

INTRODUCING THE NEW LOCAL CHURCH PROFILE



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

Rachel Hackenberg

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Trinity United Church of Christ
Baltimore, Ohio

Part Time Intentional Pastor

The Heartland Conference, Central Southeast Ohio Association

November 18, 2022

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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)*

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-tellings 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.

POSITION POSTING
POSITION INFORMATION
WORK
PREPARATION & SUPPORT
IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: Trinity United Church of Christ
Street address: 105 N. High St. Baltimore, OH 43105
Supplemental web links: www.trinityuccbaltimore.com

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

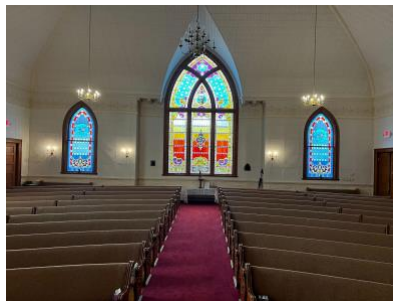
Conference: Heartland Conference
Association: Central Southeast Ohio Association
Association Staff Contact Person: Melodie Rezac, Administrative Minister, (740) 503-4803, melodie.cseo@heartland.org

Summary Ministry Description:

- *Internal Ministry- Small rural community and congregation deeply rooted in the traditions of the past two pastors. Traditional services are the norm with a casual feel. Humor and examples of faith in action are very well received.*
- *External Ministry/ Outreach*
- *Pastoral Care*
- *Rural Ministry- Possibly join with a sister church to widen the perspective of our members and broaden the opportunities for service projects and collaboration.*

Photographs:

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.



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

Baltimore, Ohio is a quaint village located approximately 30 minutes southeast of Columbus. The village of Baltimore is best described as a family-friendly, farming community, where the locals pride themselves in the nostalgia of a slow paced lifestyle. The location of this village is perfect for those wanting the charm and community-feel of a village, but also want to be close enough to city life to enjoy those conveniences. Lancaster and Pickerington are only about 15 minutes away, where there is plenty of shopping and dining options. However, residents do not need to leave Baltimore for much! Baltimore offers a small grocery store, a coffee shop, several "mom and pop" style dining options, and perhaps the most well-known local establishment - Schaffner's Drive-In, where locals have been enjoying ice cream and food for decades. Along with shopping and dining options, there are several parks, a community pool, local festivals, and many other activities for families to enjoy. Baltimore is truly a unique place to live, and many would say it is the best place to live and raise a family.

Current size of membership: 227 members

Languages used in ministry (other than English): None

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: Part Time

Does the total support package meet conference compensation guidelines? No

1b. SCOPE OF WORK

(add here the Scope of Work developed by your church using the Call Agreement Workbook)

Core Competencies:

1. **Invested** in the church and community. Willingness to serve and to be served.
2. **Flexible** to accommodate different points of view. Respect that each person is on a spiritual pathway with the same destination in mind.
3. **Loving**. Strive to be an example of how God wants us to love one another and ourselves.

1c. COMPENSATION AND SUPPORT

Salary Basis *(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance)*: \$35,000 - \$45,000

Benefits *(choose one)*: Salary includes Optional Benefits

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

Trinity UCC owns a 2 story, 3 bedroom, 2 bath home located adjacent to the church. The parsonage includes a detached 2 car garage.

We are flexible as to if our new pastor prefers a housing allowance rather than a parsonage. If a housing allowance is preferred, we would prefer that they live within 30 minutes of the church.

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

According to the Administrative Minister of the Central Southeast Ohio Association of the Heartland Conference UCC, the conference has five pastoral practice groups. Three of these groups are led by trained facilitators.

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

Trinity UCC is primarily an older, mature congregation. We are quite good at ministering to our older population but we would like to re-engage the younger generations. We need to demonstrate that each of them has value simply because they were created by God. We desire to find ways to show them that God and Faith are relevant and essential to a full and satisfying life for all ages. We should demonstrate to the younger adults and youth that a life of faith can serve as a source of strength and direction, especially in times of difficulty.

We hope our new minister will come with ideas or strategies that will help us explore new ways to re-engage our younger members and families as well as ways to introduce ourselves to young people that have not experienced a church home in the past on a regular basis. Our new minister will work with us to continue to minister to our older population and help bridge the technology gap between the generations.

Our hope is that our new minister will recognize that there are differences between urban and rural churches. We would like to find ways to help build relationships with other churches in order to broaden our exposure and to enable others to broaden theirs as well.

Our neighbor is the weekly church attendee, the community around us and those we haven't yet had the opportunity to meet.

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

Exhibiting a spiritual foundation and ongoing spiritual practice.

