

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

**UNITED CHURCH
OF CHRIST**



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

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

LOCAL CHURCH PROFILE

Grace United Church of Christ
Uniontown, Ohio

Pastor

[Heartland Conference
Living Water Association]

[Validation Date]

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

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

INSTRUCTIONS

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

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

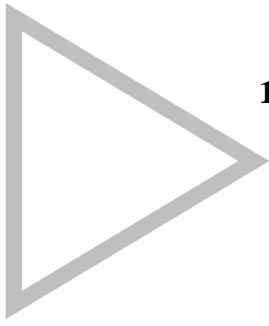
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known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

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-telling and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: Grace United Church of Christ

Street address: 13275 Cleveland Ave NW, Uniontown, Ohio 44685

Supplemental web links: www.graceutown.com

Conference: Heartland Conference

Association: Living Water Association

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

Nayiri Karjian, Association General Minister – nayiri.agm@livingwaterone.org, 330-940-2220

Summary Ministry Description:

Grace church is in the midst of change following the COVID pandemic that has shaken us and made us question our place in God's community. We have been challenged to hold on to those foundational and traditional parts of our faith that are important, while seeking a new vision of what it means to be the church of Jesus Christ in today's world. As we look toward our future, we are working to be more open and hospitable to all people. We are looking for new ways to serve and have an impact on our community and care for God's creation. We need a minister who will build compassionate relationships with members of the parish and the community. We are seeking a person who will energize the congregation and draw energy from those members, a minister who will challenge us to consider God's word and intent and be challenged to always seek God's will. Most importantly, we need a minister who will lead us as a community of believers to share the love of our God in the world around us.

Photographs:



What we value about living in our area:

Our church is situated in a suburban area and located very close to several urban areas including Akron, Canton, and Cleveland. We are blessed with a variety of cultural amenities including museums, zoos, theaters, music venues, two Halls of Fame, and multiple local parks and a national park. Our community includes very good school districts and many public and private universities. Our cost of living is very low compared to other parts of the country and housing is varied and available.

Current size of membership: **190**

Position Title: **Pastor**

Position Duration

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? **Package is based on Conference guidelines and is negotiable.**

1b. SCOPE OF WORK

- pastoral care through the building of relationships in collaboration with lay people
- preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding lay liturgists, planning of music in coordination with musical staff, preaching, offering of prayers, etc.
- leadership development by working with people in the church to create ministry and programs including youth programs and educational programs for all ages.
- faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities / helping lay persons take advantage of them
- community engagement and leading the way for the church to be an ambassador of God's love
- weddings and funerals for participants in the worshiping community
- strategic planning for current and new directions in ministry
- attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- participate in wider church activities such as conference and association meetings
- administration responsibilities (unless delegated) such as email, website, church supplies
- faithful financial development and stewardship
- responsibility for supervision of staff
- availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations
- counseling, listening and referral
- study and prayer to increase faith and to improve skills in order to lead, teach, preach better
- energizing and deepening spiritual connections and faith understandings of others in all they do

Core Competencies:

We are looking for a pastor who can build relationships with people of all ages, is compassionate, is open to everyone in our community and is a good worship leader who can inspire us to grow in faith and move forward.

1c. COMPENSATION AND SUPPORT

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

Benefits (*choose one*):

Salary plus 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*)? **Housing allowance**

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

We prefer a minister who will be a resident of our community.

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

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

The Living Water Association offers Communities of Practice which brings together a group of pastors for regular discussions and sharing as well as opportunities for professional development, spiritual nurture and service. In addition, you may develop informal relationships with other UCC churches in our area.

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

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

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

The age of our members is a concern for the future health of our parish and thus we need to address this issue. We want to move forward as a Creation Justice Church and to reach out and support those with disabilities and mental health issues. We have discussed Grace becoming an Open and Affirming Church and have a study group working on this initiative.

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

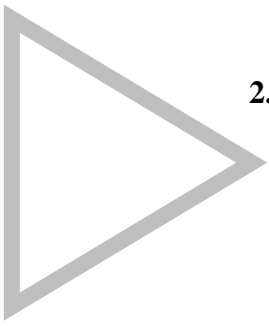
We are looking for a minister who can motivate and energize us as we take the next steps in becoming a more compassionate and welcoming congregation.

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

Our congregation appreciates language that is culturally sensitive and relevant to our day.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

- **Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives. This is central to our vision for the future of this church**
- **Strategically creating the future of God's Church. We need someone who is looking forward and working to sustain God's church and specifically our church as a vibrant and growing part of our community.**
- **Nurturing care and compassion for God's creation. The next minister needs to truly care about all part of God's creation - people, community, and the world that God is creating.**
- **Building relationships of mutual trust and interdependence. This is central to who we are and want to be, relationships with each other and the knowledge that we can depend on each other is very important. The minister must always be working to build and sustain these kinds of relationships.**



2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

God is calling us to become a congregation that is compassionate and open to everyone, caring about all humankind and about God’s creation. God is calling us to be a congregation that shows hospitality in everything we do and who is showing our community that we care about everyone.

