

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

?

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!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



**UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE**

Saint Peter’s United Church of Christ Wilshire
Reading, Pennsylvania
Settled Minister (¾ Time)
Covenant Association, Pennsylvania Southeast Conference
March 2023

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

1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: Saint Peter’s United Church of Christ Wilshire

Street address: 2901 Curtis Road, Reading, PA 19609

Supplemental web links: [Web page](http://stpucc.com) (stpucc.com), [Facebook](https://facebook.com/stpuccwestlawn) (facebook.com/stpuccwestlawn)

Conference: Pennsylvania Southeast

Association: Covenant

UCC Conference or Association Staff Contact Person: Rev. Kevin McLemore, Associate Conference Minister for Search and Call: mclemore@psec.org or 484-949-8774 ext. 302.

Summary Ministry Description: We are a Christ-centered congregation with a warm, welcoming feeling and a desire to serve our neighbors. We are also a church that is doing the work of rebuilding after a triple setback—Covid and the retirement of both our long-term pastor and our parish administrator. We began this work during our transition with a core group of worshipers, a small leadership team, and our designated-term pastor, and we know there is more to do. We seek a minister to partner with us to continue to chart our course as we look to preserve existing ways of serving God, our neighbors, and our fellow members while creating new ones.





What we value about living in our area: Many of our members' families have their roots here. We value the mix of suburbs and farms, the way people take pride in home ownership, and the proximity to health care, nature, and shopping. We find our corner of Berks County to be convenient, affordable, and close to interesting travel destinations and cultural and sporting activities. We think our schools are great!

Current size of membership: 175

Languages used in ministry (*other than English*): None

Position Title: Pastor

Position Duration: Settled

Compensation Level: ¾ Time

Does the total support package meet conference compensation guidelines? Because of our current budgetary restraints, no.

1b. SCOPE OF WORK

Preparation and leadership of Sunday worship – crafting the liturgy, scripture study, sermon prep, including bulletin preparation, music choice, finding and guiding lay liturgists, preaching, prayers, etc.

Faith formation and vitality – through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them

Leadership development – working with people in the church to create ministry and programs

Community engagement – leading the way for the church to be an ambassador of God’s love

Pastoral care in collaboration with spiritual council or other lay people – at least the elderly and the sick and those grieving

Weddings and funerals for participants in the worshipping community

Participate in wider church meetings and activities such as conference and association meetings as time permits

Attend meetings and give leadership as needed in relation to church programs, always in collaboration with lay leadership – meetings of the governance board, committee meetings, administrative work such as planning and training of lay leaders

Inspiring and energizing and deepening the spiritual connections and faith understanding through whatever they do

Core Competencies: We wish to call a pastor who is caring, creative, and detail oriented.

1c. COMPENSATION AND SUPPORT

Salary Basis: \$60,000.00

Benefits: Salary plus Benefit

What is the expected living situation for your next minister? There is no parsonage; we supply a housing allowance.

Comment on the residential/commuting expectations for your next minister. We expect them to live close enough to our church to visit and minister to homebound members. We expect at least ten office hours in the church per week, although we are willing to negotiate some remote office hours.

Describe peer and professional supports available for ministers in your association/conference. Communities of practice in PSEC.

Describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment. We will work with the pastor to create a mutually acceptable schedule with predictable days off.

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

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve. We envision our pastor collaborating with us as we rebuild our Christian education program, develop protocols and procedures, and create outreach opportunities that also serve as fellowship.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls. We need fresh eyes to help us see new outreach opportunities in our neighborhood and to present different ways of engaging our members in new and existing missions.

Specify language requirements or culturally specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling. None.

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

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- Praying actively and nurturing spiritual practices.

- Being called to ordained ministry by God and the Church.
- Continuing discernment of one's call in community.
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

CARING FOR ALL CREATION

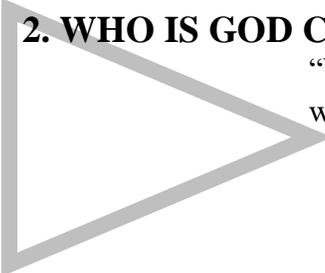
- Nurturing care and compassion for God's creation.
- Maintaining a basic understanding of mental health and wellness.
- Practicing self-care and life balance.
- Providing hope and healing to a hurting world.
- Attending to one's own spiritual and pastoral care, including engagement in supervision as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

WORKING TOGETHER FOR JUSTICE AND MERCY

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

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

- Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Strategically creating the future of God's Church.
- Witnessing in the public square to God's redeeming power.
- Performing necessary and appropriate administrative tasks.
- Working collaboratively with intercultural awareness and sensitivity.
- Encouraging leadership development of self and others through continuing education and lifelong learning.