Engaging sacred stories and traditions.

Caring for all creation.

Strengthening inter-and intra-personal assets.



WHO IS GOD CALLING US TO BECOME?

Love the Lord your God with all your heart, and with all your soul, and with all your
(22:37 NRSV)

Who is God calling you to become as a congregation?

God is calling Trinity United Church of Christ to be an example of a church for all people. We are called to be a “hospital for the sinners” and not a “museum for the saints”. We are called to love all people as God loves each of us, without question. We do not judge the hearts of others as only God and Jesus Christ have the capacity and perspective to do so. We feel a strong commitment to be compassionate and tolerant. We will celebrate each soul that we encounter as an individual, wonderfully made by God in God’s image. That does not imply that we are called to celebrate all individual decisions and choices, however, our respect for the individual will remain. We understand all too often our choices and decisions fall short of God's wishes for us but that redeeming love cleanses us of these short-comings. We celebrate the Grace that God desires for each of us to receive and that we do not have authority to grant or deny God’s Grace to others.

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

Through the pandemic, we tried branching out and posting videos of prayer and devotion as well as our service via social media. While we were unable to have our sanctuary fully open, this service was very well received and appreciated. We also provided outdoor worship in the parking lot. Once we were able to open the sanctuary to everyone, the participation with our livestream worship service decreased significantly. In addition, our congregation found the audio/visual work to be distracting for those who were attending worship in-person, a safety concern for the privacy of those worshipping in-person, and copyright and licensing issues led our consistory to a decision to discontinue the livestream. In order to continue to reach the few loyal social media participants, we now record the scripture reading and sermon and post it to our social media platform.

It is our hope that we will continue to find ways to reach those in our community without causing concern for those present in the sanctuary. We are open to new ideas for new ways to expand our ministry.

WHO ARE WE NOW?

“Love your neighbor as yourself.” (Matthew 22:39 NRSV)

CONGREGATIONAL REFLECTIONS

SUPPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

e. CHURCH FINANCES

f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

As stated in our church’s name, we believe in the Holy Trinity. We believe in God, the creator of all things who dwells in heaven. God who came down and lived among us, known as Jesus, who dwells in heaven. And finally, God who dwells among us, known as the Holy spirit. Each piece of God serves a different and important purpose for us: God is the creator who oversees ALL of creation; Jesus is our friend, guide, and mentor whom we can relate to and is our example to follow; The Holy Spirit is that part of God in each of us that points us to the ways of goodness and righteousness without force, thus respecting the free will God created us with.

Describe several strengths or positive qualities of your congregation.

Our church is a caring church, we genuinely care about one another. Being located in a small community, most people know each other inside or outside of church. This makes the church family really feel like a family. We may not always agree, but we do always respect each other. After all, we were ALL made by God and are part of the same family.

Describe what worship is like when your congregation gathers.

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

Our worship service takes place in the sanctuary of our church. Before worship begins, members of the congregation can often be found greeting one another in the fellowship room as well as the sanctuary as they make their way to the pews. Once a year (weather permitting) we have an annual outdoor worship service at the park.

A pre-COVID baptism went something like this:

The pastor stands in front of the altar

For infants, the parents bring the infant forward. Godparents, if any, are invited forward

For adults, they come forward

The president of the consistory comes forward to represent the congregation

The sacrament of baptism is performed

For infants, they are carried/ walked down the aisle and back, by the pastor, to be presented to the congregation.

The president leads the congregation in a statement of support for the newly baptized soul(s)

“Good preaching” is difficult to determine as it means different things to different people.

Generally, a good sermon takes scripture and makes it personally relatable. Once something is personally relatable, it takes on more meaning and sticks with you longer as you can actually picture yourself in God’s story.

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

For example, how are young people in leadership?

To be totally honest, since COVID, our congregation has struggled regaining the attention of the youth. Pre-COVID, we provided Sunday School during worship each Sunday. Our elementary students were invited to serve as acolytes. Once our students are confirmed, they are often invited to serve on our Consistory as a Deacon or Elder. As a member of the consistory they learn how decisions are made for the church.

How do people continue to form their faith over a lifetime?

To continue to form their faith over a lifetime, Trinity offers an adult Sunday School class. Special educational opportunities such as a Multi-generational Lenten study, Confirmation Class, Vacation Bible School, and Youth Mission Trips are offered.

Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

Many of our Lenten studies used the videos and discussions created by Adam Hamilton. These studies were very well received by the participants.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church?

The most immediate form of communication for the members and friends of Trinity is in a weekly email publication titled Church Chatter. This publication gives details of any decisions made by the consistory as well as information and news about upcoming events, celebrations, and prayer requests.

How are teams or committees organized?

