

Trinity United Church of Christ



*No matter who you are on life's journey, you are welcome here
at Trinity United Church of Christ*

Penn West Conference, Somerset Association
UCC Conference Contact Person: David Ackerman, Conference Minister;
724-834-0344; david@pennwest.org; Validation Date: April 20, 2023

600 MAIN STREET
PO BOX 86
BERLIN, PA 15530

(814) 267-3234

berlinucc.org

berlinucc@yahoo.com

facebook.com/berlintucc

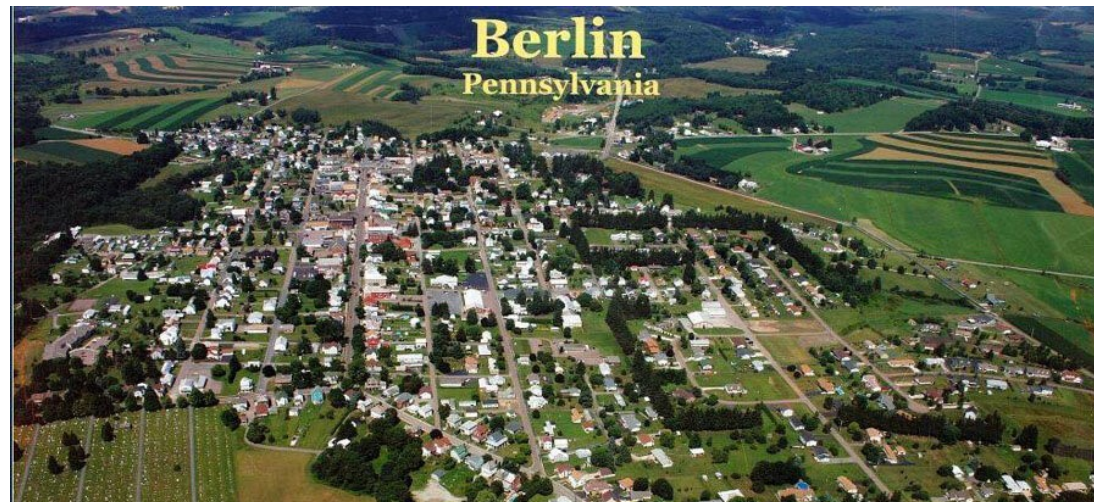
Summary Ministry Description:

Currently, our active congregation is comprised of adults, mostly age 60 and older. We have many younger families that are members, but unfortunately, are inactive. We feel we need to revitalize our church by engaging younger families. Our main goal is to make the Gospel and worship relevant to younger adults, youth and children so that we can reach the younger generations with the good news of the Gospel and further God's Kingdom. While making the changes needed, there should be a mindfulness of the older adults who have put so much into the ministry and worship here at Trinity over the years. We would not want them to feel that they are being ignored or pushed out in favor of a type of worship in which they would not be comfortable. Communication between church leadership and the congregation is key for change, as well as continuing to incorporate music that speaks to all generations.



What we value about living in our area:

We value living in a small, tight-knit community, where we embrace relationships and have respect for others. We enjoy our four seasons, a rich local history and the good work ethics in our rural community. Living in the Laurel Highlands of southwestern Pennsylvania provides many benefits. Three state parks (Laurel Hill, Kooser and Laurel Ridge) offer year-round outdoor recreational opportunities and are within a thirty-minute drive from Berlin. Seven Springs and Hidden Valley Resorts have amazing winter activities (skiing, snow tubing, snowmobiling, etc.), as well as a plethora of warm-season activities. Again this is all within a thirty-minute drive from Berlin. One can experience the Great Allegheny Passage (GAP), a 150-mile hiking and biking trail that connects Pittsburgh, PA and Cumberland, MD. The GAP is a quick, fifteen-minute drive from Berlin and provides a spectacular setting for bicycling and/or walking enthusiasts. All in all, we believe this area is a great place to live, raise a family and enjoy God's beauty. We think you will agree.



