

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE



St. Paul United Church of Christ
Wapakoneta, Ohio

Senior Minister

Heartland Conference, Northwest Ohio Association

March 28, 2023

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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

Church name: **St. Paul United Church of Christ**

Street address: **101 South Perry Street, Wapakoneta, Ohio 45895**

Website: www.stpaulucc.com

Facebook Group: **St. Paul United Church of Christ, Wapakoneta, Ohio**

You Tube: **St. Paul United Church of Christ, Wapakoneta, Ohio**

Podcast of the Sermon is available

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

- **Wapakoneta Area Ministerial Association (WAMA)**
- **Wapakoneta Area Chamber of Commerce**
- **West Ohio Food Bank**
- **Summer Lunch Program**
- **Mission Trips to Crossroad Child and Family Services**
- **Community Worship Lenten Services**
- **Take-out Tuesday Meals**
- **Loaves and Fishes Community Meals**
- **Vacation Bible School**
- **FEAST (Faith-Education-Arts-Spirituality-Together): Wednesday after-school program**
- **St. Paul Fall Festival**
- **Wapakoneta Community Servants Day: Community-wide Day of Service**
- **Evergreen Cemetery Clean-up**
- **Children's Hometown Holiday Lunch: Community-wide Weekend Holiday Festival**
- **Holiday Parades and Events, including the annual Summer Moon Festival**
- **Open Church Communion**
- **God's Storehouse - community resource for food, clothing, and personal items**
- **Backpack Distribution of school supplies**

- **Humane Society Christmas Project**
- **Heifer Project**
- **Covenant with El Salvador Lutheran Mission - Universidad Luterana Salvador**
- **Back Bay Mission, Biloxi, MS - workgroups as well as monetary support**

Conference: **Heartland**

Association: **Northwest Ohio**

UCC Conference or Association Staff Contact Person:

Rev. Daniel L. Busch, Association Minister

419-447-8323, 419-934-5386

dlbusch@nwoa.org

Summary Ministry Description:

Our church is striving to continue time-honored traditions as well as grow in faith, community service, missions, and be welcoming and kind to all. We offer worship settings in-person, through livestream, on social media and recorded for our homebound and the larger community. Our new pastor will be a valued partner in helping us expand in all facets of ministry.





What we value about living in our area:

Wapakoneta is nestled amidst the rich farmland of Northwest Ohio and boasts a pleasant mixture of rural and small urban settings. We are the county seat of Auglaize County and the beautiful Auglaize River meanders adjacent to our historical downtown business district. There are numerous parks throughout the community including athletic fields for various sports, a waterpark, a large riverwalk, and a park with a gazebo where summer concerts and festivals are held. Additionally, we are located within easy driving distance of three major metropolitan cities - Columbus, Toledo, and Dayton. From corporate boardrooms to bountiful cornfields, Wapakoneta is a little of each. Being the hometown of Neil Armstrong, the First Man on the Moon, its 10,000 residents truly appreciate the importance of travel and transportation, and getting there expediently. Much of the community's success has been attributed to the dedicated and uncompromising work ethic in the area - many residents trace their roots to predominantly German ancestry. Wapakoneta is proud of its vibrant small town charm, low crime rates, friendly camaraderie, and outstanding educational as well as recreational facilities.

Current size of membership: **429**

Position Title: **Senior Minister**

Position Duration: **Settled**

Compensation Level: **Full Time**

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

1b. SCOPE OF WORK

- **Preparation and leadership of Sunday worship.**
- **Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them.**
- **Oversight, supervision, and evaluation of church staff.**
- **Leadership development by working with people in the church to create ministry and programs.**
- **Community engagement and leading the way for the church to be an ambassador of God's love.**
- **Strategic planning for current and new directions in ministry.**
- **Counseling, listening and referral for appropriate services.**
- **Energizing and deepening spiritual connections and faith understandings of others.**

Core Competencies:

- **Compassionate and able to effectively lead and administrate.**
- **Vision for the future and techniques to achieve the vision.**
- **Intellectually challenging and spiritually grounded.**
- **Using technology to reach out.**

1c. COMPENSATION AND SUPPORT

Salary Basis:

- **Compensation Guidelines from the Heartland Conference (Negotiable)**

Salary plus Benefits:

- **Base Salary**
- **Housing Allowance**
- **Social Security offset**
- **Paid Vacation**
- **Medical, Dental, Life & Disability Insurance**
- **Health/Dependent Care Flexible Spending Account (FSA)**
- **Pension Plan**
- **Professional Expenses**
- **Mileage Reimbursement**
- **Continuing Education**

What is the expected living situation for your next minister?

