church of Christ

Street address: 4449 Main Street Gasport, NY 14067

Supplemental web links:

[-https://www.facebook.com/Covenantny/](https://www.facebook.com/Covenantny/)

[-https://www.covenantny.org/](https://www.covenantny.org/)

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

Conference: WNY UCC

Association: Western Association

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

Rev. Gary Ferner; Associate Conference Minister for Search and Call UCC NY,

[gferner@uccny.org](mailto:gferner@uccny.org), 315-446-3073

Summary Ministry Description:

-As a church we are looking for help in the form of a pastor who will be both our leader and partner. We are yearning for a spiritual leader and educator who has a business-like plan for growth for our small, rural church. We are hoping to work alongside someone who can enliven our youth, reach out to the community, and recruit members who want to settle into our community and create roots. We pray for someone who can lead by example; someone who will spiritually guide us and inspire us to be great Christian humans.

Photographs:



The pictures above represent our church and church family. These pictures include our church building, Acre of Caring, Annual Turkey Dinner, Women's Victorian Tea, and Youth Group.

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

-We are a small-town, rural farming community. We are mostly blue-collar people who value friendship, fellowship, and Christian values and morals. We live in a quiet and safe community that is quickly accessible to larger cities, including Buffalo, Rochester, Niagara Falls, and Toronto.

Current size of membership:

- Current church size: 169 (per association dues paid)
- Active membership: approximately 93 people
- Pledging households: 42
- Average weekly attendance: 35-45 per week; ~65 people on Holidays

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

-none

Position Title:

-Licensed Reverend/Pastor/Minister/Church Leader

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*):

-Full Time

Does the total support package meet conference compensation guidelines?

-Yes, based on active membership

## 1b. SCOPE OF WORK

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Core Competencies:

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

- sociable community leader
- detail oriented
- compassionate

## 1c. COMPENSATION AND SUPPORT

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

- Base Salary: \$40,000; negotiable and increased based on experience
- Housing Allowance: negotiable
- Social Security Offset: 7.65% of salary and housing
- Pension: 14% of salary and housing

Benefits (*choose one*):

Salary plus negotiable 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*)?

- no parsonage, housing allowance provided. Living within the community is preferred but not required

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

- negotiable, willing to offer based on new membership growth

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

- Training, UCC Support, Attendance to NY Conference gatherings
- Communities of Practice through the NY Conference
- We are open to providing what the right candidate requires for support.

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

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

- We are looking for someone to:
  - collaborate between our church and UCC
  - help grow the church and plant our faith in humanity

- support the youth
- be involved in community outreach and programming
- provide ecumenical services with neighboring churches to create a stronger faith based community

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

- We are searching for a minister to have true passion which comes across in Sunday service, but helps us to design paths to inspire us weekly, monthly, and yearly
- Someone who practices and encourages mustard seed faith
- Acts 3: 1-11. We are searching for someone to partner with us the way Peter and John did in order to heal and encourage our community

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 welcome diversity and a minister who can communicate the Lord's Word and spread it openly to all who may attend our services.

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.

- Caring for all Creation
- Engaging Sacred Stories and Traditions
- Exhibiting a Spiritual Foundation and Ongoing Practice
- Strengthening Inter- and Intra- Personal Assets

## 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?

- We are working to become a community centered, loving, caring congregation. We believe in a family oriented Golden Rule community.
- We want to take the message we hear on Sunday out into the community and bring the power of the Holy Spirit into our week, and allow It to work through us to inspire the people we encounter.