Position Offered:

Position Title: Settled Pastor; full-time

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: Full-time

Does the total support package meet conference compensation guidelines? Yes



SCOPE OF WORK

Full-time Pastoral Position (40-50 hours weekly / 10-12 units)

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of 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 by working with people in the church to create ministry and programs
- Pastoral care in collaboration with lay people
- Community engagement and leading the way for the church to be an ambassador of God's love
- Weddings and funerals for participants in the worshipping community
- Strategic planning for current and new directions in ministry
- Attend meetings and give leadership as needed to church programs in collaboration with lay leadership
- Participate in wider church activities such as conference and association meetings
- Administration responsibilities (unless delegated) such as email, website, church supplies, etc.
- Faithful financial development and stewardship
- Responsibility for supervision of staff
- Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations
- Counseling, listening and referral
- Study and prayer to increase faith and to improve skills so as to lead, teach, preach more effectively
- Energizing and deepening spiritual connections and faith understandings of others in all they do

Core Competencies:

There are many things we are hoping for in a new pastor, but recognize that each person is gifted in different ways. The core competencies that we seeking, include a pastor that would value our small-town community and be willing to participate in what it has to offer. We hope for a pastor to be a visionary, who has the ability to bring our goals to fruition in a manner that is not threatening to those who may have some resistance to change. An attitude of care and compassion are important to us, as well as a pastor that does not favor some over others, but unveils the best in all of us.



COMPENSATION AND SUPPORT

Salary Basis: We will use conference guidelines.

Benefits: Salary plus Benefits

What is the expected living situation for your next minister? A parsonage is available, however a housing allowance for a nearby residence is also an option.

State any incentives: \$500 has been budgeted for a pastor's continuing education.

Describe peer and professional support available for ministers in your association/conference: The local Somerset Association's Committee on Ministry (COM) provides an opportunity for all association ministers to participate in informal meetings to discuss current items that come before the COM. This setting, usually with the conference minister in attendance, is ideal for discussion and fellowship among the local pastors. Service on the COM is on a rotating basis. Also, Penn West Conference offers pastoral support through annual in-service training and various other support programs and activities. Our conference minister is always available to listen and counsel any minister within the conference.



WHO IS GOD CALLING TO MINISTER TO US?

Describe the ministry goals you envision your next minister collaborating with the congregation to achieve: Reaching out to younger families; involving the congregation in the Sunday service; visit sick and shut-ins; active participation with youth and young adults; spiritual needs for the older generation; develop a “mission” for the church; increase attendance; grow leadership within the church

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls. We would like the pastor to be active in the local ministerium and to organize small group discussions for feedback and ideas.

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

Caring For All Creation

Strengthening Inter- and Intra- Personal Assets



WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation? We feel that God is calling us to be a strong church that is able to reach out with the Gospel of Jesus Christ, to others of all walks of life. We want to be a welcoming church that accepts people no matter where they are on life's journey. Our hope is to be a church that is a safe and trusting place to go in times of need and in times of celebration. We desire to be a place where people know they are cared for and a place that speaks to all generations, making the Gospel alive to both the young and old. Above all, we want to be a church that always puts God first and worships Him in truth and in love.



Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation: Our church is highly involved in the food bank ministry, as well as several other ministries that help those in need. We do, however, recognize that we are not as proactive as we should be in inviting people to church. We are not always as tuned in as we should be to other needs of our community, particularly to those who are unchurched. We are hoping a new pastor will be helpful in training us to be aware of those needs and teach us the out-reach skills needed to be more of a light to our community.

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith:

At Trinity our emphasis is on God's unconditional love. We are united by our common faith in Jesus Christ and enriched by the diversity of our members. Together we seek to worship God, grow spiritually, live faithfully as disciples and stewards, share the good news of Jesus, and serve others in Jesus' name.

Describe several strengths or positive qualities of your congregation:

We are a giving, friendly and musically-inclined congregation. We strongly support our "Trinity Out-Reach" program, enabling us to give to those in need. We have a "One-Call" system in place to communicate needed prayers and important announcements. We are a supportive group that assists or "checks in" with others regularly. We take pride in our church properties, as they have been well-maintained.



CONGREGATIONAL REFLECTIONS CONTINUED

Describe what worship is like when your congregation gathers:

Our congregation values a pastor who has the ability to weave together biblical stories with modern history and current events to make the teachings of the Bible applicable to everyday life. We appreciate a preaching style that is easy to follow and understand. Our members want sermons that reassure them, move them and challenge them to lead better lives as Christians. We now have a sound and video system that enables us to live-stream our church services for shut-ins or those who are unable to attend.



Describe how your congregation is organized for ministry and mission.