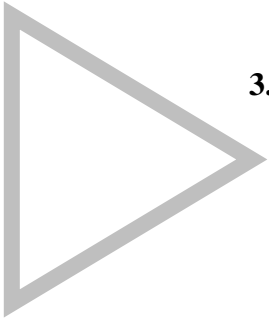
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

During the past year we set a goal of reaching out to the community in different ways. The church offered three free community dinners which met with minimal success. This past August we had a very successful community outreach program we called Fun Fest which included food, games, inflatables, and entertainment.

Another initiative we have undertaken this year is to study adding solar panels to the church as we address how we care for God’s creation. This process is moving forward as we consider how we will raise the funds for this project.

Recently, we instituted “After Thoughts,” where members of the congregation meet for dialogue on important topics. (example: Conversation about how mental health issues are affecting our community and our world, led by Dr. Ikeshia Smith.) Question and answer type discussion format is designed to energize us to determine what further steps we might take.

Each of these projects each fits our mission statement and are a part of the visioning process our congregation completed over the last 9 months.



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.

Grace United Church of Christ is people striving to live as a church of Jesus Christ.

GROWING through the word of God.

We worship God seeking to follow Christ's leadership in our work and leisure time.

We read the Bible to guide our spiritual, physical, and emotional growth.

REACHING OUT with the good news.

We express God's good news through our words and actions.

We share our beliefs through our programs and our service to others.

ACCEPTING all people.

We show our love of God by the ways we love our neighbors.

We strive to work for unity in Christ, freedom of thought and understanding of differences.

CARING for others with love.

We care by sharing our feelings, talents, time, and treasure.

We seek to share God's love in our interaction with and outreach to others.

EMPOWERING people to serve God.

We work to help all people serve in God's Name.

We commit ourselves to let God develop us and others.

In our worship liturgy, God is described as loving, reassuring, and full of grace and strength. Our liturgy and preaching ask us to look at ourselves to determine how God is moving in our lives. We believe that it is through this interaction that the Holy Spirit deepens our understanding of our faith and helps us to determine our course of action.

Describe several strengths or positive qualities of your congregation.

Our congregation is comprised of action-oriented people who want to serve Grace and the larger community. In addition, we work to bring comfort to our members and neighbors assisting them in times of difficulty. We strive to be God's church in our community sharing his love.

Describe what worship is like when your congregation gathers.

Worship usually takes place in the sanctuary and is based around God's word. We have a traditional service which includes liturgy, music, scripture, reflection, and prayer. The most recent baptism followed the *Book of Worship*. We believe that good preaching starts with the word of God, put in context, and made relevant to our daily lives and events happening around the world.

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

Our children's ministry follows the revised lectionary and is written in house with the minister's advising. Before the pandemic we had an adult book study class and a class that followed a Bible meditation series. This past year we have used a commentary that follows current events for adults. Those who attend find the materials thought provoking. Most other faith formation is done independently. In addition we have a Monday prayer group that meets digitally.

Describe how your congregation is organized for ministry and mission. ‘

We have a team structure through which activities are channeled. Activities may involve one team or a combination of teams or the creation of a new team.

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

We spend approximately 5 to 6 hours a month in our decision-making meetings. During the last six months, decision making has been enhanced by visioning sessions which include the entire membership.

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


If there is an issue that must be decided immediately the pastor, consistory president, and chair of the spiritual council consult and make a decision.

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 – Constitution and annual reports.