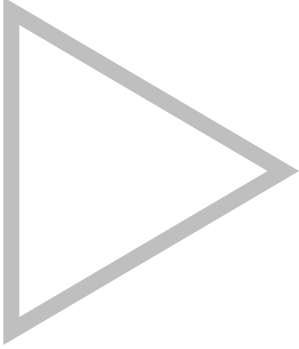
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

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

- The Pandemic has caused pause and change; which has ebbed and flowed through our church and community. We have adapted and implemented as many programs as possible, and changed our programming as much as we could to accommodate the needs of our community in a safe way.
  - We altered our annual Turkey Dinner to serve to-go orders only
  - We created a Friday night dinner program to feed local families during the pandemic
  - We have continued to volunteer and donate to the local food pantry through a partnership with our neighboring church
- When the Pandemic was not occurring, we had several outreach programs including Children’s Jubilee, an after school craft and dinner program for local children who could ride the bus to church for fun, games, faith, and food. We are hoping to start providing more programs like this in the future as safety allows. There is a newly formed Women’s Group on Tuesday Mornings, and a Young Parents Bible Study in the works. We are hoping to branch out to these smaller groups in hopes to attract friends, members, and those in the community to worship with us.

### 3. WHO ARE WE NOW?

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

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

#### 3a. CONGREGATIONAL REFLECTIONS

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Describe your congregation's life of faith.

We believe in God, the Eternal Spirit, Father of our Lord Jesus Christ and our Father, and to His deeds we testify:

He calls the worlds into being, creates man in His own image and sets before Him the ways of life and death. He seeks in holy love to save all people from aimlessness and sin. He judges men and nations by His righteous will declared through prophets and apostles. In Jesus Christ, the man of Nazareth, our crucified and risen Lord, He has come to us and shared our common lot, conquering sin and death and reconciling the world to Himself. He bestows upon us His Holy Spirit, creating and renewing the church of Jesus Christ, binding in covenant faithful people of all ages, tongues, and races. He calls us into His church to accept the cost and joy of discipleship, to be His servants in the service of men, to proclaim the gospel to all the world and resist the powers of evil, to share in Christ's baptism and eat at His table, to join Him in His passion and victory. He promises to all who trust him forgiveness of sins and fullness of grace, courage in the struggle for justice and peace, His presence in trial and rejoicing, and eternal life in his kingdom which has no end. Blessing and honor, glory and power be unto Him.  
Amen.

We believe in the power of the Holy Spirit to work in our lives.

Describe several strengths or positive qualities of your congregation.

-We are :

- very supportive to one another
- very willing to listen and share
- team oriented, we utilize teamwork throughout our multiple groups and delegates
- systematic
- self- motivated, respectful and responsible
- friendly; committed to community outreach and spreading the church message beyond Sunday
- committed to upholding church tradition

Describe what worship is like when your congregation gathers.

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

-We gather in the sanctuary and start socially, then progress to a traditional service with a sermon and hymns.

-Our most recent baptism was non-traditional and in a corn field; our baptisms are open, faithful and celebratory.

-We are searching for inspirational, relatable sermons & stories that inspire us to continue God's work in our lives beyond the church walls and are applicable to our daily living

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

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

-Young people are encouraged to join groups/meetings/congregational decisions

-Most recent lesson in the youth education program was speaking of the "fruit of the spirit" and learning how to personify these characteristics in our walk as Christians.

-The children/young adults really enjoy a captivating and inclusive children's sermon at the beginning of the service.

Describe how your congregation is organized for ministry and mission.

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

-We are very open and communication is delegated to the appropriate committee. Most issues are resolved in a very timely fashion.

-Teams and committees are organized on a mostly volunteer basis. Most are nominated by the nominating committee and appointed as per by-laws.

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


a. 4-6 hours. We have Council, Trustees, Deacons, and Missions committees that meet monthly. Women's Fellowship and Endowment Fund committees meet 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?

a. We had a plumbing issue which caused a flood the morning of a large fundraiser, trustees organized a plumber to come almost immediately and the plumbing was repaired without difficulty or delay

- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No]
  - a. Yes; we keep meeting minutes and have an updated Constitution.