When it comes to decision-making, how many hours are spent in meetings per month? 8-10

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred.

How was that accomplished? Through our Trinity Out-Reach program or from special collections.

(Bylaws and Annual Report are attached)

Decisions are communicated via weekly bulletins and bi-monthly newsletters. Committees are organized by individuals either volunteering or being asked to serve.

CONGREGATIONAL REFLECTIONS CONTINUED

Describe the educational program/faith formation vision of your church. How do people continue to form their faith over a lifetime?

At one time our Sunday School was active and full of adults and children learning about the scriptures and God. Even before COVID, our numbers were dwindling, but COVID negatively affected those numbers even more. We still have two small adult classes, a small youth class and teachers ready and willing for children of all ages. Our children's classes are extremely small. In the past, there have been some bible studies held throughout the week, that were under the direction of the pastor. We would be thrilled if we could once again fill our classrooms and have a Sunday School that people would look forward to each week. Sunday School is where people can ask questions, learn the scriptures, make friends and really connect with the church. In the meantime, we continue to pray and come together to encourage and lift each other.



Our Current Sunday School Participants

Eleven Year Report

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



Church#: 620300

Assoc: 660 Schedule: 0 Trinity UCC Berlin PA 15530

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHRED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2011	477	126	81	2	0	4	10	0	-4
2012	464	116	79	0	1	0	14	0	-13
2013	457	124	75	6	3	2	15	3	-7
2014	448	118	79	0	2	0	8	3	-9
2015	445	120	63	6	1	1	11	0	-3
2016	430	109	56	0	0	2	12	5	-15
2017	390	115	68	0	0	5	15	30	-40
2018	352	121	59	0	0	2	12	28	-38
2019	347	108	35	0	0	0	5	0	-5
2020	346	81	0	2	0	0	3	0	-1
2021	340	74	16	0	0	0	6	0	-6

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	\$131,167	\$86,435	\$5,426	\$11,948	\$17,374	\$6,338	\$23,712	4.14	\$241,314	\$189,939
2012	\$130,776	\$39,420	\$6,590	\$3,545	\$10,135	\$11,716	\$21,851	5.04	\$192,047	\$191,362
2013	\$136,795	\$27,659	\$6,879	\$4,505	\$11,384	\$21,261	\$32,645	5.03	\$197,099	\$214,339
2014	\$138,127	\$7,595	\$8,292	\$9,079	\$17,371	\$13,107	\$30,478	6.00	\$176,200	\$182,701
2015	\$123,627	\$30,800	\$7,017	\$2,945	\$9,962	\$8,616	\$18,578	5.68	\$173,005	\$192,415
2016	\$69,776	\$31,831	\$6,917	\$17,544	\$24,461	\$21,259	\$45,720	9.91	\$147,327	\$168,181
2017	\$159,390	\$17,201	\$7,640	\$4,383	\$12,023	\$23,546	\$35,569	4.79	\$194,959	\$151,402
2018	\$185,614	\$8,100	\$7,109	\$10,917	\$18,026	\$23,750	\$41,776	3.83	\$227,390	\$187,750
2019	\$149,226	\$37,081	\$7,730	\$7,930	\$15,660	\$13,006	\$28,666	5.18	\$177,892	\$194,623
2020	\$173,627	\$110,964	\$7,730	\$2,302	\$10,032	\$7,300	\$17,332	4.45	\$190,959	\$270,807
2021	\$157,138	\$22,000	\$8,000	\$3,520	\$11,520	\$10,000	\$21,520	5.09	\$178,658	\$168,432

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	-20.93	-32.11	-71.43	-100.00	-64.71	125.20	-52.90	21.27
2011-2021	-28.72	-41.27	-80.25	-100.00	-40.00	19.80	-33.69	-25.96

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.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church:

		Is this number an estimate? (check if yes)
Number of active members:	112	✓
Number of active non-members:	4	✓
Total of church participants:	116	✓

Percentage of total participants who have been in the church:

		Is this number an estimate? (check if yes)
More than 10 Years:	85%	✓
Less than 10, more than 5 years:	8%	✓
Less than 5 years:	7%	✓

CONGREGATIONAL DEMOGRAPHICS CONTINUED

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	64-75	75+	Are these numbers an estimate? (check if yes)
3	9	0	3	13	4	13	26	45	✓