Teams and committees are organized initially through the consistory. Members and friends are encouraged to join and participate in as many committees as they wish. Each committee appoints a chair person who organizes meetings and agendas for the committee meetings.

Where does your church struggle for vision?

Trinity currently struggles with the Christain Education Committee. This struggle is due to the lack of attendance by youth and young families.

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

Decision-making meetings could take up to 10 - 12 hours per month. Not all of these meetings require pastor participation, but are certainly open for the pastor to attend.

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

In a time when action has to be taken quickly, an emergency consistory meeting is called (in person, via email, or via Zoom). Discussion regarding the emergency takes place and the consistory makes a decision. The information is then sent out to the friends and members of Trinity via email and/or social media if necessary.

- *Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance? [Yes/No]*

YES

3b. 11-YEAR REPORT

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

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH	CONFIR MATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVE D
2011	252	85	60	3	0	2	3	0	2
2012	257	80	52	7	1	0	3	0	5
2013	261	82	35	2	0	5	3	0	4
2014	259	80	37	0	0	3	5	0	-2
2015	256	78	38	2	0	1	6	0	-3
2016	254	72	31	0	0	2	4	0	-2
2017	262	75	37	6	0	5	3	0	8
2018	263	65	22	4	0	0	3	0	1
2019	263	70	27	0	0	3	3	0	0
2020	255	20	30	0	0	0	8	0	-8
2021	246	45	11	3	0	0	12	0	-9

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	\$102,760	\$0	\$2,004	\$1,400	\$3,404	\$4,800	\$8,204	1.95	\$110,964	\$102,637
2012	\$103,341	\$0	\$2,600	\$874	\$3,474	\$2,795	\$6,269	2.52	\$109,610	\$118,838
2013	\$110,598	\$0	\$3,000	\$1,036	\$4,036	\$1,808	\$5,844	2.71	\$116,442	\$104,680
2014	\$113,260	\$0	\$3,000	\$150	\$3,150	\$3,543	\$6,693	2.65	\$119,953	\$105,470
2015	\$109,315	\$0	\$4,000	\$650	\$4,650	\$2,950	\$7,600	3.66	\$116,915	\$112,219
2016	\$108,771	\$0	\$3,960	\$962	\$4,922	\$6,450	\$11,372	3.64	\$120,143	\$120,348

2017	\$133,380	\$0	\$4,225	\$1,900	\$6,125	\$5,480	\$11,605	3.17	\$144,985	\$115,286
2018	\$135,792	\$0	\$4,400	\$1,650	\$6,050	\$6,229	\$12,279	3.24	\$148,071	\$124,764
2019	\$106,823	\$0	\$4,000	\$1,850	\$5,850	\$12,671	\$18,521	3.74	\$125,344	\$109,130
2020	\$160,000	\$0	\$5,000	\$450	\$5,450	\$1,771	\$7,221	3.13	\$167,221	\$129,860
2021	\$116,174	\$0	\$5,500	\$750	\$6,250	\$0	\$6,250	4.73	\$122,424	\$129,150

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM
2016-2021	-3.15	-37.50	-64.52	50.00	200.00	6.81	26.98
2011-2021	-2.38	-47.06	-81.67	-40.00	300.00	13.05	83.61

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	91	
Number of active non-members:	8	
Total of church participants (sum of the numbers above):	99	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	75%	
Less than 10, more than 5 years:	15%	
Less than 5 years:	10%	

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>
0	5	6	6	7	7	14	25	29	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	8%	ESTIMATED
Households with minors:	5%	ESTIMATED
Single adults age 35-65:	2%	ESTIMATED
Joint households with no minors:	75%	ESTIMATED
Single adults over 65:	10%	ESTIMATED

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	100%	ESTIMATED
College:	25%	ESTIMATED
Graduate School:	5%	ESTIMATED
Specialty Training:	5%	ESTIMATED
Other (please specify):	1%	PROFESSIONAL

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	25%	ESTIMATED
Adults who are retired:	65%	ESTIMATED
Adults who are not fully employed:	10%	ESTIMATED

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

Members of Trinity United Church of Christ have a very diverse range of occupations. We are a rural community however we have accountants, teachers, farmers, and physicians. This is a very basic list as we have never considered the need to define our congregation in this manner.

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?

The mix of ethnic heritages in our congregation is very representative of the ethnic heritage of our community. By appearance, we appear to be mono-cultural. However, our ministry could be described as diverse and welcoming. “Red and yellow, black and white, they are precious in His sight.”

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:

Our congregation has not had a recent conversation about welcoming diversity. In reflecting on the demographics of our neighbors and community and the on-going sense of love, respect, and charity that our congregation expresses for all of God’s people we have not been led to focus on topics such as welcoming diversity.