### 3b. 11-YEAR REPORT

UNITED CHURCH OF CHRIST										
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS										
										
Church#:	461255									
Assoc:	548	Schedule:	0	Covenant UCC		Gasport		NY	14067	
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2010	209	55	32	0	0	5	9	36	-40	
2011	213	44	30	3	0	3	2	0	4	
2012	213	44	30	0	0	0	0	0	0	
2013	213	44	30	0	0	0	0	0	0	
2014	146	30	16	0	3	2	6	66	-67	
2015	146	30	16	0	0	0	0	0	0	
2016	144	55	41	0	0	0	2	0	-2	
2017	166	60	53	6	6	16	6	0	22	
2018	167	55	36	0	0	5	4	0	1	
2019	170	58	28	0	1	3	1	0	3	
2020	170	58	28	0	0	0	0	0	0	
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
2010	\$59,531	\$0	\$465	\$1,272	\$1,737	\$705	\$2,442	0.78	\$61,973	\$47,548
2011	\$54,735	\$0	\$514	\$584	\$1,098	\$2,540	\$3,638	0.94	\$58,373	\$42,250
2012	\$54,735	\$0	\$180	\$1,238	\$1,418	\$0	\$1,418	0.33	\$56,153	\$0
2013	\$54,735	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$54,735	\$0
2014	\$67,470	\$0	\$765	\$950	\$1,715	\$0	\$1,715	1.13	\$69,185	\$36,000
2015	\$67,470	\$0	\$20	\$444	\$464	\$0	\$464	0.03	\$67,934	\$0
2016	\$107,000	\$0	\$0	\$1,320	\$1,320	\$1,200	\$2,520	0.00	\$109,520	\$69,690
2017	\$119,800	\$0	\$250	\$438	\$688	\$0	\$688	0.21	\$120,488	\$70,000
2018	\$115,083	\$0	\$0	\$1,044	\$1,044	\$0	\$1,044	0.00	\$116,127	\$82,480
2019	\$117,594	\$0	\$260	\$610	\$870	\$0	\$870	0.22	\$118,464	\$80,145
2020	\$117,594	\$0	\$260	\$100	\$360	\$0	\$360	0.22	\$117,954	\$0
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2015-2020	16.44	93.33	75.00	0.00	0.00	74.29	-22.41	73.63		
2010-2020	-18.66	5.45	-12.50	-100.00	-100.00	97.53	-79.27	90.33		

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	55	yes
Number of active non-members:	10	yes
Total of church participants (sum of the numbers above):	65	yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	70%	yes
Less than 10, more than 5 years:	20%	yes
Less than 5 years:	10%	yes

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>
3	8	4	4	5	5	14	11	11	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5	yes
Households with minors:	6	yes
Single adults age 35-65:	8	yes

Joint households with no minors:	11	yes
Single adults over 65:	8	yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	95%	yes
College:	50%	yes
Graduate School:	20%	yes
Specialty Training:	10%	yes
Other (please specify):	2%	trade school/GED/EMT

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	40%	yes
Adults who are retired:	40%	yes
Adults who are not fully employed:	20%	yes

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

-huge range of occupations including service, trades, sales, marketing, business, medicine, farming, education, homemakers.

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?

-We are welcoming and open to all types of people; however our local community is not diverse. We do have a few persons of color who attend our services

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 don't have conversations about it, we just do it

### 3d. PARTICIPATION AND STAFFING

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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	0	
Baptisms ( <i>number last year</i> )	3	pastor
Children's Groups or Classes	15	education staff
Christmas Eve and Easter Worship	120	pastor
Church-wide Meals	30	church members
Choirs and Music Groups	8	music director
Church-based Bible Study	0	
Communion ( <i>served how often?</i> )	50	pastor; monthly
Community Meals	800	church members
Confirmation ( <i>number confirmed last year</i> )	0	
Drama or Dance Program	0	

Funerals ( <i>number last year</i> )	5	pastor, women's fellowship provides meal
Intergenerational Groups	0	
Outdoor Worship	80	pastor; sunrise, farm service
Prayer or Meditation Groups	0	
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	18	pastor
Weddings ( <i>number last year</i> )	0	
Worship (time slot: <u>  10:30  </u> )		
Worship (time slot: <u>          </u> )		
Young Adult Groups or Classes	0	
Youth Groups or Classes	12	educational director
Other	80	mission projects, food pantry, flowers to hospital, acre of caring

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)
N/A				

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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
Keyboardist	n/a	part time	pastor/council	7y
Secretary	n/a	part time	pastor/council	6y
Housekeeper	n/a	part time	pastor/council	2m

## REFLECTION

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

-We are much deeper than these questions portray. Our church is mission based and community service oriented; we are welcoming, open and affirming.