2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation? We believe that God is calling us to growth in our shared faith life, growth in membership numbers and programming, and growth in outreach.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation. Saint Peter’s needs to create structures, policies, and a strategic plan following the loss of decades of institutional memory that resulted from the retirement of our pastor and parish administrator. During the last year, as we and our community cycled through the imposing and lifting of Covid restrictions, we realized that online worship has become an occasional need for some members but is now the norm for others, so we worked to improve the audio/visual quality of our livestreamed services. Under the leadership of our designated-term pastor and with the help of several members, we rededicated ourselves to efforts that educate our children and youth—a kids faith chat, a redeveloping Christian education program, and short-term service projects.

3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith. Our [mission and vision statement and statement of purpose](#) reflect our commitment to creating a welcoming congregation that reaches out to its neighborhood and beyond, enabled by a loving Creator. We see the Holy Spirit in our faithfulness to this community of faith, in our support of our fellow members, and in our desire to serve our neighbor.

Describe several strengths or positive qualities of your congregation. We are a no-drama, warm, caring, and inclusive congregation.

Describe what worship is like when your congregation gathers. Our worship is rooted in the liturgy of our German Reformed ancestors, but our atmosphere is relaxed—especially on the Sundays we worship outdoors in our pavilion. We love how the music of our talented organist forms part of our worship (though our congregation is a bit challenged in the singing department). Our members hope to hear preaching that is relevant to our lives, heart-felt, empathetic, enthusiastic, and Bible based.

Describe the educational program/faith formation vision of your church. Our small adult Bible study, which met Sunday mornings before the pandemic under the leadership of our pastor, moved to midweek virtual sessions during the pandemic and eventually disbanded. We are beginning to rebuild our Christian education program for children and youth using a curriculum written by our designated-term pastor and a colleague that’s based on the revised common lectionary and the church calendar. There is no expectation that a settled pastor would create curriculum. Our small group of children and youth are energized by choosing outreach projects such as a book drive for young neighbors. Like many congregations, we are concerned about keeping youth connected to the life of the church after they are confirmed.

Describe how your congregation is organized for ministry and mission. We communicate decisions via announcements before our in-person/livestreamed Sunday worship services and disseminate information by email, on Facebook, and in our newsletter, which is distributed electronically and, for those who don’t have internet access, by mail. During the pandemic, a core group of leaders was able to respond quickly to necessary changes regarding CDC recommendations and communicate them electronically and by mail.

Our committees are even smaller since the pandemic than they were before, and sometimes a single person shoulders the work that belonged to a committee or small group in the past. While this leads to reduced meeting time (generally 2 – 3 hours per month for each elder or deacon), we are aware that single-person assignments can lead to burnout and poor communication. It is probably time to re-envision how we assign and do our committee work.

We can provide the next minister with a copy of our by-laws; the last revision dates from 1998, and we know that it's time to update them.

We struggle for vision in devising effective ways to attract and retain new members, especially the young, in evangelism, and in developing new outreach projects.

3b. 11-YEAR REPORT

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



God is still speaking,
**UNITED CHURCH
 OF CHRIST**

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

Church#:	601700	Reading	PA	19609					
Assoc:	642	Schedule:	0	Saint Peter's/Wilshire UCC					
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	420	92	90	4	1	11	4	10	2
2012	422	92	90	1	0	7	6	0	2
2013	419	82	65	4	1	1	7	2	-3
2014	423	78	54	5	0	4	5	0	4
2015	419	73	60	2	0	2	8	0	-4
2016	423	70	60	2	0	6	4	0	4
2017	429	79	60	4	0	9	7	0	6
2018	437	77	60	7	0	5	4	0	8
2019	439	76	60	3	0	9	10	0	2
2020	440	70	60	4	0	0	3	0	1
2021	204	36	8	7	0	0	5	238	-236