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										
<div> <div>Church#: 525470</div> <div> Assoc: 566 Schedule: 0 Grace Church UCC Uniontown OH 44685 </div> </div> <div> <i>God is still speaking.</i> UNITED CHURCH OF CHRIST  </div>										
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2011	280	138	69	3	7	5	11	155	-151	
2012	280	138	69	0	0	0	0	0	0	
2013	280	138	69	0	0	0	0	0	0	
2014	280	138	69	0	0	0	0	0	0	
2015	280	138	69	0	0	0	0	0	0	
2016	280	138	69	0	0	0	0	0	0	
2017	280	138	69	0	0	0	0	0	0	
2018	280	138	69	0	0	0	0	0	0	
2019	294	86	0	0	0	0	0	0	0	
2020	289	87	7	0	0	0	5	0	-5	
2021	284	55	20	0	0	0	4	1	-5	
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
2011	\$144,879	\$58,204	\$7,353	\$4,904	\$12,257	\$2,087	\$14,344	5.08	\$217,427	\$279,972
2012	\$144,879	\$0	\$8,667	\$4,323	\$12,990	\$0	\$12,990	5.98	\$157,869	\$0
2013	\$144,879	\$0	\$8,667	\$5,113	\$13,780	\$0	\$13,780	5.98	\$158,659	\$0
2014	\$144,879	\$0	\$8,667	\$2,756	\$11,423	\$2,530	\$13,953	5.98	\$158,832	\$0
2015	\$144,879	\$0	\$2,451	\$4,235	\$6,686	\$0	\$6,686	1.69	\$151,565	\$0
2016	\$144,879	\$0	\$2,144	\$2,680	\$4,824	\$1,763	\$6,587	1.48	\$151,466	\$0
2017	\$144,879	\$0	\$1,599	\$2,160	\$3,759	\$1,759	\$5,518	1.10	\$150,397	\$0
2018	\$144,879	\$0	\$2,355	\$1,984	\$4,339	\$2,042	\$6,381	1.63	\$151,260	\$0
2019	\$192,100	\$0	\$2,571	\$3,318	\$5,889	\$0	\$5,889	1.34	\$197,989	\$0
2020	\$160,103	\$0	\$1,940	\$3,090	\$5,030	\$861	\$5,891	1.21	\$165,994	\$150,423
2021	\$183,831	\$0	\$2,175	\$4,927	\$7,102	\$0	\$7,102	1.18	\$190,933	\$152,021
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2016-2021	1.43	-60.14	-71.01	0.00	0.00	26.89	47.22	26.06		
2011-2021	1.43	-60.14	-71.01	-100.00	-96.99	26.89	-42.06	-12.19		

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.

The 11-Year Report does not accurately report some categories that were not completed.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	70	X
Number of active non-members:	5	X
Total of church participants (sum of the numbers above):	75	X

Percentage of total participants who have been in the church:

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

Number of total participants by age: These numbers are from the membership list.

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>
8	15	16	10	14	9	23	48	40	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	17%	X
Households with minors:	16%	X
Single adults age 35-65:	6%	X
Joint households with no minors:	44%	X
Single adults over 65:	22%	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	10%	X
College:	34%	X
Graduate School:	28%	X
Specialty Training:	26%	X

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	37%	X
Adults who are retired:	58%	X
Adults who are not fully employed:	5%	X

Describe the range of occupations of working adults in the congregation: **hourly to professional**

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

German in background, white congregation.

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

Yes. We have a group studying what actions we need to take to become recognized as open and affirming. They are using the UCC Open and Affirming Network’s process.

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	8-12	Teacher
Baptisms <i>(number last year)</i>	2	Minister
Children’s Groups or Classes	3-5	Christian Education
Christmas Eve and Easter Worship	60 – 80	Minister
Church-wide Meals	30 - 40	Teams responsible

Choirs and Music Groups	5 -7	Music director
Church-based Bible Study		
Communion (<i>served how often?</i>)12+	30-50	Minister
Community Meals	30- 125	Team
Confirmation (<i>number confirmed last year</i>)	5	Minister
Drama or Dance Program		
Funerals (<i>number last year</i>)	8 members/3 nonmembers	Minster
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups	6 -10	Minister
Public Advocacy Work		
Retreats	1-2	Minister
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	0	Minister
Worship (time slot: 10:15-11:15)	40-50	Minister
Worship (time slot:)		
Young Adult Groups or Classes		
Youth Groups or Classes	1	Minister/ CE
Other		

Additional comments:

Numbers in many activities have decreased with COVID.

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)
Richard Beck				Y
Sandra and Ken Hutchinson				Y
Mary Ann Jopperi		Massillon		

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
Music Director		Part time	Minister	5 years
Custodian		Part time	Minster	20 + years
Administrative Assistant – (schedules use of building)		Part time	Minister	15 years
Office Administrator		Part time	Minister	1 year
Sexton		Part time	Minister	20 + years

REFLECTION

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

Our congregation is primarily led by dedicated parishioners working in partnership with the minister.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 159,330
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$
Fundraising Events	\$ 1866
Gifts Designated for a Specific Purpose	\$ 7535
Grants	\$ 3300
Rentals of Church Building	\$ 6370
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$ 178,401

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 173,860

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.