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
Baptisms <i>(number last year)</i>	4	Pastor
Children's Groups or Classes	0	Lay Leader
Christmas Eve and Easter Worship		Worship Committee and Pastor
Church-wide Meals	35	Fellowship Committee
Choirs and Music Groups	3	Worship Committee
Church-based Bible Study	12	Pastor
Communion <i>(served how often?)</i>	6- 8 / year	Worship Committee
Community Meals	50	Fellowship Committee
Confirmation <i>(number confirmed last year)</i>	3	Pastor
Drama or Dance Program	0	
Funerals <i>(number last year)</i>		
Intergenerational Groups	45	Fellowship Committee
Outdoor Worship	30	Worship Committee
Prayer or Meditation Groups	25	Worship Committee
Public Advocacy Work	5	Lay Leadership
Retreats	10	Lay Leadership
Theology or Bible Programs in the Community	0	
Weddings <i>(number last year)</i>	3	Pastor

Worship (time slot: 10:15)	50	Worship Committee and Pastor
Worship (time slot: _____)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other		

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Jill Dunlap	NO	Settled Pastor	Full Time	Y
Melodie Rezac	NO	Settled Pastor	Full Time	N

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

Melodie Rezac holds dual membership. Trinity UCC is her home church while she serves as a pastor to two churches in Thornville, Ohio. Melodie also holds a position with the Association. Jill Dunlap served as the settled pastor for Trinity UCC for 31 years. She continues to reside in Baltimore but does not have an active role in the congregation at this time.

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
Interim Pastor	No	Full Time	Consistory	6 months
Administrative Assistant	No	Part Time	Consistory	1 year

Custodian	No	Part Time	Consistory	15 + Years
Organist	No	Part Time	Consistory	25 + Years

REFLECTION

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

After reviewing and reflecting on the congregational demographics and activities above, our congregation’s overall ministry could be simplified as a focus on LOVE, RESPECT, and CHARITY. Love as we wish to be loved, respect all who seek the light of our Lord, and in all things, charity.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$120,000
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$0
Endowment Draw <i>(beyond what is permitted by spending policy, “drawing down the principal”)</i>	\$0
Fundraising Events	\$11,200
Gifts Designated for a Specific Purpose	\$15,200
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations <i>(e.g. Women’s Group)</i>	\$0
Transfers from Special Accounts	\$0
Other (specify): Memorial Gifts	\$41,500
Other (specify):	\$
TOTAL	\$187,900

Current annual expenses (dollars budgeted for most recent fiscal year): \$130,670.

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or-if you church does not pass an annual budget- list current budgeted expenses here.

Trinity United Church of Christ

Account Name	2021 Budget	Proposed 2022 Budget	% Change
Pastor	45,000.00	40,000.00	-11.11%
Youth/Associate Minister	2,400.00	2,400.00	0.00%
Custodian	8,000.00	8,000.00	0.00%
Organist	4,320.00	4,320.00	0.00%
Secretary	1,800.00	15,600.00	766.67%
Housing	3,300.00	-	-100.00%
Employers FICA	4,860.00	8,500.00	74.90%
Workers Compensation	500.00	500.00	0.00%
Local Withholding	650.00	700.00	7.69%
Retirement Annuity	8,400.00	4,000.00	-52.38%
Health and Disability	5,000.00	-	-100.00%
Car Allowance	3,000.00	3,000.00	0.00%
Professional Expenses	-	500.00	100.00%
Equity Housing	3,000.00	-	-100.00%
Continuing Education and Books	750.00	750.00	0.00%
Utilities	12,500.00	13,200.00	5.60%
Insurance	5,600.00	6,400.00	14.29%
Maintenance - Church	4,000.00	4,000.00	0.00%
Maintenance - Parsonage	500.00	500.00	0.00%
Property Taxes - Church	2,400.00	2,400.00	0.00%
Program Development	2,000.00	2,000.00	0.00%
Association Conference	100.00	100.00	0.00%
Bulletins and Worship Supplies	600.00	600.00	0.00%
Choir and Music	500.00	500.00	0.00%
Christian Education and Devotional Materials	1,500.00	1,000.00	-33.33%
Pastor Discretionary	500.00	500.00	0.00%
Consistory Discretionary	300.00	300.00	0.00%
Postage	600.00	600.00	0.00%
Office Supplies - Expense	2,400.00	2,400.00	0.00%
Supply Pastor	600.00	1,500.00	150.00%
Youth Program	500.00	1,000.00	100.00%
OCWM	5,000.00	5,000.00	0.00%
Chicago United Eden	200.00	200.00	0.00%
Outdoor Ministries - Expense	200.00	200.00	0.00%
	130,980.00	130,670.00	-0.24%

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

The ministerial support is around 50%.