Percentage of adults in various household types:

		Is this numbers an estimate? (check if yes)
Single adults under 35:	1%	✓
Households with minors:	11%	✓
Single adults age 35-65:	4%	✓
Joint households with no minors:	65%	✓
Single adults over 65:	19%	✓

CONGREGATIONAL DEMOGRAPHICS CONTINUED

Education level of adults participants by percentage:

		Is this numbers an estimate? (check if yes)
High school:	64%	✓
College:	15%	✓
Graduate School:	9%	✓
Specialty Training:	12%	✓
Other:		

Percentage of adults in various employment types:

		Is this numbers an estimate? (check if yes)
Adults who are employed:	27%	✓
Adults who are retired:	64%	✓
Adults who are not fully employed:	9%	✓

CONGREGATIONAL DEMOGRAPHICS

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

Occupations range from farmers, factory workers, government workers, business owners, teachers, medical field workers.

Describe the mix of ethnic heritages in our 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.

We are a mono-cultural congregation and our diversity is age, education, employment and opinions.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future?

No



PARTICIPATION AND STAFFING

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings?
Adult Groups or Classes: 2	21	Christian Education
Baptisms (<i>Number last year</i>): 3 Baptisms	Congregation	Pastor
Children's Groups or Classes: 3	Varies	Christian Education
Christmas Eve and Easter Worship	264	Pastor
Church-wide Meals	60-70	Pastor & Volunteers
Choirs and Music Groups	30 +/-	Music & Individual Directors
Church-based Bible Study	6	Pastor
Communion (<i>Served how often?</i>): 1x per mo.	78	Pastor & Consistory
Community Meals	N/A	
Confirmation (<i>Number confirmed last year</i>)	8	Pastor & Elders
Drama or Dance Program	12-15	Christian Education
Funerals (<i>Number last year</i>): 4	Varies	Pastor & Family

PARTICIPATION AND STAFFING CONTINUED

Ways of Gathering Continued	Estimated number of people involved in	Who plans each of the listed gatherings?
Intergenerational Groups	N/A	
Outdoor Worship	N/A	
Prayer and 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 and Couple
Worship (<i>Time slot</i>): 9:00 a.m.	78	Pastor
Young Adult Groups or Classes	N/A	
Youth Group or Classes: 1	11	Christian Education
Other		

PARTICIPATION AND STAFFING CONTINUED

List of current staff:

Staff Position	Head of Staff	Compensation (full time, part time or volunteer)	Supervised by	Length of Tenure for current person in this position
Church Secretary		Part Time	Elders & Pastoral/Personnel Relations Committee	2.6 years
Secretary Assistant		Part Time	Elders & Pastoral/Personnel Relations Committee	1 month
Financial Secretary		Part Time	Elders & Pastoral/Personnel Relations Committee	5 years
Music Director		Part Time	Elders & Pastoral/Personnel Relations Committee	N/A
Organist		Part Time	Elders & Pastoral/Personnel Relations Committee	5 months
Bell Choir Director		Part Time	Elders & Pastoral/Personnel Relations Committee	14 years
Sexton		Part Time	Elders & Pastoral/Personnel Relations Committee	3 years



CHURCH FINANCES

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

Source (November 2021 to October 2022)	Amount
Annual Offerings and Pledged Giving (General Fund)	\$134,462.21
Endowment Proceeds	\$36,327.45
Endowment Draw	\$ -0-
Fundraising Events	\$ -0-
Gifts Designated for a Specific Purpose	\$32,929.96
Grants	\$ -0-
Rentals of Church Building	\$75.00
Rental of Church Parsonage	\$ -0-
Support from Related Organizations	\$ -0-
Transfers from Special Accounts	\$ -0-
Other (specify)	\$ -0-
TOTAL	\$ 203,794.62

Current annual expenses (dollars budgeted during most recent fiscal year): \$119,977.62

CHURCH FINANCES CONTINUED

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 43%

Has the church ever failed to pay its financial obligations to a minister of the church? No

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

X Our Church's Wider Mission (OCWM - Basic Support)

X One Great Hour of Sharing

X 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 the percentage? Through weekly benevolence offerings; 63% of Benevolence Budget

What is the church's current indebtedness? N/A (no debts)

CHURCH FINANCES CONTINUED

If the church has had capital campaigns in the last 10 years, describe:

Year(s)	Purpose	Goal	Result	Impact
2018 to 2020	Exterior Brick Restoration	\$40,550	\$41,000	Reduce dampness inside of the church
2009 to 2012	Stained Glass Restoration	\$28,990	\$28,990	Clean & repair windows, extending their life

Does your church have an endowment? Yes

What is the market value of the assets? \$645,230.90 (as of 10/31/22)

Are funds drawn as needed, regularly, or under certain circumstances? As needed; no draws in the past 5 years

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

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

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

Other Assets

Reserves (savings): \$0

Investments (other than endowment): \$79,890.85

CHURCH FINANCES CONTINUED

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$1200/month

How is the parsonage used? housing for the pastor; church office and Sunday School classroom on the lower level

Street / City / State / Zip: 603 Fletcher Street, Berlin, PA 15530

Finished square footage: approximately 3080 (above & below grade)

Number of Bedrooms, Number of Bathrooms: 4 bedrooms; 2.5 baths

Assessed real estate value: +/- \$225,000

Available for minister residence: Yes

Expected minister residence: No



CHURCH FINANCES CONTINUED

Condition of structure, systems and appliances: above average

Entity in the church responsible for review and needed repairs: Property Committee

Describe all buildings owned by the church: (1) Food Pantry – former two-story residence; (2) One-car detached garage used for storage; (3) Approximately 0.2 acre cemetery located in Berlin Borough and maintained by TUCC

Which spaces are accessible to wheelchairs? Ground floor of parsonage; ground floor of church; main level of sanctuary (not the chancel area or balcony)

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry? We are a financially sound church and we are generous any time a need arises. We take pride in our buildings and have been able to continue to maintain them for future generations. Our employees are fairly compensated and recognized for their good work. Our budget has been challenging at times, causing us to share our most recent pastor with another charge.

TRINITY UNITED CHURCH OF CHRIST
FINANCIAL REPORT AS OF DECEMBER 31, 2022

CURRENT EXPENSE ACCOUNT

January 1, 2022 Balance		\$56,546.22
Receipts:		
Loose Offering	798.00	
Envelope Offering	121,960.00	
Christian Education Offering	3,239.00	
Initial Offering	718.00	
Flowers	2,323.21	
Use of Church	75.00	
Bulletins	48.00	
Music	50.00	
Easter	1,692.00	
Christmas	1,210.00	
Reimbursement/Refund	2.43	
Youth Group Donations	50.00	
Zion Church Pastor Services	20,609.81	
Quit Rent	35.00	
Vacation Bible School	30.00	
Total Receipts		<u>\$152,840.45</u>
Total Balance & Receipts		<u>\$209,386.67</u>
Disbursements:		
Pastor's Wages	37,779.75	
Retirement Fund	4,661.20	
Pastor's Health/Dental Insurance	6,047.50	
Life/Disability Insurance	1,326.90	
Travel Expense	3,120.77	
Payroll Taxes	1,543.68	
Pastor's Continuing Education	500.00	
Organist	9,050.00	
Sexton	4,712.24	
Financial Secretary	5,569.40	
Secretary	8,755.34	
Snow Removal/Lawn Care	1,633.50	
Church Share Social Security	2,135.82	
Music	50.00	
Memorials	75.00	
Property Tax	1,380.84	
Insurance	7,654.00	
Telephone/Contract/Internet/Elevator	1,781.12	\$628.00
Pastor's Phone	110.00	
Heating Church	7,026.00	
Heat Parsonage	1,896.00	
Electric Church	2,342.31	
Electric Parsonage	704.59	
Water/Sewage/Garbage - Parsonage	598.68	
Water/Sewage/Garbage - Church	591.73	
Janitorial Supplies & Paper Products	269.07	
Supplies/Postage/Bulletins	4,403.74	
Web Page	279.63	
Offering Envelopes	398.81	
Miscellaneous/License/Inspections	357.98	
Maintenance Office Equipment	475.00	
Copier Lease	2,134.00	

Phone - One Call Now	704.21	
Computer Hardware	2,155.00	
Computer Software	672.28	
Flowers	2,929.00	
Somerset Association Dues	350.00	
Live Streaming (Boxcast)	1,189.11	
Special Music	490.00	
Elevator Contract/Maintenance	1,965.16	
Social Activities	99.16	
Transferred to Youth Group/Donations	50.00	
Music Copywrite Licensing	390.00	
Bell/Choir Supplies	75.83	
Christian Education	408.61	
Total Disbursements		<u>\$130,842.96</u>
December 31, 2022 Balance		\$78,543.71