	A	B	J	K	L	M	N
1	2022 Proposed Budget version 3	GENERAL FUND					
2		Year	Year	Year	Year	Year	Year
3		2022	2021	2020	2019	2018	2017
4		Budget	Sep YTD	Actual	Actual	Actual	Actual
5	GENERAL FUND INCOME:						
6							
7							
8	Fund Raising	4,000	1,253	2,079	7,512	7,551	7,344
9	Stewardship Sunday Estimate	150,000	115,976	150,067	160,823	175,149	168,716
10	Loose Offering Estimate	500	250	355	1,876	2,721	3,163
12	Capital Fund	4,000	3,005	7,254	12,924		
13	Altar Flower Income	1,100	826	416	1,676	1,684	1,544
15	Other Income (Bldg Use & Misc)	8,100	10,794	11,954	6,078	16,691	4,853
16	TOTAL GEN FUND INCOME	167,700	132,104	172,125	190,889	203,796	185,620
17							
18	Warden Fund Payback	14,400	10,800	14,400	14,400	16,235	
19	GENERAL FUND EXPENDITURES:						
20	AAAC (AkronAreaAssocChurches)						
21	CROSSROAD	900	675	900	900	900	450
22	CUE=Chicago/United/Eden Sems	900	675	900	900	900	450
23	Grace Good Samaritan Fund						
24	OGHS						
25	Our Church's Wider Mission	1,560	1,170	1,560	1,600	1,560	790
26	TOTAL BENEVOLENCES	3,360	2,520	3,360	3,400	3,360	1,690
27	Choir Director -Weekly rate	5,100	3,825	4,950	4,200	4,001	3,931
28	Custodians - Hourly Rate	2,500	1,117	1,552	3,514	3,622	3,675
29	Guest Preachers	900	373	0	725	532	855
30	(weekly rate - guest preachers)						
31	Office Secretaries	15,600	0	5,090	8,296	8,228	8,241
32	Organist	0	0	4,500	6,000	6,531	6,021
33	Administrative Assistant - Hourly Rate	1,400	4,691	5,244	6,182	6,049	5,022
34	Sexton - Montly rate	1,962	1,458	1,945	939	946	905
35	Treasurer	0	0	0			
36	Youth Director	0	0	8,779	14,481	2,199	14,501
37							
38	Social Security Payments	1,500	419	2,006	2,994	2,230	2,861
39	Worker's Compensation	310	189	138	125	64	43
40	STAFF SUB-TOTAL	29,272	12,072	34,204	47,456	34,402	46,055
41	Pastor's Cash Salary	27,800	20,031	27,515	33,600	33,920	31,768
42	Pastor's Housing Allowance	22,800	17,100	21,619	22,008	22,008	22,008
43	Pension	7,084	5,313	7,908	7,785	6,329	7,573
44	Family Protection Plan	892	669	884	834	678	811
45	Hospitalization	13,104	9,828	13,710	14,255	11,240	13,070
46	Dental	510	383	714	1,122	904	810
47	Professional Materials/Expenses	600	220	373	248	257	714
48	Continuing Eduction (sabbatical)	200	0	127	0	160	49
49	Auto Expenses	500	278	12	316	330	727
50	Pastor's Moving Exp		0	1,749			
51	PASTOR SUB-TOTAL	73,490	53,822	74,611	80,168	75,826	77,530
52	Altar Flowers	1,200	833	534	1,844	1,699	1,637
53	Christian Education Team	1,500	803	212	1,555	527	1,211
54	Stewardship Sunday Expenses						
55	Evangelism Team	210	74	77	40	92	0

	A	B	J	K	L	M	N
1	2022 Proposed Budget version 3	GENERAL FUND					
2		Year	Year	Year	Year	Year	Year
3		2022	2021	2020	2019	2018	2017
4		Budget	Sep YTD	Actual	Actual	Actual	Actual
56	Ministry Team	200	64	207	(407)	150	(98)
57	Mission Team	250	0	(480)	114	0	0
58	Music Team	300	47	108	174	18	0
59	Other Worship & Chancel	350	56	315	297	436	688
60	Program & Fellowship Team	210	0	0	7	0	0
61	Spiritual Council	400	0	300	550	603	960
62	TOTAL PROGRAM EXPENSES	4,620	1,877	1,273	4,174	3,525	4,398
63	Financial Supplies	1,100	468	529	766	723	1,138
64	Office Supplies	2,100	749	2,281	1,565	2,256	3,514
65	Office Equipment & Maintenance	2,500	1,589	3,098	2,396	1,707	1,248
66	General Expenses (FAC Lighting)	-	2,827	4,770			
67	Telephone	1,750	1,234	1,856	1,829	1,740	1,623
68	TOTAL OFFICE	7,450	6,867	12,534	6,556	6,426	7,523
69	Insurance on building & grounds	14,500	10,652	12,281	10,839	10,195	9,681
70	Maintenance & Repairs	10,000	8,598	10,232	9,206	8,601	9,370
71	Capital Fund Exp		13,882	504			
72	Web Fees	1,250	764	854	243	235	667
73	Utilities:						
74	Electricity	9,000	5,587	8,491	8,831	10,455	9,871
75	Natural Gas	4,000	2,646	4,096	3,770	5,499	8,735
76	Water	2,200	1,595	2,087	2,023	2,087	2,054
77	Sewer	318	212	318	318	265	159
78	BUILDING EXPENSES	41,268	43,936	38,863	35,230	37,337	40,537
80	TOTAL GEN FUND EXPENDITRS	173,860	131,894	179,245	176,984	160,876	177,733
81	\$ underspent OR (-)overspent	(6,160)	210	(7,120)	13,905	42,920	7,887
106	Total Revenues	167,700	132,104	172,125	190,889	203,796	213,599
107	Total Expenditures	173,860	131,894	179,245	176,984	160,876	192,504
108	\$ underspent OR (-)overspent*	(6,160)	210	(7,120)	13,905	42,920	21,095