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

No we have not.

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

X Neighbors in Need

X Christmas Fund

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

4% of our operating budget

What is the church's current indebtedness?

Total amount of loan debt: \$0.00

Reason for debt: NA

Are capital and other payments current? NA

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.

NA

Does your church have an endowment? NA

Other Assets

Reserves (savings): \$

Investments (other than endowment): \$150,000

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$550/month

How is the parsonage used?

At this time the parsonage is vacant. It was the residence of our previous pastor.

Street / City / State / Zip:

107 N. High Street/ Baltimore/ OH/ 43105

Finished square footage: 1680

Number of Bedrooms, Number of Bathrooms: 3 bedrooms/ 2 bathrooms

Assessed real estate value: \$149,090

Available for minister residence: Yes

Expected minister residence: Negotiable

Condition of structure, systems and appliances:

The condition of the structure, systems, and appliances is very good. The kitchen appliances are approximately 3 years old.

Entity in the church responsible for review and needed repairs: Trustees

Describe all buildings owned by the church:

Church: The church was built in 1899. The church building includes a basement space with a full kitchen and bathrooms. The sanctuary is located on the main level and includes a chancel and curved pews arranged with a central aisle. The main floor also holds a fellowship room, two class rooms, office area, kitchenette, and handicap accessible bathroom. The main level is accessible from the west entrance which includes a wheelchair lift, from the north which includes a wheelchair ramp, from the east, and from the south. Pictures of our sanctuary can be found on our website at www.trinityucbaltimore.com

Parsonage: The parsonage is located directly next to the church to the north. The house is a two story home built in 1900. It has an unfinished basement. The main level has a mud room, full bathroom, laundry room, kitchen, dining room, and living room. The upstairs has a full bathroom and three bedrooms. This property has a 2 car, detached garage.

Liberty Street Home: Home left to Trinity by a deceased member. We have no intentions on being a landlord but have not made a decision for the future of this property.

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

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

Worship Space, fellowship space, basement space, parking lot.

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

The most recent major budget change was with the retirement of our previous pastor. We were blessed with a pastor who insisted on keeping a low salary. With her retirement, Trinity voted to add a part-time, paid position of Transitional Administrator to assist with the day-to-day operation of the church. In addition to this added position, the church has revised the salary for our interim pastor in an effort to bring the compensation package closer to conference guidelines. These decisions are made by the consistory and approved by the congregation. An annual budget is presented to the congregation for approval.

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.

Besides the obvious changes that came about due to COVID, the retirement of our beloved pastor has been a MAJOR change!

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

Learning to minister through social distancing brought about many “new” experiences for us. We learned to livestream our services, hold virtual prayer vigils, Zoom Bible studies and fellowship meetings, and hold drive-thru congregational meetings. As we planned for the retirement of our pastor, we created a new position to help attend to the business of the church as well as assist with the transitions. We have also been working to rekindle many committees that took a COVID break.

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

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

In all honesty, the most recent conflict was nearly 20 years ago with the U.C.C.’s decision to be Open and Affirming.

As with any transition, some of our members have had a difficult time coping with change. We are currently re-forming our Pastoral Relations Committee to assist with any transitions with the different pastors who will be journeying with us.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Jill E. Dunlap	31 + Years	Y

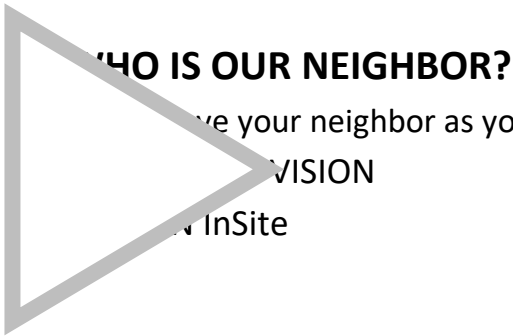
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Trinity has a very long history of strong relationships with our pastor. We have had only two pastors in the past 50 years! The long tenure of our pastors speaks highly of the mutual respect we have had with each other!

Has any past leader left under pressure or by involuntary termination? No

Has your church been involved in a Situational Support Consultation? No

Has a past pastor been the subject of a Fitness Review while at your church? No



4a. COMMUNITY VISION

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

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

Our ministry has primarily focused on mission and outreach within our local community through a group called Good Neighbors in the Village. Our congregation is very active with this group as we help build ramps for people with disabilities, and volunteer for an after school program. We support a local group for AA and AlAnon by providing a safe and welcoming place to meet. We typically support outside neighbors in need through monetary donations as requested by the members of the congregation or consistory.