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	\$155,977	\$9,157	\$8,340	\$2,930	\$11,270	\$1,440	\$12,710	5.35	\$177,844	\$165,155
2012	\$159,732	\$7,904	\$7,810	\$1,460	\$9,270	\$2,352	\$11,622	4.89	\$179,258	\$160,925
2013	\$157,907	\$0	\$8,179	\$2,248	\$10,427	\$2,904	\$13,331	5.18	\$171,238	\$151,141
2014	\$166,540	\$0	\$6,321	\$609	\$6,930	\$3,093	\$10,023	3.80	\$176,563	\$150,568
2015	\$173,522	\$57,905	\$9,837	\$1,758	\$11,595	\$842	\$12,437	5.67	\$243,864	\$209,993
2016	\$174,041	\$30,284	\$7,500	\$1,179	\$8,679	\$760	\$9,439	4.31	\$213,764	\$143,333
2017	\$189,599	\$3,209	\$6,400	\$1,316	\$7,716	\$1,065	\$8,781	3.38	\$198,380	\$172,579
2018	\$183,469	\$21,089	\$2,137	\$1,063	\$3,200	\$2,876	\$6,076	1.16	\$189,545	\$179,643
2019	\$190,388	\$29,914	\$5,890	\$2,136	\$8,026	\$1,855	\$9,881	3.09	\$200,269	\$172,801
2020	\$175,195	\$7,958	\$7,710	\$2,007	\$9,717	\$1,292	\$11,009	4.40	\$186,204	\$172,911
2021	\$129,842	\$9,315	\$6,850	\$2,356	\$9,206	\$5,095	\$14,301	5.28	\$144,143	\$142,749

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM EXPENDITURE
2016-2021	-51.77	-48.57	-86.67	-12.50	5975.00	-25.40	-32.57
2011-2021	-51.43	-60.87	-91.11	-56.25	1635.71	-16.76	-18.95

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	175	
Number of active non-members:	10	
Total of church participants (sum of numbers above):	185	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	14	
Less than 10, more than 5 years:	46	
Less than 5 years:	88	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Age unknown	<i>Are these numbers an estimate? (check if yes)</i>
2	9	10	15	22	22	23	28	21	21	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	10%	x
Households with minors:	25%	x
Single adults age 35-65:	15%	x
Joint households with no minors:	60%	x
Single adults over 65:	5%	x

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	95%	x
College:	50%	x
Graduate School:	15%	x
Specialty Training:	10%	x
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	25	x
Adults who are retired:	70	x
Adults who are not fully employed:	5	x

Describe the range of occupations of working adults in the congregation: Our congregation has members who are currently working in a variety of fields including education, medical, business, finance, retail, real estate, sales, and engineering.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context? Our UCC congregation is mostly made up of white members. Our diversity is something we would like to expand as our local community has become more diverse in recent years. In our context, diversity means individuals of different ethnicities as well as diversity in family and financial status.

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)? Our congregation has had ongoing conversations about ways to welcome diversity from within our local community by hosting events that could interest people from a variety of backgrounds including single parents and those from other cultural heritages.

3d. PARTICIPATION AND STAFFING

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		Discontinued during pandemic
Baptisms <i>(number last year)</i>	1	Pastor, Director of Music
Children's Groups or Classes	7	Pastor, lay volunteers
Christmas Eve and Easter Worship	80, 55	Pastor, Director of Music
Church-wide Meals	20	Consistory, Women's Ministry
Choirs and Music Groups	6	Director of Music
Church-based Bible Study		Discontinued during pandemic
Communion <i>(served monthly)</i>	32	Pastor, Director of Music
Community Meals		Discontinued during pandemic
Confirmation <i>(number confirmed last year)</i>	0	Pastor, Director of Music, confirmands, mentors of confirmands
Drama or Dance Program		N/A
Funerals <i>(number last year)</i>	2	Pastor, Director of Music
Intergenerational Groups		N/A
Outdoor Worship	33	Pastor, Director of Music
Prayer or Meditation Groups		N/A
Public Advocacy Work		N/A
Retreats		N/A
Theology or Bible Programs in the Community		N/A
Weddings <i>(number last year)</i>	0	Pastor, Director of Music or outside musician
Worship (10:00)	44	Pastor, Director of Music

Young Adult Groups or Classes		N/A
Youth Groups or Classes (currently combined with children's group)		Pastor, Lay volunteers
Other		

Additional comments: N/A

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?	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Dr. Kris Hayden			N/A	Yes

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. Dr. Hayden maintains membership at Saint Peter's but has not attended worship since his retirement.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson 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
Designated-Term Minister	Yes	¾ time		12 months
Parish Administrator		Part time	Designated-Term Minister	6 months

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry? The numbers support our members' concerns that there are fewer of us now than there were prior to the pandemic. Our small but faithful core group of attendees and leaders can maintain our current ministry. We are hopeful that, with God's help, we will be able to grow in faithfulness, in numbers, and in mission efforts.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$134,885
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>)	N/A
Fundraising Events	\$532
Gifts Designated for a Specific Purpose	\$6522
Grants	\$0
Rentals of Church Building	\$800
Rentals of Church Parsonage	N/A
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$2392
Transfers from Special Accounts	\$0
Other (specify):	\$0
Other (specify):	\$0
TOTAL	\$145,131

Current annual expenses (dollars budgeted for most recent fiscal year): \$137,627. Please see summary of our 2023 budget on the last page of this document.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 36.47%

Has the church ever failed to pay its financial obligations to a minister of the church? In the past, we occasionally struggled to meet pension payments on time but completed those payments by the end of the calendar year.