According to the Grace Constitution "The finances of the congregation shall be administered by the budget system," Therefore, passing this budget shall assume the following:

- A. All long-term capital gains from the Isabel Carl Warden Trust Fund shall be added to the Trust Fund, and all short-term capital gains and dividends shall be directed to the Warden Relief Fund Committee for Constitutional use.
- B. Consistory has the authority to spend or send on designated gifts.
- C. At least the following special offerings will be received
 - 1. **Blanket Sunday**
 - 2. **OGHS (One Great Hour of Sharing) (UCC all-church offering)**
 - 3. **United Church Homes – (Chapel Hill Retirement Community)**
 - 4. **Chicago, United, Eden Theological Seminaries / Heidelberg / Defiance - ½ to CUE, ¼ each to Heidelberg College / Defiance College**
 - 5. **Neighbors in Need (UCC all-church offering)**
 - 6. **Crossroad Child and Family services**
 - 7. **The Christmas Fund (Veterans of the Cross) undesignated Christmas eve offering - (UCC all-church offering designated for assistance as needed for retired clergy)**
 - 8. **Sunday School offerings – ½ to mission projects and ½ to Sunday School income**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **50%**

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)*

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

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

OCWM is part of the church's annual budget paid 1/12 each month

What is the church's current indebtedness?

Total amount of loan debt: 0

Reason for debt:

Are capital and other payments current?

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

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

Year(s)	Purpose	Goal	Result	Impact
2016	Pay mortgage balance	\$	\$ 97,316	Paid mortgage with \$160,000 from Warden Fund
		\$	\$	

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.

None

Does your church have an endowment?

Yes. Warden Fund - Only to help those in need in the parish and/or related to a member in some way. The endowment is held by Grace, but administered by a separate board that only reports the amount spent in a given year. They may not use the principal.

What is the market value of the assets? **\$ 179,465**

Are funds drawn as needed, regularly, or under certain circumstances? **No**

But the church can and has borrowed from principle and repaid with interest.

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

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **None**

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$ 102,470

Investments (other than endowment): \$. 15,769

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

Fair market rental value of the parsonage:

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 has sanctuary, family activity center (gym) with a large kitchen, a café area, and classrooms. Church property also includes a picnic pavilion, garage, and baseball fields.

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

Which spaces are accessible to wheelchairs? All (have ramp that can be moved into Sanctuary for Chancel).

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

The church's budget shows that our budget is stable and the church has no debt at this time. The budget is developed by the finance team with input from other church teams and then approved by the congregation. The biggest addition during the past couple of years was moving to permit the worship services to be stream live online. Equipment necessary for this project was accomplished using grant money.

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.

Important events in the last 10 years include:

- **The retirement of the pastor that had led the church for 28 years.**
- **The raising of funds to retire the mortgage on the Family Activity Center. A part of that process was borrowing from ourselves (Warden Fund) which we are slowly paying back.**
- **The 175th anniversary celebration of the church in 2018 which included several different events.**
- **The addition of an online component which allows us to stream our services live.**
- **The hiring of our office administrator/communications coordinator which we share with Congregational UCC in Canton. The two churches worked together to offer the person a fulltime position. This is a covenantal partnership. The churches worked together to create a job description, to hire the person, and to set work hours. At the same time each church has hired her independently as a part time employee.**

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

The retirement of our longtime pastor was likely the biggest change we have had to manage in the recent past. We did the process deliberately and planned each step. At first, helping the congregation to be comfortable with the change (in a sense a time of grieving) and then after a year and a half bringing in a second interim minister that offered new and different ideas which paved the way for the settled pastor which then was called to serve the church.

Secondly, we navigated the pandemic during a pastoral change that called on us to adjust to online services, learn to worship via zoom, navigate outdoor services when possible, and finally return to in-person worship. When we returned to in-person worship we added new livestreaming technology. We did this while transitioning from a 6-year pastorate to an interim pastor.

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

We do not have a specific process for handling conflict. We do value reaching consensus rather than just voting. This process was the one used by our pastor for 28 years. If there was an issue that was contentious, he would ask us to step back, do more study, and have

more conversation allowing for more input and sharing of varied perspectives. A new idea or initiative is presented and then discussed in such a way that all are given an opportunity to express their feelings and opinions to church leaders privately or in more open forums. If it is an issue where consistory cannot reach consensus or is thought to be an issue that is too large or important for that body to decide, it is taken to the congregation for consideration. We do our very best to keep open lines of communication and to admit and apologize when we are not communicating well enough; this process includes the pastor and lay leaders of the church.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Richard Beck	28	Y
Don Nichols / Stephanie Haines (interim)	2 ½	Y
Jeffrey Nelson	6	Y
Joyce Wealand (interim)	2	Y

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

We have been able to work with different personalities, but we need someone who works at building relationships with all age groups. It is important that the minister provides leadership, is a good listener, who is able to share their faith and generate excitement about our mission and vision for the future.