## 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$78310
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$0
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$0
Fundraising Events	\$15,500

Gifts Designated for a Specific Purpose	\$1100
Grants	\$0
Rentals of Church Building	\$60
Rentals of Church Parsonage	n/a
Support from Related Organizations (e.g. Women's Group)	\$2000
Transfers from Special Accounts	\$0
Other (specify):	\$
Other (specify):	\$
<b>TOTAL</b>	<b>\$96,910</b>

Current annual expenses (dollars budgeted for most recent fiscal year): \$118,720

*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?

-total budgeted for pastor 56%

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

-never

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

Yes- One Great Hour of Sharing

No- Strengthen the Church

Yes- Neighbors in Need

Yes- Christmas Fund

-We are four for five

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*)

-achieved through contribution/donation throughout the year on an individual basis

What is the church's current indebtedness?

Total amount of loan debt: 0

Reason for debt: n/a

Are capital and other payments current? Yes

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

-N/A

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

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

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

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

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

-N/A

Does your church have an endowment? Yes

What is the market value of the assets?

-\$245,000

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

-As needed with agreement upon and approval by the endowment committee

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

-0%

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

-Draws to cover church insurance

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

-Many years

Please comment on the above calculations or estimates: accurate at the time of reporting

#### Other Assets

Reserves (savings): \$48,000

Investments (other than endowment): \$99,800

Does your church have a parsonage? No

Fair market rental value of the parsonage: N/A

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church: Church only

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

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

-Currently all but pulpit, but we would be willing to accommodate and make the pulpit wheelchair accessible

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?*

-Attendance is not the greatest on a weekly basis, however we are a giving and devoted church to our members and surrounding community. Jubilee for young children after school; growing and harvesting sweet corn as a Mission Project for FeedMore of Western New York; making paper floral arrangements for the local hospital patients.

-Our last budget change was to welcome a full time minister; the budget was adjusted in order to best support our minister who wanted to be full time.

### 3f. HISTORICAL INFORMATION

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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.

-200th year anniversary of church

-60+ year history of donation turkey dinner for the community

-Merger of churches: Orangeport Congregational church burned down and merged in 1974 with Gasport Congregational Church to become Covenant United Church of Christ

-In the last 10 years, the largest change in our church was the creation of the Full Time minister position in order to create growth in the church

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

-During the COVID pandemic, we offered outdoor service and continued masking. Once indoor services were safe, we implemented safe reopening practices.

-We ramped up community outreach throughout COVID with Friday Dinners, Rocks of hope, 'happy boxes' (cookies), easter baskets for kids, and more

-We completed mission heavy work throughout the pandemic; and provided these services to the entire community not just members

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

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

- interpersonal disagreements are addressed head on
- Several years ago, there were issues with the pastor mixing church and state and refusal to acknowledge Veterans during the Memorial Day Service, while the Legion was in attendance
  - This was addressed head on, apologies were issued, and the congregation reared up and made the necessary adjustments needed to apologize, bandage and ultimately repair the fractured relationships from the fallout

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Edward Trauscht	25	Y
Rev. Anne Parish and Rev. Hugh Pratt	3	Y
Rev. Jacqueline Thompson	5	Y
Rev. John Tipton	7	Y

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

- To become accepting of a minister regardless of race, sex, creed, or orientation; we possess adaptability
- We need a leader to provide a constant direction; we are getting things done, but “the orchestra is disorganized without the conductor”; we have come to depend on the minister as our leader
- We need a leader; we are happy to be worker bees but need the queen in the hive

-We need a leader who will INVOLVE us in their work; a team builder; someone who can both help and delegate

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

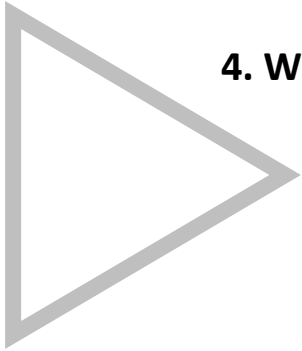
No

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?