- **No parsonage - Settled Minister has the opportunity to build equity in housing in the local community or within easy commuting distance (typically within 30 minutes).**

State any incentives:

- **Sabbatical leave for the purpose of spiritual and/or intellectual enrichment based on Heartland Conference guidelines.**

Peer and Professional Supports:

- **The offices of the regional association and conference are available to provide support to the pastoral staff and congregation as needed.**
- **Northwest Association Offices. (located in Tiffin, Ohio)**
- **Heartland Conference Offices are available. (located in the Columbus, Ohio area)**
- **The Pastoral Relations/Support Committee has been a part of our congregation's structure for many years. This three person confidential committee is a "minister to the minister", a "sounding board", and an advocate for the Pastor to the Church Council as needed.**

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

Ministry goals:

Several years ago our congregation identified three ministerial goals:

- **Praising God through Music and the Arts - both Chancel Choir and Bell Choirs have resumed their regular roles praising God during our Sunday services post-pandemic. The Bell Choir performed with the Lima Symphony Orchestra in 2015 and 2017.**
- **Making Disciples - during the pandemic our church invested significantly in technology equipment enabling us to livestream Sunday services as well as recording for later viewing on YouTube. This allowed us to reach out to our homebound as well as the wider community. Still, we feel our spiritual growth continues to need nurturing - adult Bible study, etc.**
- **Feeding God's Children - the pandemic enabled us to significantly increase our food program mission to the community as described in our one-page profile.**

Our next Pastor will dovetail their skill set with these goals and our congregation will be open to new ideas for spiritual enrichment and growth.

Ministry beyond our walls:

- **The Pastor would continue to encourage and support our mission of providing meals to the community and mission trips each year. We would encourage new and creative ideas to include and welcome community members.**
- **As a member of the Wapakoneta Area Ministerial Association (WAMA), the Pastor will gain information for our church to extend our outreach to the 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.

- **English**

Marks of Faithful & Effective Ministry:

- Exhibiting a spiritual foundation and ongoing spiritual practice.
- Building transformational leadership skills.
- Caring for all creation.
- 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?

“No matter who you are or where you are on life’s journey, you are WELCOME here!”
St. Paul strives to be a church that displays the love of Christ, connecting people from all walks of life through our services, discipleship, outreach and spiritual growth.

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

St. Paul UCC Fall Festival is a community-wide FREE event that happens in September. We started this event in September 2021 and did it again in 2022. This runs on a Saturday from around 2 to 5 pm. Church volunteers run the Fall Festival. We have inflatable activities, crafts, an escape room, and free food. We even had a raffle for the children where they could win a small prize. In 2021 we saw around 250+ people attend. Then in 2022, we doubled our numbers to around 500 people attending. This program was developed to replace rally day because the number of rally day participants began to dwindle over the years. This is one of the ways we show our ministry to the community around us. The goal of our Fall Festival is to extend an extravagant welcome to the families of our community.

Take-Out Tuesdays is a program that started during the pandemic for providing carry-out meals for community families in need, averaging 160 meals served per week.

Summer Lunch is a state-funded program run by St. Paul UCC to provide free lunch for children throughout the summer. Our church funds free lunches for adults, and we

provide take-home food for weekends as well. Approximately 11,000 meals were served in 2022.

West Ohio Food Bank Distribution is a monthly program. The food bank provides the food distributed by volunteers from St Paul UCC. On average, there are 155 families served per month.

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.

God is still speaking, and we strive to listen as God is essential to our spiritual growth. The purpose of the church is to spread God’s Word and continue the ministries of Jesus.

Several strengths or positive qualities of our congregation.

- **Welcoming atmosphere**
- **Long standing traditions**
- **Embracing changing times**
- **Diverse music program**
- **Mission focused**
- **Financial stability**

Worship when our congregation gathers:

Worship takes place in our sanctuary and is also livestreamed on YouTube as well as recorded for viewing at a later time. It is based on the UCC Lectionary and incorporates a children's message. God is praised through music by our bell and chancel choirs as well as exceptional organ and piano musicians.

We have had numerous baptisms in the past few months. The minister includes the parents, sponsors/god-parents, congregation, and others as requested. The family receives a white rose, baptism certificate, and a white afghan made by a church member. The hymn, "I Was There to Hear Your Boring Cry", is played/sung as the minister/parents walk throughout the congregation with the newly baptized child.

What are some words used to describe good preaching?

Inspirational preaching is scripture based, meaningful, and thought-provoking to apply Christian principles to our daily living habits and actions.