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

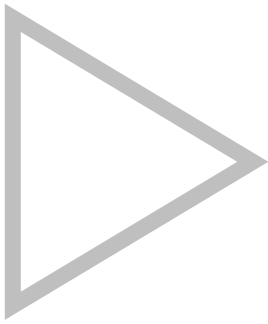
Y/N/Ask us **No**

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us **No**

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

Y/N/Ask us **No**



4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

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

We continuously collect food and other items for Fish and Green Good Neighbors (food pantries in our community). Also, we collect items for the Hartville Migrant Ministry in our community. Our building is used by many different groups – scouting, sports groups, voting, home school group and others. This past year we worked with the Ukrainian Church to collect baby formula and money. These items were then sent to support those involved in the war in Ukraine. Also, we support with special offering UCC outreach - OCWM, One Great Hour of Sharing, Strengthen the Church, Neighbors in Need, and the Christmas Fund. The most transformational thing we are engaged in is our continuing search for ways to engage the community in a more open and hands-on way including the Fall Festival, Easter Extravaganza, booth at the Lion’s Festival, community dinners and the Fun Fest.

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

The minister and representatives from the congregation attend association meetings and take part in some of the other opportunities offered by the wider church.

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. **(The checked are aspirational)**

☐ Accessible to All (A2A)

☒ Creation Justice

☐ Economic Justice

☐ Faithful and Welcoming

☐ God Is Still Speaking (GISS)

☐ Border and Immigrant Justice

☐ Inter-cultural/Multi-racial (I’M)

☐ Just Peace

☐ Global Mission Church

☒ Open and Affirming (ONA)

☒ WISE Congregation for Mental Health

☐ Other UCC designations:

☐ Designations from other denominations.

☐ None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

The statements checked above are areas we are in the process of working to reach consensus on and determining our next steps or are actively pursuing.

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

We have long had a relationship with the United Methodist Church across the street. We do at least one service together each year and support one another by attending events offered. Our pastor is a part of the Lake Clergy Group that meets regularly. Also, we have a relationship with the Ukrainian Church in our community that was established approximately twenty years ago. The Ukrainian congregation met in our building until they secured their own place of worship.

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.

Grace United Church of Christ is people striving to live as a church of Jesus Christ.

GROWING through the word of God.

We worship God seeking to follow Christ's leadership in our work and leisure time.

We read the Bible to guide our spiritual, physical, and emotional growth.

REACHING OUT with the good news.

We express God's good news through our words and actions.

We share our beliefs through our programs and our service to others.

ACCEPTING all people.

We show our love of God by the ways we love our neighbors.

We strive to work for unity in Christ, freedom of thought and understanding of differences.

CARING for others with love.

We care by sharing our feelings, talents, time, and treasure.

We seek to share God's love in our interaction with and outreach to others.

EMPOWERING people to serve God.

We work to help all people serve in God's Name.

We commit ourselves to let God develop us and others.

This mission statement reflects where we want to be. At various times since it was composed, we have worked diligently to live by it and at other times have lost sight of one or more parts of it. At some points emphasizing one part over the others. We believe it

still reflects the mission and vision of Grace and that our time spent together, and our actions still reflect our desire to be the church of Jesus Christ.

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?

The pastor is responsible for worship services, supporting lay initiatives, offering guidance in the direction of the church, and working to be involved with all age groups in the church. The pastor job description permits the pastor to set office hours and permits flexibility in how they plan their days. The expectation is that they will be involved in the community and in the wider church. The extent of this involvement varies depending on the individual. Each month the pastor submits a report to consistory outlining activities of the past month and talks about events in the coming month. In addition, she/he uses the spiritual council for counsel and direction.

4b. MISSION InSite

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

This report shows that the community is very stable. The school attendance has and is projected to only rise slightly in the next five years. The number of retired people living in the community is rising slowly. The average income is above the state average, while the number of households at the poverty level remains at about 7.9%. This suggests that if we are to attract people it must be because of how we share our faith, care for each other, care for the people in the community and care for our world.

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

Our demographics show a congregation that is trending older than the community around us. Economically and racially we are very similar to the community.

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

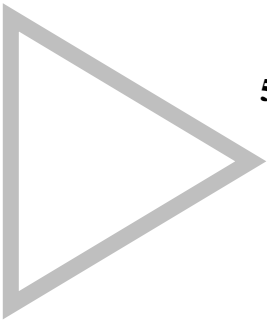
This is a community that is comfortable with what it sees as a middle-class lifestyle and is not comfortable or desiring changes in lifestyle.

