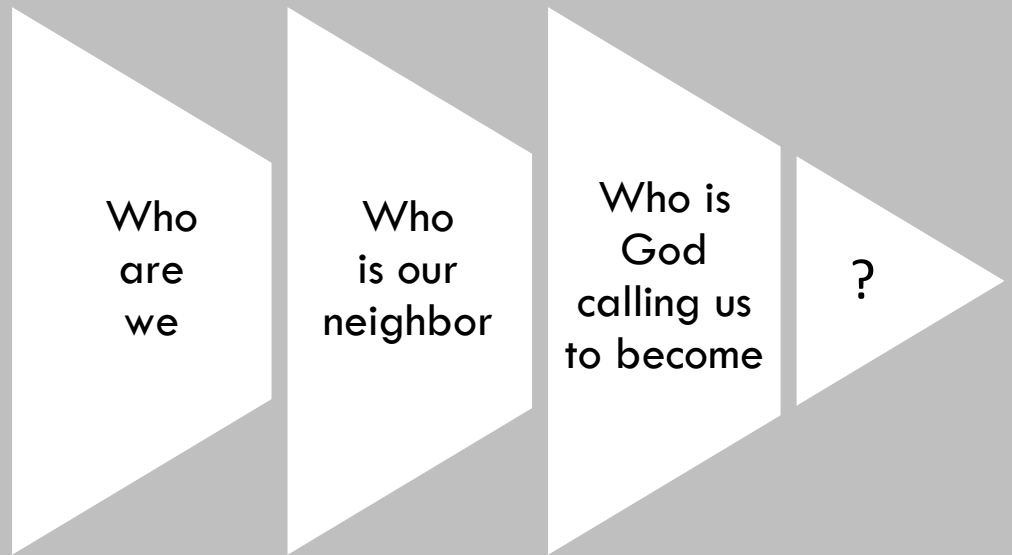


Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

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!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Salem United Church of Christ of Rohrerstown
Lancaster, PA

Settled Part-Time Pastor

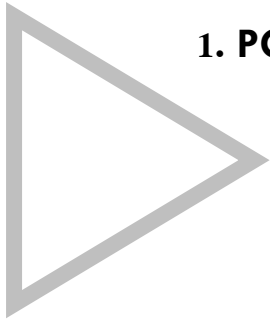
Penn Central Conference, Lancaster Association

September 2024

LOCAL CHURCH PROFILE CONTENTS

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

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: *Salem United Church of Christ of Rohrerstown*

Street address: *2312 Marietta Ave, Lancaster, PA, 17603*

Supplemental web links: *www.salemuccroh.org*

No ecumenical ministerium's in this area.

Conference: Penn Central Conference

Association: Lancaster Association

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

C. Paul Keller, Office Manager, (717) 652 – 1560, pkeller@pccucc.org

Summary Ministry Description:

Hello from Salem United Church of Christ of Rohrerstown!

Do you like to laugh ... during worship ... during fellowship ... during “after-meeting” Happy Hour?

- Do you enjoy visiting the homebound as well as engaging with children and youth?*
- Do you like to eat sticky buns? We make the best!*
- Would you like to be a part of our church life i.e. play Bingo, serve Tea, dress up as the Easter Bunny?*
- Do you like to use Social Media to energize others?*
- Salem takes discipleship and biblical preaching seriously. The fun and amazing work we do is a reflection of our Christian living.*
- Our church counsel, lay leadership, and congregation are active participants in the health and liveliness of the church.*

We are a proud Open and Affirming church that Welcomes all - no matter who they are or where they are on life's journey.

Will you join us on our journey?

What we value about living in our area:

Lancaster is a small city with large city attributes and just hours from Philadelphia, Harrisburg, Baltimore, New York City, and Washington D.C. It has cultural diversity, is rich in history and traditions but includes people with diverse identities. Educational opportunities abound from doctorate to technical certification with nationally recognized colleges, universities, technical schools, art school, and Lancaster Theological Seminary

Current size of membership: 147

Languages used in ministry:

Currently none but there is an increasing number of Hispanic, and Nepalis population immediately surrounding the church.

Position Title:

Settled Part-time 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:

½ Time

Does the total support package meet conference compensation guidelines?

Yes

1b. SCOPE OF WORK (20-25 hrs./week)

- Preaching and leading the worship life of the church
- Participating in our Church Life
- Officiating at baptisms, weddings, and funerals as requested
- Leading confirmation classes, church school sessions and other educational programs mutually agreed
- Visiting the sick and shut-ins as mutually agreed
- Counseling and/or referral of members and non-members in crisis situations
- Attending meetings of official bodies of the church, Association and Conference and making periodic reports as mutually agreed
- Managing church staff in concert with the Church Council

- Attending other denominational and ecumenical activities as agreed
- Other: meeting with local officials; outreach to the community

Core Competencies:

We are seeking a person who is a good communicator, organized, approachable, “kid friendly”, spiritual and is good at community relations.

1c. COMPENSATION AND SUPPORT

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

Situation 1: \$20,000 - \$30,000 commensurate with a fully Budgeted Parsonage = Total Cash Salary and Housing: \$42,000 - \$52,000.

Situation 2: \$42,000 - \$52,000 commensurate without a fully Budgeted Parsonage.

Benefits:

Salary includes Optional Benefits within the total Salary Package

Social Security Offset

Pension Premium

Life and Disability Insurance

Sabbatical Leave, after 5 years of continuous service

Vacation: 2 Sundays after 90-day period

Flexible Schedule

What is the expected living situation for your next minister:

Parsonage or close residence

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

Commuting expectations are negotiable:

- *Through the pandemic and beyond, we have come to recognize the many benefits of a hybrid work model, a mix of in-person and remote work.*
- *We strongly prefer our next minister to live in or near Lancaster in order to share in our community life. However, if our best candidate resides at a reasonable commuting distance, we will discuss how to best meet the needs of the congregation and also accommodate the needs of the candidate.*

State any incentives:

Professional Expenses including but not limited to:

Mileage Reimbursement for Business travel per IRS Guidelines

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

Lancaster Association: Church on Ministry Committee

Lancaster Association Chaplains

Penn Central Conference Committee on Ministry/Church

Penn Central Conference Clergy/Clergy Family Facilitator

Lancaster Theological Seminary Resources

Clergy members of Salem United Church of Christ of Rohrerstown

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

Will support with further discussion

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.

- *Growing and maintaining the congregation*
 - *Increase outreach through social media/website*
 - *Balance traditions while leading us in new ways – asking for feedback*
 - *Stewardship*
- *Providing dynamic sermons*
- *Congregational Care*

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

- *Help us embrace our Social Justice movement with the greater community*
- *Assist us in continuing to identify the needs of our community*
- *Helping to fulfill our “Core Beliefs/Mission” and live out our passion*

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

Our congregation is predominantly English-speaking congregation; however Lancaster are is experiencing a growing Hispanic/Latino and Nepali population.

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*
- *Building transformational leadership skills*
- *Working together for justice and mercy*
- *Strengthening inter- and intra- personal assets*



2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

- *Live out our Mission Statement*
- *Open and encouraging to try new ways to worship*
- *Have more visible mission and outreach*
 - *Get the maximum amount of people involved*
 - *Get outside the walls of the church*

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

Becoming an Open and Affirming congregation was a process the church went through from 2016 to 2018. The congregation voted to become Open and Affirming October 2018. Since then, the ONA committee has become the Social Justice committee to embrace the larger umbrella of social injustices.