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

Pre-pandemic, we had many activities for our youth to join. We had Sunday school, FEAST (a Wednesday after-school program which means *Faith Education Arts Spirituality Together*), and Youth groups for them to join. Some of our youth played chimes in services on Sunday. We had a children's choir that would perform periodically. We have youth who play in our bell choir and sing in our chancel choir on Sunday. We have youth actively involved with staffing Vacation Bible School that was held with First English Lutheran Church. We still have youth that attend Vacation Bible School, but not as many pre-pandemic. Youth assist with faith education as well as our Wednesday FEAST program. We have two different youth groups that met after dinner at FEAST. The youth groups were split into different groups middle school and high school. The middle school was 5-7 grade, and the high school was 8-12 grade. High school students also used to go to The Gardens (an Assisted Living Facility) every other month to play cards with seniors that lived there. The middle school youth would go to the Auglaize Acres (a Skilled Nursing Facility) at Christmas and Easter time to give little gifts to the seniors living there. Both groups helped at Children's Hometown Holiday, an annual community event attended by approximately 3000 people, by serving food to the public.

In the present day, we still have FEAST going on every Wednesday. We have modified it compared to other years. We had our FEAST children help make the disaster buckets for the association. Then our confirmands delivered them to the Northwest Association office. During the summer, we have youth who help/work at our Summer Lunch program. This

past year, some youth went on a mission trip to Back Bay Mission in Biloxi, MS with our adult volunteers. We hope to resume all of these activities back to full participation soon. We currently have weekly “watch groups” for the video series The Chosen as well as livestream participants. Our Interim Pastor has led a bible study on “Hospitality”. We offered a Prayer Labyrinth during the lenten and Easter season for our congregation and the wider community.

Our vision is to partner with our new Pastor to lead us in spiritual growth for youth and adults alike.

Describe how your congregation is organized for ministry and mission.

- **Information is communicated to the congregation by a monthly newsletter, The Link. Also, announcements before church services, congregational meetings, or any way deemed best for the type of information communicated.**
- **New programs and missions are introduced by members of the congregation or from the staff. They are directed to the Church Council where they are discussed and action taken. The Mission and Faith Formation Committees are led by lay leaders.**
- **The Church Council is composed of Elders, Deacons, Trustees and Executive Officers and meets monthly where decision-making takes place.**
- **Teams and committees are organized by need, volunteering, and/or special requests.**
- **The Constitution, Annual report, and Financial reports will be provided to candidates upon request.**

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

The Church Council meets the second Monday of every month. The Mission and Faith Formation committees meet monthly. There are other committees that meet regularly as well as on an as needed basis. (ie, Music, Publicity, Transition, Policies and Procedures, Facilities, etc.), totaling approximately 20 hours per month.

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

Our governor, Mike DeWine, declared a lockdown during the Covid Pandemic. Our Church Council followed the recommendations of The Northwest Conference and two family doctors that are members of our church. Our pastor, Vice President of the Church Council, and three other Church Council members were on the Covid Committee. In-person worship was suspended. Our church members were notified through letters and

our church website. A new system was purchased and implemented to livestream services to our members as well as all who were seeking spiritual services. Upon re-opening, many safety precautions were taken. Those included sanitation stations, masks, attendance sheets, in case we needed to trace Covid exposure, distance seating, etc. We believed in worshipping safely while meeting in-person.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?

Yes, our church Constitution and Annual Report(s).