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

Our congregations’ participation in meetings, relationships and activities connecting the wider United Church of Christ has been minimal at best.

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"/> Border and Immigrant Justice |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Open and Affirming (ONA) |

WISE Congregation for Mental Health
 Other UCC designations:

Designations from other denominations
 None (See explanation below)

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?

At Trinity UCC, we generally prefer to avoid applying labels, aside from beloved children of God, to both ourselves and other individuals. In our experience, we generally find the application of labels to have been divisive and self-defeating, despite the good intentions that may be associated with some of the above statements. Labels have too often sown division and this has unfortunately been demonstrated repeatedly throughout the history of the church and of society as a whole. We feel that our mission should be one primarily of unification. We do not feel it is appropriate to try and narrowly define complex issues. We feel it to be more in line with Christ's ministry that we search for and celebrate our commonalities. That we love our neighbors as ourselves and treat them as we desire to be treated. We feel that the UCC motto "That they may all be one" is a more worthy and appropriate point of focus.

We are a very open congregation. We welcome all of God's children, as we would any brother or sister. We are affirming in the sense that we affirm that each of us has been specifically and wonderfully created by God and that He bears each of our names on his hand. Therefore, every one of His children is equal in His sight and equally loved by Him. Each one is entitled to love, compassion and respect. By focusing on and applying these concepts to our ministry, our congregation is free to address a myriad of issues and support worthy endeavors. Love, compassion and respect share the beauty of being divinely simple. We are not likely to be off target if we are using these concepts to guide our ministry as we all can recognize and express love, compassion and respect. Attempting to confine our ministry to narrowly defined concepts diverts attention away from the primary mission of our congregation.

We do not believe that affirming requires or should imply that we are called to celebrate all individual decisions and choices. We understand every one of us makes choices and decisions at times which fall short of God's wishes or plan for us. We subscribe to the words of the early apostles: "We must obey God rather than men." We feel it to be more appropriate and more in line with scripture to recognize that each of us is fallible and to try and treat one another with charity and grace, just as God treats each of us. We feel that it is more productive for each of us to minister by both serving others and also by spending effort trying to improve ourselves.

We are an open-minded congregation but an independent congregation. We are open to discussion and are looking for ways to grow and expand our ministry and understanding. We firmly believe in the following UCC principle: In essentials unity, in non-essentials diversity, in all things charity.

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

Trinity United Church of Christ is highly involved in the Baltimore Ministerial Association which participates in multiple community worship services such as Thanksgiving Eve, Ash Wednesday, and Good Friday as well as assisting with the Baccalaureate service for Liberty Union - Thurston Schools. Pre-COVID, this group sponsored a community Vacation Bible School program and a 5th Quarter Program for the community youth after home football games. Trinity United Church of Christ has merged our Youth Group with Thurston United Methodist and participates in a joint Summer Mission Trip for Youth. Trinity United Church of Christ has always supported the mission and fundraising of the local churches.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

We do expect that our pastor will participate in the Baltimore Ministerial Association and the events sponsored within. Trinity UCC has historically been minimally involved with the CSEO Association. We do not require our pastor to participate in the Association however, we honor the time that they wish to participate in order to nurture and sustain their spiritual growth.

4b. MISSION InSite

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

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

With regard to age, our internal demographics are very different from that of our neighborhoods and the neighborhood which our church connects. The average age of our active membership is much older than the average age of the neighborhoods.

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

At this time, our current active membership leads us to focus on ministry for mid-to-late-life.

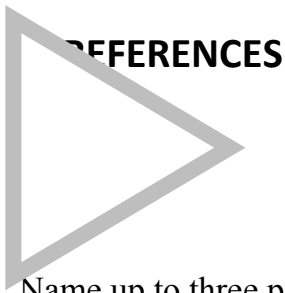
We, like most other congregations, have seen a decline in attendance for typical worship services especially with regard to our school age and young adult population. We desire to offer ministry for these groups and look forward to finding new ways to meet our youth and young adults where they are.

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

We are known as the “Big White Church” who has had the same pastor for 30 plus years. We are known to be active in many community groups such as Good Neighbors in the Village and the Baltimore Ministerial Association. Over the years we have been involved in many community projects serving the needs that were present.

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

For many, this is home! Some of our members are third and fourth generations who have left at some point in their lives but have returned. For others, they are involved because of our traditional services, fellowship, and welcoming atmosphere.