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

Grace UCC is known as liberal and actively involved in the community. Community leaders see a community that is tilting politically to the right and wanting to hold on to the status quo. The pandemic has shaken many in the community and the reaction in the community has been to move to be more conservative, fear change, and what they cannot control. At the same time Grace has remained true to its direction and beliefs.

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

People new to the church note that Grace UCC members are welcoming and friendly. Further, that there are opportunities to get involved in missions and the work of the church. They also note that our current pastor relates well to members and cares for people in the congregation. Our electronic sign and what is on the website have drawn a few new visitors as we have tried to communicate our belief that all are welcome.



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

Ted Lawver / President of Hopkins Lawver Funeral Home / funeral home in Uniontown
(Telephone- 330-733-6271 / Email info@hopkinlawver.com/ Relationship to the Congregation – funeral director for many years in our community)

REFERENCE 2

Rev. Kimberly Nagy
1222 Cook Avenue Lakewood, Ohio 44107
(Telephone (330) 691-0169 / Email kim@corucc.org/ Relationship to the Congregation former Director of Christian Education)

REFERENCE 3

Ignat Lisovet /Pastor/ Church Emmanuel
(Telephone (330)280-4952/ Address 3595 Edison Street Uniontown, Ohio 44685 / Pastor of Ukrainian Church

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.

REFERENCE 1: On behalf of the local community I would like to introduce myself and my connection with the church.

Hopkins Lawver Funeral Home was started by my grandparents in 1931. Over the years we saw a growing need to be a closer part of the Uniontown/Lake township community. In 1977 we constructed our Uniontown location on Northdale St. just two properties southwest of the church. Although we served families from your church prior to this, we were greeted warmly by Rev. Gene Milligan and the congregation. As we became better acquainted through the years, we have always respected and appreciated the ministry at Grace Church. Their ministry has always been grounded in the community as a place of worship, continued teaching and implementation of Biblical principles that guide us all on a daily basis. The church facility itself is a landmark quality for their congregation, but their generosity to the many different community programs as well. Everyone is quite comfortable from a worship setting, the use of the fellowship/gymnasium center, and the baseball shelter area.

The Uniontown/Lake Township area is ranked very highly as an area that is a great place to live with a great school system and sense of community. We are blessed to have a great local government inclusive of terrific police and fire rescue. Our area continues to show positive growth in new families moving here which of course attracts new business opportunities. We feel fortunate to have this relationship with the church especially in times that families are suffering from a loss of a family member. Their care and comfort towards the family is always heartfelt during these occasions. Whether the funeral home conducts services from our facility or the church, we all feel we are working in unison to serve the family.

The clergy over the years have always been helpful for us serving local families that don't have a church home. This assistance is very helpful to the immediate need but also an opportunity for those either new to the community or just looking for an invitation for a church home. I would say that area of outreach is one of the strongest areas of this church. They are always extending themselves and investing themselves in people to become part of their ministry.

I also see a lot of support from the congregation and their pastor. As a solidified team that sends out a very positive message that speaks to the good health of the church. The continued success of any church will be the emphasis on new families, youth programs, and ministerial presence and outreach. This is a great place to live and minister, and Uniontown would be a pleasure to serve in. If there would be an opportunity to meet or have a conversation regarding this position. I would be more than accommodating.

Sincerely,

Ted S. Lawver
President
Hopkins Lawver Funeral Home

REFERENCE 2: Tuesday, September 6, 2022

It is my great joy to write this reference for Grace United Church of Christ.

I begin with my story. I started my tenure at Grace UCC in 2009 as youth coordinator wishing to fulfill my college internship requirement. By the time I graduated from college in 2011, the church raised enough money to hire me as Director of Christian Education and Youth for 30 hours a week. They were willing to take a risk on a student just entering ministry, and I felt like I had the freedom to experiment with new ideas and grow in my faith with a loving and faithful community.

My favorite part about doing ministry with Grace UCC, however, was the people. This church has fostered a community of people who are compassionate, transparent, hard-working, and faithful. Whether it was the Tuesday Work Crew pattering around the church on a Tuesday morning to care for the property or adult members of the congregation offering their time, talents, or treasure to the youth ministry, I could always tell that their motives were due to love—love of God and love of people. In my 13 years of working in parish ministry, this has been (hands down!) my favorite congregation to serve.

I have always considered Grace UCC to be a small congregation that can do big things. When I arrived, the multi-purpose room on the back of the building was relatively new and being used not only by the church but also by the community for various events. Every summer we held a Vacation Bible School program that welcomed dozens of children from the church and community. We held yearly fundraisers to send many of our youth to summer camp at Pilgrim and Temples Hills. One of my favorite annual events was the youth mission trip. I always felt the youth were considered the church of today as opposed to the popular saying, “The youth are the church of tomorrow!” For that, I was always thankful.