3b. 11-YEAR REPORT

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



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

Church#: 525680 Schedule: 0 St. Paul UCC Wapakoneta OH 45895
 Assoc: 568

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	OTHER GIFTS	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	PLEDGES AND OFFERINGS
2011	606	204	115	7	4	2	2	11	0	2	\$328,332
2012	606	200	91	9	1	3	3	13	0	0	\$321,704
2013	588	194	107	5	1	0	0	14	10	-18	\$270,122
2014	586	183	107	7	11	0	8	20	0	-2	\$298,900
2015	585	192	130	4	0	0	0	13	0	-1	\$248,778
2016	579	160	177	8	0	6	20	17	0	-6	\$245,158
2017	579	142	129	3	1	2	6	6	0	0	\$245,550
2018	571	135	119	4	0	5	5	8	0	3	\$264,562
2019	574	127	136	11	0	0	0	14	4	-18	\$223,532
2020	556	61	125	0	0	0	0	14	4	0	
2021	556	56	77	5	1	5	5	11	0	0	
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		
2011	\$304,420	\$0	\$2,334	\$2,334	\$11,240	\$13,574	0.00	\$317,994	\$328,332		
2012	\$352,566	\$0	\$2,200	\$2,200	\$33,010	\$35,210	0.00	\$387,776	\$321,704		
2013	\$241,196	\$0	\$13,704	\$13,704	\$29,030	\$42,734	0.00	\$283,930	\$270,122		
2014	\$241,196	\$0	\$2,921	\$2,921	\$0	\$2,921	0.00	\$244,117	\$298,900		
2015	\$256,304	\$0	\$34,429	\$34,429	\$9,284	\$43,713	0.00	\$300,017	\$248,778		
2016	\$314,115	\$6,643	\$0	\$36,553	\$35,940	\$72,093	0.00	\$392,851	\$235,723		
2017	\$295,380	\$5,063	\$9,344	\$13,251	\$22,595	\$33,293	3.16	\$328,673	\$254,783		
2018	\$309,524	\$3,526	\$11,015	\$7,539	\$18,554	\$54,728	3.56	\$364,252	\$245,158		
2019	\$288,763	\$8,408	\$7,808	\$6,718	\$14,526	\$33,432	2.70	\$322,195	\$240,550		
2020	\$283,110	\$144,272	\$10,392	\$5,797	\$16,189	\$24,944	3.67	\$324,243	\$264,562		
2021	\$358,541	\$48,484	\$9,017	\$11,636	\$20,653	\$57,357	2.51	\$436,551	\$223,532		
% CHANGE MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	TOTAL EXPENDITURE						
2016-2021	-3.97	-65.00	-56.50	-21.43	-45.00	11.12					
2011-2021	-8.25	-72.55	-33.04	-15.38	0.00	37.28					

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	384	
Number of active non-members:	45	Children
Total of church participants (sum of the numbers above):	429	

Percentage of total participants who have been in the church:

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

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>
29	20	22	63	75	72	57	30	61	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	8%	yes
Households with minors:	30%	yes
Single adults age 35-65:	5%	yes
Joint households with no minors:	51%	yes
Single adults over 65:	6%	yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	80%	Yes
College:	15%	Yes
Graduate School:	5%	Yes
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:	35%	Yes
Adults who are retired:	36%	Yes
Adults who are not fully employed:	29%	Yes

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

The congregation has a broad mix of occupations including business, agriculture, trades, education, sales, and other professional endeavors.

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?

Historically our congregation has German immigrant roots and in that sense we remain primarily mono-cultural as is our community. However as stated previously, “No matter who you are... or where you are on life’s journey... You are welcome here!”

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 have always considered ourselves an open and welcoming church. The Pastor of St. Paul UCC is authorized to officiate at marriage ceremonies at the discretion of the pastor,

and according to the laws of the State of Ohio. The pastor will seek to determine, in consultation with the couple, their commitment to the vows they will exchange and may then agree or decline to perform the ceremony.

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	12	Pastor, Transition Team, Faith Formation Committee
Baptisms <i>(number last year)</i>	4	Pastor
Children’s Groups or Classes	20	Lay Ministry Coordinator, various lay leaders
Christmas Eve and Easter Worship	Easter 119 +19 Christmas Eve 109 (snow, online only)	19 Concurrent Live Online (survey resulted in 1 device = 2.5 persons)
Church-wide Meals	Average 50-75	Numerous fellowship meals
Choirs and Music Groups	Choir 24 Bells 16	Organist / Pianist duo most Sundays Director of Music
Church-based Bible Study	10	4 Week study of Biblical Hospitality Discussion group for “The Chosen”
Communion <i>(served how often?)</i>	12	First Sunday of Month or Appropriate Liturgical Year Service , i.e. Ash Wednesday, Pentecost
Community Meals	150-200	Every Week (Take Out Tuesday)

		and Loaves and Fishes Dinners (1-2 x's each month)
Confirmation (<i>number confirmed last year</i>)	3	Pastor, Faith Formation Committee, Council
Drama or Dance Program		
Funerals (<i>number last year</i>)	13	Pastor, Intern
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups	14	Prayer Chain Members and referrals
Public Advocacy Work		
Retreats	3	Pastor, Council for whole church, and 2 retreats for FEAST kids
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	2	Pastor, Wedding Coordinator, AV Staff, Music Staff
Worship (time slot: 10:15)	60 plus 20(50)	In Person plus Concurrent Online (2.5 members per online, known via attendance sign in)
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

Additional comments:

We have a robust “Called to Care” program coordinated by a lay leader that results in our homebound members being contacted at least once a month through visits, phone calls, and cards from volunteers in our congregation. Records of contacts are maintained and shared with the Pastor. Over 600 contacts were made in 2022. Any ministerial needs identified are referred to the Pastor immediately.