BENEVOLENCE

January 1, 2022 Balance		\$0.00
<u>Receipts:</u>		
Envelope Offering	9,873.00	
One Great Hour of Sharing	2,125.00	
Berlin Food Pantry/Individual Offerings/Ingathering	3,530.00	
OCWM/Special OCWM	25.00	
Operation Christmas Child	1,791.69	
Adopt A Family	2,600.00	
Non-Member Support - Mayfield Church	1,870.00	
Benevolence Budget	693.37	
Global Ministries/Child Sponsorship	390.00	
Camp Living Waters	25.00	
Total Receipts		<u>\$22,923.06</u>
Total Balance & Receipts		\$22,923.06
<u>Disbursements:</u>		
OCWM	8,000.00	
Trinity Outreach	1,771.50	
Berlin Food Pantry (budget amount)	524.87	
Berlin Food Pantry (Individual offerings/Memorials/Ingathering)	3,530.00	
Adopt A Family	2,600.00	
Camp Living Waters	25.00	
Operation Christmas Child	1,791.69	
Discretionary Fund	500.00	
Global Ministries/Child Sponsorship	390.00	
Non-Member Support - Mayfield Church	1,870.00	
pecial OCWM	1,257.50	
One Great Hour of Sharing	662.50	
Total Disbursements		<u>\$22,923.06</u>
December 31, 2022 Balance		\$0.00

MAINTENANCE

January 1, 2022 Balance	\$11,060.04
<u>Receipts:</u>	
Envelope Offering	
Total Receipts	11,197.00
Total Balance & Receipts	<u>\$11,197.00</u>
<u>Disbursements:</u>	
General Repair Expense	4,623.76
Recharging Fire Extinguishers/Inspection	253.10
Ice Melt/Ground Supplies	402.01
Elevator Repairs/Inspections	315.00
Landscaping/Fertilizer	1,781.00
Total Disbursements	<u>\$7,374.87</u>
December 31, 2022 Balance	\$14,882.17

TRINITY OUTREACH

January 1, 2022 Balance	\$11,051.08
<u>Receipts:</u>	
Benevolence	1,771.50
Miscellaneous Income	1,265.00
Interest	12.39
Total Receipts	<u>\$3,048.89</u>
Total Balance & Receipts	<u>\$14,099.97</u>
<u>Disbursements:</u>	
Outreach-Local Families	6,000.00
Operation Christmas Child	655.00
Total Disbursements	<u>\$6,655.00</u>
December 31, 2022 Balance	\$7,444.97

BEQUEST FUND

January 1, 2022 Balance	\$49,648.87
<u>Receipts:</u>	
<u>Offering Envelopes</u>	500.00
Interest	73.57
Interest & Dividends	25,926.50
Miscellaneous Income	8,757.24
Total Receipts	<u>\$35,257.31</u>
Total Balance & Receipts	<u>\$84,906.18</u>
<u>Disbursements:</u>	
Retirement Gift	1,000.00
Berlin Ambulance Assoc	250.00
Miscellaneous Expense	6,722.28
Benevolence Budget	693.37
Total Disbursements	<u>\$8,665.65</u>
December 31, 2022 Balance	\$76,240.53
Dividends Invested	\$420,825.20
CD	\$62,831.06

MARGARET FISHER FUND

January 1, 2022 Balance		\$9,322.16
<u>Receipts:</u>		
Interest - Savings	12.99	
Interest & Dividends	5,080.04	
Total Receipts		<u>\$5,093.03</u>
Total Balance & Receipts		<u>\$14,415.19</u>
<u>Disbursements:</u>		
Meals on Wheels	425.00	
Birthing of Somerset	100.00	
Miscellaneous Expense	195.13	
Berlin Community Grove	250.00	
Salvation Army	250.00	
Berlin Volunteer Fire Department	250.00	
Total Disbursements		<u>\$1,470.13</u>
December 31, 2022 Balance		\$12,945.06
Dividends Invested		\$82,500.00

LEGACY FUND (Legacy & Stoner-Ware & Jay Hauger)