Ask Us



#### 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

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

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

-We have provided Acre of Caring (acre farm parcel in order to provide food to the community); flowers to the local hospitals; Children’s Jubilee; assistance to the local Food Pantry; deliveries to shut-ins; meals to sick members

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

-We normally send several delegates to the regional and state association meetings.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at [ucc.org](http://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 checked="" type="checkbox"/> Global Mission Church      |
| <input type="checkbox"/> Economic Justice                        | <input type="checkbox"/> Open and Affirming (ONA)              |
| <input checked="" type="checkbox"/> Faithful and Welcoming       | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input checked="" 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 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?

-Yes, we are always open to growth and community outreach

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

-N/A

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.

-This is variable, we are open to mission work, and the amount of work we complete varies on a month to month basis

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 are hoping our new minister will increase our community outreach, and will go into the community freely and as needed, with congregation support as needed. This previously has not been a main focus of our church leadership, but we would like to grow in our community missions and the amount of time we as a congregation and our minister spends serving our surrounding neighbors.

#### **4b. MISSION InSite**

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

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?

- a) Member demographics are representative of the surrounding community.
- b) We connect with one local church to provide a monthly food pantry, open to all.

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

-The demographics of our community do not define our ministry

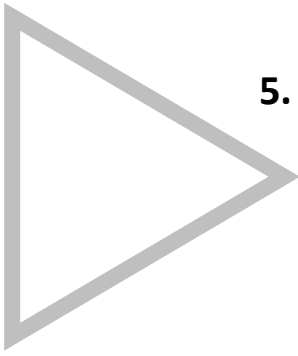
What do you hear when you talk to community leaders and ask them what your church is known for?

-Our church is known for its annual events, previously we were known for our nursery school

-Our events include: Grandma's attic rummage sale, Women's Victorian Tea, Children's Jubilee, Community Donation Turkey Dinner, Mother-Daughter Banquet, hosting boy scouts, Youth Group, Mission Trips

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

-Most were directly invited by a current member, they normally state the congregation is welcoming and inclusive



## 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

Katie Rose-Church Secretary

(716)471-3452; [ktrose716@gmail.com](mailto:ktrose716@gmail.com); Friend of the Congregation

Letter Attached

### REFERENCE 2

Sandy Allen-Leader Women’s Bible Study

(863)370-5425; [sandhallen@yahoo.com](mailto:sandhallen@yahoo.com); Friend of the Congregation

Letter Attached

### REFERENCE 3

Pamm Siefert

(716)542-2452; [pammanded@rochester.rr.com](mailto:pammanded@rochester.rr.com); Friend of the Congregation

Letter Attached

### PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry.

Describe some areas for improvement in this church’s ministry.

Describe a significant experience you have had of this church’s ministry.

Anything else you wish to share.



# COVENANT UNITED CHURCH OF CHRIST

Reference for Covenant UCC

January, 2022

Name Katie Rose

Telephone (716) 471-3452

Email KTROSE716@EMAIL.COM

1. Describe some areas of strength in this church's ministry:

Covenant is a close-knit family, and the members aren't afraid to work hard to accomplish something together or pitch in when help is needed. Very caring and generous group of people. Very good at organizing special events/fundraisers.

2. Describe some areas for improvement in this church's ministry:

I would love to see a deeper desire for discipleship/personal growth, maybe in the form of study outside Sunday service. Love the new ladies small group! Would like to see an expanding understanding and focus on what 'mission' means for a church body and how Covenant is pursuing Christ-likeness.

3. Describe a significant experience you have had of this church's ministry:

I don't personally get to experience Covenant's regular ministries but my daughters really enjoyed being a part of the kid's program "Children's Jubilee" once a week afterschool. They were always excited to tell me what they learned and show their take home stuff.

4. Any other information candidates should know about this church?

Covenant is a good example of a traditional, multi-generational Church that is proud of its heritage, but also wants to move forward together.