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)
Gale Gephart				Y
Mark Bishop			Interim	Y

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
Financial Secretary		Full time	Pastor	8 years
Interim Pastor		Full time	Pastor	6 months
Program Coordinator		Full time	Pastor	8 years
Secretary		Part time	Pastor	New
Custodian		Part time	Pastor	1 year
Council Secretary		Part time	Pastor	12 years
Music Director and Bell Choir		Part time	Pastor	10 years
Pianist		Part time	Pastor	15 years
Choir Director and Organist		Part time	Pastor	21 years

REFLECTION

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

St. Paul’s is a vibrant part of the Wapakoneta community providing a spiritual home for our members and significant outreach programs to the community. We open our doors to a range of groups to serve the needs of their members.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$224,741.98
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$110,816.02
Endowment Draw <i>(beyond what is permitted by spending policy, “drawing down the principal”)</i>	\$0
Fundraising Events	\$1,770.00
Gifts Designated for a Specific Purpose	\$
Grants (Summer Lunch State Program and Employee Retention Credit)	\$ 86,364.50
Rentals of Church Building	\$ NA
Rentals of Church Parsonage	\$ NA
Support from Related Organizations <i>(e.g. Women’s Group)</i>	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$423,692.50

Current annual expenses (dollars budgeted for most recent fiscal year): **\$ 461,318**

Attach the 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.

2023 Consolidated Budgets Summary PDF

Supported by Pledges	Supported by Endowment Funds						All Funds
ESTIMATED REVENUES	General Fund	Faith Form	Living Endow	Mission Commit	Music	Building	
General Operating Fund							
Amount Pledged	\$145,802						\$145,802
Contributions NEEDED over Pledges	\$187,263						\$187,263
Income from Piel Investment	\$47,075						\$47,075
Faith Formation		\$16,739					\$17,056
Living Endowment			\$29,462				\$29,462
Mission Committee				\$18,831			
Music							
Bell Choir					\$3,817		\$3,817
Chancel Choir					\$2,180		\$2,180
Organ/Piano					\$2,175		\$2,055
Building							
Total Estimated Income	\$380,140	\$16,739	\$29,462	\$18,831	\$8,172	\$0	\$434,710
Current Balance Carry Over	\$33,018	\$11,109		\$1,967	\$21,281	\$439	
Total Available	\$413,158	\$27,848	\$29,462	\$20,798	\$29,453	\$439	
ESTIMATED EXPENSES							
General Operating Fund							
Ministry	\$9,250						\$9,250
Music - Tuning	\$1,000						\$1,000
Administrative Services	\$12,350						\$12,350
Office Equipment and Supplies	\$21,850						\$21,850
Personnel							
Senior Pastor	\$56,436						\$56,436
Interim Pastor	\$22,962						\$22,962
Wages	\$158,642						\$158,642
Payroll Expense	\$15,980						\$15,980
Miscellaneous Personnel	\$9,750						\$9,750
Building and Grounds							
Utilities	\$34,350						\$34,350
Maintenance and Supplies	\$16,250						\$16,250
Insurance	\$20,620						\$20,620
Miscellaneous	\$700						\$700
Faith Formation		\$28,750					\$28,750
Living Endowment			\$7,000				\$7,000
Mission Committee				\$18,831			\$18,831
Music							
Bell Chior					\$3,817		\$3,817
Chancel Choir					\$2,100		\$600
Organ/Piano					\$2,175		\$2,180
Building Fund						\$20,000	\$20,000
Total Estimated Expenses	\$380,140	\$28,750	\$7,000	\$18,831	\$8,092	\$20,000	\$461,318

2023 General Fund Excel Spreadsheet attached.

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

The Senior Pastor’s salary and benefits represent 17% of the entire operating and mission budgets.

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

No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (*indicate those included during the most recent fiscal year*)

Y Our Church’s Wider Mission (OCWM – Basic Support)

Y One Great Hour of Sharing

N Strengthen the Church

Y Neighbors in Need

Y Christmas Fund

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

The Church Council determines the amount (6%). Also, designated offering envelopes are provided to the congregation.

What is the church’s current indebtedness? **None**

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.

Nothing currently underway at this time.

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:

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?

Our church has been blessed over the years with various bequests that have resulted in several restricted endowments.

What is the market value of the assets? **As of 12/31/22: \$2,676,880**

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

Each endowment has specific withdrawal parameters - interest only, or generally not to exceed 4 to 5% of the 12/31 balance or the rolling average of the previous 12 quarters value. Each endowment has an annual budget based on these parameters and approved by the Church Council. The annual budgeted amount is then available as requests or needs are identified.

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

The same

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

The Piehl Endowment allows a 4% draw equal to the previous year's balance, so the amount drawn each year varies. In 2021 the fund generated \$58,746.45 which was used in 2022. 2022 was a year of large losses in all endowment funds, so \$47,075.06 will be available to support the General Fund operating budget in 2023. Five years ago, in 2017 the draw was \$44,663.25, and 10 years ago, 4% of the fund was \$46,468.16. As you can see the fund is relatively stable over time, as the guidelines intend.