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

Gayle A. McCreery, Deaconess (ret.) Christ UMC, Baltimore, OH
Good Neighbors in the Village, Inc. (501C3) Founder

(740) 438-3820

mccreerygale@hotmail.com

My relationship with Trinity UCC, Baltimore began sometime in 2004 when I met Rev. Jill Dunlap as we shared volunteering in the Baltimore Food Pantry Saturday weekly distribution of perishable food items. I was considering entering the Deaconess preparation path within the United Methodist Church at that time. I remember scheduling a sit-down with Rev. Jill regarding being a female in ministry. The conversation was helpful and supportive at that time. As time went on Rev. Jill and I worked alongside Trinity Church congregants and folks from other area churches in various outreach activities. I have come to know several of Trinity's members, faithful servants of Christ and the community that have become faithful volunteers for Good Neighbor's in the Village as well. Trinity with Rev. Jill's leadership initiated the Empty Bowls event during the Lenten season wherein churches within Baltimore each supplied a soup, cookies and more for a meal which collected funds and held an auction of items and events. The funds were then donated toward hunger relief.

I have noted over the years that Trinity is, as I have experienced, very intentional on loving and reaching out to the community and neighbors in need with support activities for Hospice care, community celebration, community cooperative worship services.

The spirit of outreach and response to the needs of neighbors continues in 2022 while the Interim Pastor Joanna Samuelson served Trinity. One of the elder clients that Good Neighbors serves at a weekly chair volleyball and senior lunch program expressed her difficulty after losing a daughter to cancer. Margot's daughter lived in Europe and due to COVID visiting was impossible. Margot was searching for bereavement services nearby and found none locally. Margot being in her 80's was not able to drive out of town for the services. I spoke with a Trinity member who was staffing the church office (Julie Walter) as I know Trinity had a close relationship with a Hospice agency. There were no services extended to Baltimore, but Julie approached Rev. Samuelson, who as it turns out had experience with grief counseling and who was willing and excited to reach out to Margot and to offer to offer a weekly grief group session for interested folk. So, WE MEET was formed and publicized. A group of 4 to 6 members met weekly at Trinity while Rev. Samuelson was with Trinity. After Margot was a resident in an extended care facility due to a fall, Rev. Samuelson continued to follow up with Margot at the facility until her time at Trinity ended.

Trinity UCC is a shining light in our Village. The church, as all our community churches, is feeling the consequences of COVID as well as the general changes of how our society experiences Sunday.

The challenge of our aging congregations is to be not only 'service agencies' but to be people who share the knowing, the love, the presence and worship of the Lord. Hopefully Trinity and other churches will work to engage families and young folk in church fellowship. Trinity has expressed a desire to be part of the reinstating of Vacation Bible School cooperatively in the summer of 2023.

Sincerely, in prayer for the Pastor search, Gayle A. McCreery, Deaconess UMC

REFERENCE 2

Rev. Scott Schieber, Interim Pastor, Northwest Christian Church, Upper Arlington, OH

614.226.1314

schieber@columbus.rr.com

As a seminary student, I participated in many aspects of church life to gain experience and had a close relationship with the prior pastor.

As I've experienced Trinity, what has always made an impression on me is the amount of support, love and care they express for their pastor. This extends beyond support for ministry and programs, but a warmth of relationship that I think is uncommon. Ministry is full of highs and lows, and it always has seemed that the joys and disappointments associated with church life have been shared between the pastor and the congregation with a sense of love and hope. Prior to my present call, I served over ten years at a congregation outside of Trinity's area, so I don't feel like I can adequately describe areas in the congregation that will require improvement. My experience with Trinity over that time was to attend various celebrations or funerals in the congregation, and among members at Association events.

Trinity is located as an "in-town" church and I'm sure has suffered from larger independent churches opening in their immediate area, a reality that many mainline congregations are contending with. Programs and worship at Trinity would be categorized as traditional, but some families are seeking the bells and whistles of a larger congregational. This is not an area for improvement, but an identity; Trinity is more of a boutique than a big box store.

One of the strengths of Trinity is that it's a community church. Prominent families in the area have called Trinity home for generations. As such, I have witnessed Trinity open its doors to the community in times of loss repeatedly. Even if people have moved away from the congregation, they are welcomed back warmly in Christian love. People in the congregation are very committed to hospitality and welcome.

REFERENCE 3

Name: Rebeka L. Maples, PhD, MDiv

Position: Retired United Methodist ordained elder;

Director of Spiritual Formation, Course of Study School of Ohio (training program for certified local pastors)

Telephone: 614-203-6752

Email: revrebeka@earthlink.net

Relationship to the Congregation: colleague and friend of Rev. Jill Dunlap, previous pastor of Trinity UCC

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

I have been friends with Rev. Dunlap for over 20 years and seen the ministries of Trinity UCC grow through the years in community outreach and spiritual growth. Through Rev. Dunlap's commitment to the church and its mission, the ministries of Trinity UCC have flourished. Some of the areas where this can be seen are in Youth ministries and in Fundraisers. The Youth ministry at Trinity is the strongest in the Baltimore area. The Youth leaders have worked intentionally to support the youth of the church and to include youth from the community and youth groups from other churches in all their activities. This proved to be a blessing in the church where I served and involved them in community projects. Another area of strength at Trinity can be seen in their fundraising projects which not only involve the congregation but include members of other churches and the broader community. Trinity has been a leader in community development and a model for ministry outreach for other churches in expanding their own ministry and mission commitments.