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4449 MAIN ST. - PO BOX 348 - GASPORT, NY 14067-0348



# COVENANT UNITED CHURCH OF CHRIST

Reference for Covenant UCC

January, 2022

Name Sandra L. Allen (Sandy)

Telephone 863 - 370 - 5425

Email sandhallen@yahoo.com

1. Describe some areas of strength in this church's ministry: The Women's Fellowship is a strength of this Church. They work together to hold a Annual Bazaar, Rummage Sale, Tea plus others do a Turkey Dinner. All projects help fund the Church & Women to do other things. Everyone looks forward to helping - Serve, cook, bake, etc.

2. Describe some areas for improvement in this church's ministry: The development of a more attractive service for children, youth & young adults with music that is geared to them. This would help in improving their attendance in all areas & the start of mid-week gatherings or groups.

3. Describe a significant experience you have had of this church's ministry: I was welcomed = invited to be a part of women's activities while attending another Church. Everyone here, has always reached out to me. I, recently started a Women's Study Group and I am amazed to the acceptance.

4. Any other information candidates should know about this church?

1. This Church has a strong, capable & well-experienced Secretary who goes above & beyond.

2. At times, there is division = a cleft. It becomes a distraction & the Church needs a Pastor who can pull everyone together when this occurs.



# COVENANT UNITED CHURCH OF CHRIST

Reference for Covenant UCC

January, 2022

Name Pammy Seefelt  
Telephone (716) 542-2452  
Email pammended@rochester.rr.com

1. Describe some areas of strength in this church's ministry:

The people are friendly and very welcoming

2. Describe some areas for improvement in this church's ministry:

Reaching out to get people to come back. Especially those who left after the pastor left.

3. Describe a significant experience you have had of this church's ministry:

Being included in the women's fellowship and bible study.

4. Any other information candidates should know about this church?

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4449 MAIN ST. - PO BOX 348 - GASPORT, NY 14067-0348



## CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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*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:*

Heavenly Father,

As always, we ask for Your will to be done. We humbly ask for your direction in this process, please guide a minister to us that will lead us closer every day to walking in Your footsteps.

Please direct our paths so that we may walk together side by side, to bring the love of Jesus to the community of Gasport through words, deeds, actions and missions.

Amen

## 6b. STATEMENT OF CONSENT

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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 a 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.*)
  - Council: Sandy Voelker, Nate Herendeen
  - Deacons: Bonnie Snaith
  - Trustees: Wayne Reis
  - Congregation at Large: James Schmitt, Maron Barraclough, Erica Seib
  - Youth: Eliana Reis
  - Alternates: Burniece Herendeen, Pamela Brauer

2. Additional comments for interpreting the profile:

To Whom It May Concern.

I have had the privilege of being the weekend supply pastor at Covenant United Church of Christ, in Gasport, New York, for the past six months. Although my contact with the congregation is limited to mostly Sundays, I have found the congregation to be warm, accepting, friendly and very welcoming. Upon our arrival, members of the congregation immediately reached out to myself and my wife, who occasionally accompanies me, to assure that we were comfortable in our new surroundings.

Although attendance at Sunday services averages around 25, including some children, attendance at their weekly gatherings for bible study and other events appears to be respectable for the size of the congregation. In addition, their apparent friendliness with one another demonstrates an atmosphere of caring and concern for the community.

Although not formally designated, Covenant is an Open and Affirming congregation, and they were very concerned upon my arrival at Covenant that I be comfortable with their congregational membership.

In conclusion, my assessment after six months is that Covenant Church is a healthy and caring community of committed Christians dedicated to their church and offers a communal and caring atmosphere available to all. It is a very nurturing environment in which to worship God.

Sincerely,  
Rev. Martin W. Hamann, Jr.

Respectfully submitted,  
Maron Barraclough  
Name / Title / Date: M. Barraclough / Search Committee Co-Chair / 5/5/2022

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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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.

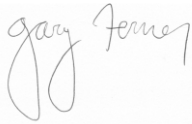
Staff Comment: **Yes**

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: Rev. Gary Ferner, Associate Conference Minister of Search and Call, UCCNY

Email: gferner@uccny.org

Phone: 315-446-3073

Date: May 16, 2022

**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*