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

The endowments are structured to last in perpetuity.

Please comment on the above calculations or estimates: **As explained above.**

Other Assets

Van - 2020 Dodge Grand Caravan, \$28,598.00 purchase price. This is a 7 passenger vehicle.

Reserves: **Financial Statements, available on request.**

Investments (other than endowment): **N/A**

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

Describe all buildings owned by the church:

Church Sanctuary (285 seating), Educational wing (meeting rooms/classrooms, restrooms), Timmermeister Hall (multi-purpose hall for large gatherings that can be sectioned), as well as offices, restrooms, and commercial kitchen. We have wireless internet access throughout the building.

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.*)

Church Sanctuary, Timmermeister Hall, Offices, First floor of Educational wing, Kitchen, and Restrooms.

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

St. Paul UCC is financially stable and has been the beneficiary of several estate bequests over the years, some of which are designated for specific purposes (missions, music, scholarships, etc.). As stated previously, each endowment has an annual budget separate from the General Fund. The General Fund budget is determined by the Church Council and approved by the congregation at our annual meeting at the beginning of each year. Mission and ministry programs are the focus of these processes and enable us to continue present programs within the church as well as mission outreach.

Most recently, as a result of the pandemic, our Food Ministry was expanded and had a significant impact on the underserved members of our community as described in Sections 2 and 3f. Also, as described in Sections 1b. and 3a., we made a significant investment in technology to provide online church services.

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.

Located in the heart of our community and founded in 1850, St. Paul has a rich history from the German Evangelical & Reformed beginnings to the present. Many community leaders over the years have called St. Paul UCC their spiritual home and have had a positive impact on the growth of Wapakoneta. When Neil Armstrong, a son of our church, first stepped on the moon, a 24 hour prayer vigil was held at St. Paul from “liftoff” to “splash down”. The recent celebration of the 50th anniversary of that historical event reminded the community of that vigil.

In the last 10-15 years our congregation has become more active in mission outreach. In addition to ongoing monetary support, members have traveled and worked at Back Bay Mission in Biloxi, Mississippi, Crossroad Child & Family Services in Ft. Wayne, Indiana, as well as traveling to and partnering with the Lutheran Church mission in El Salvador. These outreach experiences have not only enriched members of our congregation, they have provided the inspiration and springboard to further develop our local food outreach program. Expansion of this program during the pandemic was recognized by the Wapakoneta Area Chamber of Commerce, awarding St. Paul UCC as the Non-profit Organization of the Year for 2022. Active mission outreach is a cornerstone for building new membership.

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

Our church has invested time, talents, and money into our online streaming technology. Due to the pandemic, there was a great need to reach out to our community with worship services. In addition to having online church services, our previous minister provided daily online devotions throughout those difficult times.

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.

When there are times of disagreement or conflict, the matter is referred to the pastoral staff and/or church council, depending on the issue. If the issue rises to the level of church council, the issue is researched, discussed and a resolution plan developed. Along the way, the congregation is informed and made aware of progress and ultimately the actions taken.

We try to respect and listen to each other and work things through without generating divisiveness.

Most recently our conflict was the issue of closing the church during the pandemic. We sought medical guidance from two of our church members who are family physicians. We did lose a few members because of suspending in-person services.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
John Manzo, Senior Pastor	1991-2002	Yes
Elaine Mikesell, Minister of Visitation	1998-2008	Deceased
Alex Gondola , Senior Pastor	2004-2011	Yes
Jeff Davis, Senior Pastor	2012-2013	No
Michelle Dyer	2013-2014	Yes
Janice Burns-Watson, Associate Pastor	2015-2018	No
Becky Sunday, Associate & Senior Pastor	2010-2022	Yes
Anthony Brookhart, Pastoral Intern	2021-present	Yes
Mark Bishop, Interim Pastor	2022-present	Yes

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

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

Yes

Has your church been involved in a Situational Support Consultation?

Yes

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

Yes

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?

- **Our Food Ministry**
- **Mission trips to El Salvador.**
- **Mission trips to Back Bay, Biloxi, MS**
- **Mission trips to Crossroad, Ft Wayne, IN**
- **Ukraine financial support**

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

- **Holy Week Services - 3 churches, First English Lutheran, St. Mark’s ELCA, Wapakoneta St. Paul UCC**
- **Wapakoneta Area Ministerial Association**
- **Community Lenten Services**
- **Coalition for the Homeless**
- **Northwest Ohio Association Meeting UCC held at St. Paul - April 29, 2023**

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 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?