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

In terms of improvement, I think Trinity would do well to continue to build on its strengths. There are many dedicated people in the congregation who supported Rev. Dunlap in her years of ministry at Trinity, and I believe they will continue with that commitment with the minister who follows her. The ministries at Trinity have proven to be strong through the years and there is no doubt they will continue to grow with pastoral care and support of their many gifts. Furthermore, I believe Trinity will be able to meet the challenges of the church in a compassionate way, if they continue to devote the necessary time to personal spiritual growth and maintain adherence to the spiritual disciplines. It would be well for the church leaders of Trinity to continue to help the congregation assess its ministries and to identify together areas for potential growth.

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

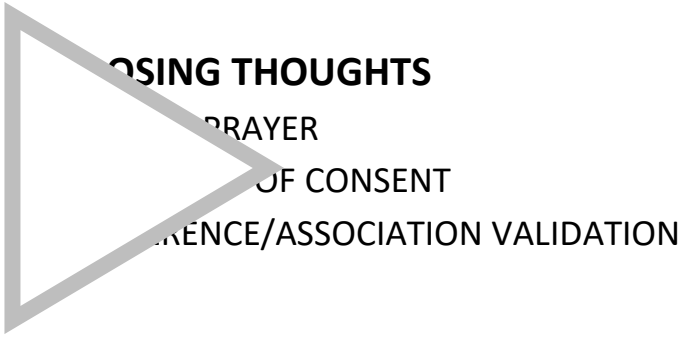
I have been involved with leading worship and participating in community outreach at Trinity. Participating in worship has been a blessing. The church leaders and congregation are truly warm and welcoming. They are well organized and understand the importance of lay leadership and the needs of the pastor. They are supportive in responding to pastoral responsibilities and ensuring necessary sabbath time. I have always enjoyed the worship experience at Trinity and feel the ever presence of God that stays with me when I leave.

Anything else you wish to share.

I am aware that the effectiveness of ministries at Trinity UCC has to do with the lay leadership and devoted members' consistent and honest response to God's calling in their lives. This is seen in the general atmosphere of the church and how members are involved in church life and how they live their lives inside and outside the church. I highly encourage any minister who wants to be involved in the life of the church and the community to consider ministry with Trinity UCC. This congregation has the necessary elements for supporting time for family relationships and personal spiritual growth. They are able to respond with patience and integrity to the demands of the church's ministry in the midst of the continual challenges that occur in the world and in daily life.

Sincerely,

Rebeka L. Maples, PhD, MDiv
UMC ordained clergy (retired)
Director of Spiritual Formation
Course of Study School of Ohio
(at Methodist Theological School in Ohio)



CLOSING THOUGHTS

PRAYER

OF CONSENT

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:

Dear merciful and mighty God. We thank you for guiding us as we created our church profile. We trust that while our work is done for the moment, you will continue to work to guide this profile to the ideal candidate. A candidate who fits our needs, we fit their needs, and together we both fit YOUR needs. A union whereby both parties are stronger together than apart and, if it be your will, a long union similar to our previous pastors. God, we further ask that you grant our new pastor, the strength to face any challenges that may lay ahead, the wisdom to fully understand the choice they are making, and the peace and confidence in knowing that this church is the right place for them. God, we also ask your blessing on this search committee. We ask that you grant this search committee, the openness to listen to the Holy Spirit when reviewing profiles and conducting interviews that lay ahead, the wisdom to fully understand the choice we are making, and the peace and confidence in knowing that the chosen pastor is the right fit for this church. Once again God, we Thank You for being with us through every step of this journey!

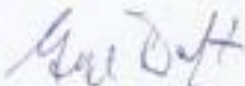
-Amen

6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*)
Consistory and Search Committee
2. Additional comments for interpreting the profile:

Signed: 
Name / Title / Date: GEORGE DAFT, PRESIDENT 11/17/2018

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

YES

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

Staff Comment:


YES

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

Staff Comment:

YES

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Melodie Rezac, Administrative Minister CSEOA

Email: melodie.cseoa@heartlanducc.org

Phone: 740-503-4803

Date: 11.18.2022

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 faith in God!'" – Mark 11:22