During my time at Grace UCC, I also felt blessed to minister alongside some incredible pastors. Rev. Dick Beck served the church in my first two years, and he then retired after 25 years of ministry at the church. I believe the church really embraced honesty, compassion, and care for one another under his leadership. In the interim, Rev. Dr. Don Nichols (1.5 years) and Rev. Stephanie Haines (6 months) both served the church before calling Rev. Jeff Nelson as a settled pastor. I appreciated Pastor Jeff’s incredible sermons, his ability to make faith relevant to everyday life, and his boundaries. He was a great team player and treated me like a ministry colleague, for which I was ever-grateful. I also worked closely with Jerry Mohn, a lay member of the congregation who helped spearhead faith formation with children and youth. He is an incredible resource for whoever pastors Grace UCC next.

Finally, I always felt cared for as a whole person by the congregation; they really care for their staff well. My Sabbath days were always respected, and I was always granted time off when needed. There was a time in particular I recall having some personal challenges, and the congregation was so patient and kind with my journey. After a time, they came to be like family to me.

Since I left to pursue seminary in 2015, I have been pleased to hear that Grace UCC continues to be the church I remember it being—committed to loving God and neighbor. They recently participated in Stark County Pride festivities and are looking into what it means to be a WISE (Mental Health Inclusive) Congregation. I have no doubt they will do this and more as they continue into the future as a faithful congregation. Anyone who chooses to minister with the will definitely be blessed.

Respectfully,
Rev. Kimberly Nagy



Church Emmanuel

"...and they will call him Emmanuel,
which means God is with us."

Dear brothers and sisters in Christ!
Peace be to you!

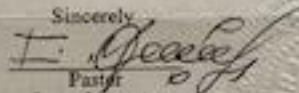
We are very grateful to the Lord, that back in 2005 He has given us an opportunity to meet with you. During that time, we were looking for a place of Worship and brother Richard was the pastor.

Many things have changed since, we now have our own House of Prayer, but we continue thanking the Lord for you as we remember you in our prayers.

Also, recently you were the first ones to reach out to us and offer help when the war started in Ukraine. We are so grateful for your thoughtfulness, kindness, and help! May the Lord bless you abundantly!

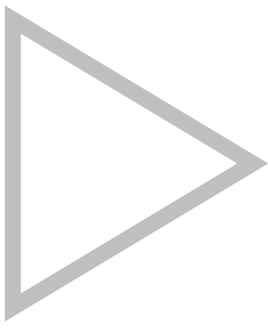
"And my God shall supply all your need
according to His riches in glory by
Christ Jesus"

Philippians 4:19

Sincerely,

Pastor
Ignat Lisovets



3595 Edison St Uniontown, OH 44685
Phone: (330) 280-4952



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER A devotion that we believe speaks to who we are as a church.

Carry each other's burdens, and in this way, you will fulfill the law of Christ. Galatians 6:2

When my doctor told me that my pregnancy was in jeopardy, and I'd have to spend the last four months of it confined to bed I was terrified of losing my baby.

Then I wondered: *How will I care for my four-year-old son, Parker, and myself when my husband, Chris, is at work?*

I shouldn't have worried. Within days, my friends and church family organized a small army of volunteers to provide physical, emotional, and spiritual support.

Chris prepared me breakfast and snacks every morning before leaving with Parker. A neighbor picked Parker up from preschool and brought him home, kept my house spotless and gave me twice-weekly leg and foot massages to reduce my chances of getting blood clots. Every night a hot meal arrived from the church for us.

Another friend supplied taped sermons to keep me focused and hopeful.

By God's grace I made it past the seventh month of my pregnancy. My baby boy was born just six-and-a-half weeks premature and was only in the NICU for 10 days.

When our pastor held him up in front of the congregation during his baptism, I felt as though he belonged to my church family and friends as much as he did to me.

Thank you God for a caring church family and friends that you send to bless us and meet our physical, emotional and spiritual needs.

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *Entire church through visioning session over the past year/ Search Team/ Consistory*
2. Additional comments for interpreting the profile:

Signed: *Gerald Mohn*
Gerald Mohn
Leader of Search Team
President of Consistory
September 9, 2022

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Grace United Church of Christ is a church committed to serving God and community, to reaching out and making a difference, and to creating a world where peace, love and justice are experienced by all. A congregation in good standing with the Living Water Association, Grace has a living ministry, is actively involved in the life of the Association and boasts a building that is used extensively by the larger community. Grace continues to adapt well with the challenges of COVID and a fast-changing world. Its aspiration is to remain relevant to the world in which it lives, to share the Good news of God's love with all and to be a beacon of hope and light for years to come.

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. Nayiri Karjian, Association General Minister

Email: nayiri.agm@livingwaterone.org

Phone: c. 203.722.9174, o. 330.940.2220 x102

Date: September 27, 2022

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

UNITED CHURCH
OF CHRIST



faith in God!'" – Mark 11:22