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? Yes

- 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%) Our contributions to OCWM are included as a line item in our annual budget. We have struggled to reach our goal of tithing and have had to decrease our giving to this important mission; however, our financial team's goal is to supplement the budgeted amount in 2023 if possible.

What is the church's current indebtedness?

Total amount of loan debt: \$5327.60

Reason for debt: Cornerstone Fund line of credit for building repairs and improvements

Are capital and other payments current? Yes

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

If the church has had capital campaigns in the last ten years, describe: We took out a line of credit of \$43,000 for needed repairs and improvements to our building and have been repaying it. The generous gift of an anonymous donor covered more than half of those repayments.

Year(s)	Purpose	Goal	Result	Impact
2015	Replace roof and rooftop air conditioning unit	\$43,000	\$	Maintain integrity of building and meeting space

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

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. Our roof and HVAC repairs ensured that we had a safe, comfortable space for our community groups to meet in. These improvements had the unintended benefit of allowing us to install upgraded filters during the pandemic to permit safer gathering in our sanctuary.

Does your church have an endowment? No

Other Assets

Reserves (savings): \$10,417.87

Investments (other than endowment): \$0

Does your church have a parsonage? No

Describe all buildings owned by the church: Church, outdoor pavilion with electricity and access via curb cut and sidewalk

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

Which spaces are accessible to wheelchairs? The main level (sanctuary, welcome center, pastor's and administrator's offices, small nursery, lavatory) is accessible. On the lower level, fellowship hall and two lavatories are accessible, although to move between the upper and lower level, it's necessary to use outdoor ramps and circle the building. There are curb cuts on both streets that border the building and a wheelchair-accessible ramp that leads to the pavilion.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry? Our greatest expenses are personnel and facilities, so our mission and ministry are supported either by special fundraising, by donations, or volunteerism. Providing a space for our community groups to meet is our most significant mission.

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. A story we like to tell is how we were founded by a pastor who went door to door to invite neighbors to begin a new church. We're blessed that a few of our founding members are still with us. That inviting, warm beginning helped make us who we are today. We're resilient, too, working to be an outpost of God's work in the world despite the most important event in our church life in the last decade—the retirement of our very well-liked and long-serving pastor and parish administrator, which coincided with the pandemic.

Describe a specific change your church has managed in the recent past. During Covid, we learned new ways of ministering to our congregation—outdoor worship, online worship, online Bible study—and of protecting our congregation and community groups following CDC recommendations and protocols. Sadly, as we emerge from Covid restrictions, we have found that some members have not returned.

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. Our congregation had a hard time answering this question because we really are a no-drama community. When our early learning center closed, there was some conflict and doubt, but we ultimately recognized

that our neighborhood had changed, and, therefore, our ministry would need to change, too. The conflict around the parting of the ways with a pastor is decades in the past, and most current members have no recollection of it. The disadvantages of being a no-drama community are that we do not have protocols for dealing with conflict and, more importantly, we are sometimes too relaxed about assigning tasks and preparing for the future.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Dr. Kimberly Stryjak, designated-term pastor	1	Y
Rev. Dr. Kris A. Hayden, pastor	34	Y

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership. We have learned that the church and its ministry are about much more than the pastor. The whole congregation is vitally important to its ministry and mission.

Has any past leader left under pressure or by involuntary termination? Yes, a pastor left under pressure in the early 1980s with mixed opinions within the congregation.

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

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

4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy? We engage in many outreach projects, most of which are longstanding and many of which are passion projects for individuals or very small groups: Gathering donations of supplies or food for one international and several local groups and charities, hosting blood drives, and providing meeting space to Scouts BSA, AA, and Al-Anon groups. We sense that there is room for an additional outreach project that will bring us together to work in fellowship with each other but have yet to identify it.

Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting). Since 2020, our connections to these bodies have decreased significantly. Some of our members served in the past on association and conference committees and attended general synod.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) | <input checked="" type="checkbox"/> None |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future? There are individuals in our congregation interested in issues relating to A2A, Creation Justice, and ONA designations, but there are no immediate plans to pursue these.

Describe your congregation’s participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional). Several of our members volunteer with New Journey Community Outreach, Opportunity House, and Western Berks Shepherding Ministries.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out. Our mission and vision statement, copied below, and time allotment align fairly well, but we have work to do in creating new opportunities and reinvigorating old ones with our new reality—a smaller core group of worshipers, a smaller group of leaders, some of whom are overtasked, and a changing landscape of community needs.