While our congregation has not identified with the above initiatives, we believe our focus on faith formation, community service, and mission outreach speaks to many of these issues.

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

- **Joint services with First English Lutheran Church and St Mark's Lutheran Church in our community. Historically, these congregations were one. As religious differences occurred in the 1800's, the three denominations evolved. In recent years, we have shared services during Holy Week as well as Vacation Bible School.**
- **During Holy Week, members of the Wapakoneta Area Ministerial Association (WAMA), provide noontime Lenten Services for the community held at St. Joseph Catholic Church with a luncheon afterwards. These services and luncheons are staffed using a rotational process providing opportunity for all members to partner.**

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.

Our Mission Statement:

“As a congregation of God's people, we welcome and encourage all to join in fellowship, joyful and inspirational worship and faithful stewardship. United in Christ we support and nurture one another in personal development and spiritual growth. We strive to reflect Christ's Love and to spread God's Word throughout our community and the world.”

Reflecting on our Mission Statement, our congregation continues to faithfully encourage and commit to those goals. As listed, throughout our profile, we are active in serving God, one another, and our community.

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?

High priority of quality and creative worship. The pastor leads the Worship Committee. We ask the pastor to attend committee meetings with the work carried out by members of the committee.

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 demographic mix of Wapakoneta and the surrounding community follows the trends of the state of Ohio. We anticipate that our outreach programs will continue to have a positive impact on the local area. Detailed information is available upon request.

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?

The congregation is primarily mono-cultural, as are those of other churches in our community. There is more diversity approximately 20 miles from us.

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

Our online ministry is reaching those who do not attend in-person services. Our services reach farther than our immediate community. We hope to reach a sector not participating in our traditional programs.

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

St. Paul received the 2022 Non-Profit of the Year Award from the Wapakoneta Area Chamber of Commerce. We are actively serving food through our Summer Lunch Program, Take-out Tuesdays, God's Storehouse, Loaves and Fishes, and West Ohio Food Bank. We also have a pantry for those in need of food and personal hygiene items.

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

- **Feeling welcomed and invited to participate in the life of the church.**
- **Returning to their "home church".**

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

Josh Little, CEO Wapakoneta YMCA
419-739-9622/jlittle@wapakymca.org



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

March 7, 2023

St. Paul United Church of Christ
101 Perry St.
Wapakoneta, Ohio 45895

To Whom It May Concern:

It is my honor to provide a reference for St. Paul United Church of Christ in Wapakoneta, Ohio.

The Wapakoneta Family YMCA and St. Paul UCC have been strong partners over the last several years. We have collaborated in offering programs to community members using ordained and lay members of the church at the YMCA furthering the Y's Christian mission. The Senior Pastor served on our Board of Trustees and was an active member of our Christian Emphasis Committee.

Beyond the Wapakoneta Family YMCA, the church has been a great partner in our community by serving meals and providing food to families in our community. They have also provided summer meals to out-of-school children (and YMCA day camp participants). The church is also very active in the Wapakoneta Area Ministerial Association.

Outside of their meal program, I am unaware of other programs and initiatives that the Church does in our community. I am sure they do more for our community, and I believe it would be an opportunity to promote other initiatives being conducted in the future.

I truly believe that St. Paul UCC is a strong ally of our community and is integral in the success of the Wapakoneta community. I look forward to working with the new Pastoral leadership team and the greater church community.

Sincerely,

Joshua Little
CEO
Wapakoneta Family YMCA
jlittle@wapakymca.org
419-739-9622

WAPAKONETA FAMILY YMCA
1100 Defiance Street, Wapakoneta, Ohio 45895
P 419 739 9622 F 419 739 9623 www.wapakymca.org

REFERENCE2

Pastor Steve Nelson, retired First English Lutheran Pastor in Wapakoneta, OH

I served First English Lutheran Church across the street from St. Paul UCC for 18 years. I have been retired for the past 10 years and I still live in Wapakoneta.

Mobile: 419-236-9233

Email: nelson4@bright.net

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

St. Paul has had some very solid pastors in the past 25 years who have provided helpful leadership to the congregation. They worked well with active lay leaders to provide youth ministry and outreach into the community with the assistance of food. Their pastors have always been involved in the community and with other pastors.

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

Covid-19 has had its impact on every church including St. Paul. Their last pastor left just as it was ending and she was well liked. She and her husband moved to the Columbus area to be closer to family. St. Paul is in transition from both the impact of Covid as well as losing their long-time pastor and this is hard.