Saint Peter's United Church of Christ is an active family of Christian faith.

- We are dedicated to providing spiritual, educational, outreach, and fellowship opportunities for our congregation, our community, and beyond.
- We welcome all people from all walks of life on their spiritual journeys.
- We are committed to being God's servants in the service of others and to sharing the love of God and Jesus Christ.

OUR VISION: To be a beacon of light sharing God's love with others.

Reflect on the scope of work assigned to your pastor. 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 expect our $\frac{3}{4}$ time pastor to have a set schedule that gives them time for self-care and for additional part-time employment, child and/or elder care, or additional education if they choose. We recognize that additional leadership development of our members to key positions such as Christian education will permit the settled pastor to commit more time to community ministry and to association, conference, and national setting activities.

4b. MISSION INSITE

Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown? Saint Peter's is in a neighborhood that, like most American suburbs, is growing older and less white. The two groups that are growing more quickly than others in our area are the 65+ age group and families parented by single mothers.

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? We reflect our neighborhood in many ways—mostly white, middle class, with a growing percentage of older people, and with high educational attainment. We differ from our neighborhood in that we are diversifying along racial and ethnic lines more slowly.

Our internal demographics compare or contrast with the neighborhoods with which we connect depending on location. Reading, Pennsylvania, is among the mid-sized cities in the United States with

the highest Latino-white segregation magnitude¹. So our outreach efforts in the city of Reading tend to differ from our internal demographics while outreach based in suburban areas tends to correlate with our internal demographics.

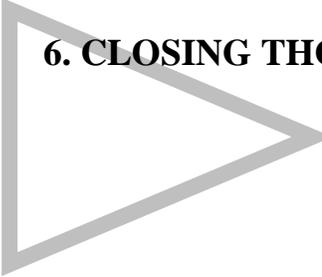
How are the demographics of the community currently shaping ministry, or not? In response to food insecurity that 9% of Berks countians, including some of our neighbors, face², we have partnered with other organizations to provide food ministries at the [Wilson Area Food Pantry](#), [Opportunity House](#), and [New Journey Community Outreach](#). We reach out to the increasingly large number of elderly residents in our neighborhood by providing space for meeting for a weekly social group for seniors and by sending financial support and a volunteer driver to Western Berks Shepherding Ministries, who provide transportation free of charge to those who need it.

What do you hear when you talk to community leaders and ask them what your church is known for? With the retirement of our pastor and the pandemic, we have lost our ties with community leaders.

What do new people in the church say when asked what got them involved? Once inside our doors, either because they passed by our building or saw our website, new people say that our warm welcome got them involved at Saint Peter's.

¹ Landis, John D. "Black-White and Hispanic Segregation Magnitudes and Trends from the 2016 American Community Survey." *Cityscape*, vol. 21, no. 1, 2019, pp. 63–86. *JSTOR*, <https://www.jstor.org/stable/26608011>. Accessed 9 Feb. 2023.

² University of Wisconsin Population Health Institute. County Health Rankings & Roadmaps. "Food Insecurity," n.d. <https://www.countyhealthrankings.org/explore-health-rankings/county-health-rankings-model/health-factors/health-behaviors/diet-and-exercise/food-insecurity?keywords=>. Accessed 14 Feb 2023.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

“The Lord has told you what is good. He has told you what he wants from you: Do what is right to other people. Love being kind to others. And live humbly, trusting your God.” (Micah 6:8)

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? The Local Church Profile Committee, Consistory, and parish administrator
2. Additional comments for interpreting the profile: Please note that with permission of PSEC, we have omitted Section 5, References, in this profile. A summary budget for 2023 is included as an appendix.

Signed: Janice E. Rodríguez

Name / Title / Date: Janice E. Rodríguez, Chair, Local Church Profile Committee, March 21, 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

APPENDIX A: SUMMARY BUDGET FOR 2023

Giving Accounts	Budget 2023	Actual 2022	Actual 2021
Giving	\$154,232	\$134,886	\$142,749
Facility Use	7,350	6,999	3,763
Fundraising	700	532	4,040
Special Offerings, Local Mission, and Misc. Giving	7,975	6,522	12,984
Total Giving	170,257	148,939	163,536
Actual 2022	Budget 2023	Actual 2022	Actual 2021
Giving and Missions	13,990	29,115	29,638
Operating Expenses	41,560	36,157	38,598
Payroll	114,685	72,355	78,317
Total Expenses	170,235	137,627	146,554
Net Surplus/Deficiency	21	11,311	16,982