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

During most of my 18 years as a Lutheran pastor across the street from St. Paul, we shared a joint vacation bible school. I had the privilege to share the bible story time with the Associate pastor at St. Paul and I very much enjoyed this shared ministry. Pastor Elaine and I became good friends. I have worshiped at St. Paul many times, attended funerals there and even shared in a couple. I have also had the opportunity to work with the Scout troop which St. Paul sponsored.

4. Anything else you wish to share.

Because I have been inactive as a pastor in Wapakoneta, I am not so current with St. Paul since their Pastor left. However I can help you to talk with pastors who have recently been doing ministry along side of St. Paul. As a friend of St. Paul I care about their future.

REFERENCE 3

Jackie Martell, Executive Director of the Wapakoneta Area Chamber of Commerce

Phone: 419-738-2911

E-Mail: director@wapakoneta.com



March 21, 2023

Dear Pastor Candidates,

Prospective candidates for the pastor of St. Paul United Church of Christ can rest assured that they will be leading a congregation that is dedicated to serving their community and creating positive change. With a focus on empathy, compassion, and love for their community, St. Paul United Church of Christ is a shining example of what a church community should be. In fact, St. Paul UCC was recognized as our 2022 Non-profit of the Year for their long-standing dedication to improving the quality of life in Wapakoneta.

One of the areas where St. Paul UCC shines is in their commitment to serving those in need. The members of the church put time, effort, and resources into supporting the community by providing food to those who need it most. They coordinate several highly impactful free food distribution and meal programs achieved by an extraordinary number of dedicated people who continue to show up to serve those in need and support our community.

Most evident is that St. Paul UCC has a vibrant community spirit. They create events open to everyone in an effort to enhance connections and inclusion. They create inventive new events like a very popular shrimp boil and fall festival and continually look for new ways to serve the community to welcome and support all people and live their motto "no matter who you are, or where you are on life's journey, you are welcome here."

St Paul UCC faces the same common challenges that all churches face today, including financial strains, leadership and staffing issues, adapting to technological change and adapting to people's changing spiritual needs. In all of these areas, the congregation shows strong commitment and makes great strides to adapt and provide relevant spiritual guidance and support to their members and the community.

St. Paul United Church of Christ is an excellent church that would make an exceptional church home for any pastor who shares their passion for service and community. I highly recommend this church to any prospective candidates for pastor of their congregation.

Sincerely,

Jackie Martell

Executive Director, Wapakoneta Area Chamber of Commerce

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:

Holy God, we are thankful for the opportunity to covenant with a Pastor that will provide spiritual guidance, leadership, and vision for our congregation. As we embark on the search process, we ask for your blessing on our congregation and those candidates who are led to consider serving You at St. Paul UCC Wapakoneta.

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 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.)*

Search Committee Members

Financial Secretary

Interim Minister

Publicity Committee Member

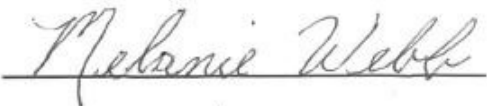
Transition Team Member

2. Additional comments for interpreting the profile:

We eagerly anticipate Christian fellowship with the Senior Minister who shall help us in our continuing journey to serve God. As we completed our church profile, we confirmed our understanding of traditions, changes that have been made, as well as continual changes needed to meet the needs of our congregation and community.

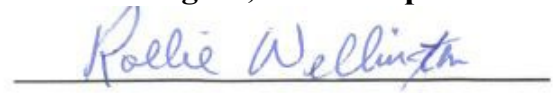
Our community is located within driving distance to bigger cities. Within our town, of Wapakoneta, you will find activities and cultural amenities in a smaller setting. You will be welcomed, supported, included and treated with kindness. No matter what “stage of life” you are in, Wapak is a great place to live!

Signed: **Melanie Webb, Co-Chairperson**



Date: 3/29/23

Signed: **Rollie Wellington, Co-Chairperson**



March 29, 2023

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

St. Paul Church is one of NWOA's strongest churches in worship, activities, music, programs, missions and ministries to the local community as well to the world community of faith. The members of the church provide strong participation and lay leadership. Members and pastors have a healthy relationship with each other. Pastors and members are very supportive of each other's ideas and perspectives. Members of the church have been and are part of Association leadership teams and committees. St. Paul Church currently is in good standing with NWOA. I highly recommend this church for consideration for the Senior Pastor position of the church.


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

The information is complete and provides an accurate picture of who they are as a community of faith.

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

The financial reporting is a transparent and full disclosure of the church's financial picture.

My signature below attests to the above three items.

Signature: 
Name / Title: Rev. Daniel L. Busch, Association Minister
Email: dlbusch@nwoa.org
Phone: office: 419-447-8323; cell: 419-934-5386
Date: March 28, 2023

**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