January 1, 2022 Balance		\$8,627.75
<u>Receipts:</u>		
Interest	7.63	
Interest & Dividends	1,355.43	
Miscellaneous Income	910.00	
Total Receipts		<u>\$2,273.06</u>
Total Balance & Receipts		<u>\$10,900.81</u>
<u>Disbursements:</u>		
Pulpit Supply	125.00	
Sound System/Audio Repair	6,336.27	
Total Disbursements		<u>\$6,461.27</u>
December 31, 2022 Balance		<u>\$4,439.54</u>
Dividends Invested		\$22,000.00
CD		\$12,047.66

LINDA J. CRONER FUND

January 1, 2022 Balance		\$13,909.30
<u>Receipts:</u>		
Interest		
Dividends	17.70	
Total Receipts	4,385.81	
Total Balance & Receipts		<u>\$4,403.51</u>
<u>Disbursements:</u>		
Confirmation/Materials	768.22	
Total Disbursements		<u>\$768.22</u>
December 31, 2022 Balance		<u>\$17,544.59</u>
Dividends Invested		\$71,264.08

TRINITY YOUTH FELLOWSHIP (older youth)

January 1, 2022 Balance		\$1,019.43
December 31, 2022 Balance		\$1,019.43

CEMETERY FUND

January 1, 2022 Balance \$4,038.19
Receipts:
Interest 4.84
Miscellaneous Income 50.00
Total Receipts \$54.84
Total Balance & Receipts \$4,093.03

December 31, 2022 Balance \$4,093.03

SHANE VIEREGGE SCHOLARSHIP CAMP FUND

January 1, 2022 Balance \$403.47
Receipts:
Interest 107.76
Total Receipts \$107.76
December 31, 2022 Balance \$511.23

CD \$5,012.13

PASTOR'S CONTINUING EDUCATION

January 1, 2022 Balance \$1,557.39
Receipts:
Pastor Services Rendered 400.00
Quarterly Transfer from Current Expense 500.00
Total Receipts \$900.00
Total Balance & Receipts \$2,457.39
Disbursements:
Pastor Continuing Education Expense 2,457.39
Total Disbursements \$2,457.39
December 31, 2022 Balance \$0.00

PASTOR'S LONG TERM CARE

January 1, 2022 Balance \$438.82
Receipts:
Pastor's Deductions 851.88
Quarterly transfer from Current Expense 475.02
Total Receipts \$1,326.90
Total Balance & Receipts \$1,765.72
Disbursements:
Quarterly Premiums (4) 1,765.72
Total Disbursements \$1,765.72
December 31, 2022 Balance \$0.00

COMMUNITY MUSIC EVENT

January 1, 2022 Balance \$3,730.00
December 31, 2022 Balance \$3,730.00

PASTOR'S DISCRETIONARY FUND

January 1, 2022 Balance	\$428.23
<u>Receipts:</u>	
Quarterly transfer from Current Expense	500.00
Envelope Offerings	100.00
Total Receipts	<u>\$600.00</u>
Total Balance & Receipts	\$1,028.23
<u>Disbursements:</u>	
Pastors Discretionary Fund Expense	129.99
Total Disbursements	<u>\$129.99</u>
December 31, 2022 Balance	\$898.24

MEMORIAL FUND

January 1, 2022 Balance	\$8,536.97
-------------------------	------------

Receipts:
Memorials Received:

IN MEMORY OF:

<u>Lester Cosic</u>	
Total for Food Pantry Memorial	25.00
Total for Memorial	100.00
<u>Paul Bertkey Sr</u>	
Total for Memorial Fund	240.00
Total for Hugs & Kisses	35.00
<u>Dirkie Stellingwerf</u>	
Total for Memorial Fund	50.00
<u>Jim Suder</u>	
Total For Memorial Fund	1,080.00
<u>Janet Gindlesperger</u>	
Total for Memorial Fund	170.00
Total for Music Fund	35.00
<u>Linda Hay</u>	
Total for Memorial Fund	15.00
<u>Ray Engle</u>	
Total for Memorial Fund	550.00
<u>Harry & Hazel Saylor</u>	
Total for Memorial Fund	30.00
<u>Kimberly Kay Roos</u>	
Total for Memorial Fund	10.00
<u>Alvin Lambert</u>	
Total for Memorial Fund	\$100.00
<u>Wayne Potter</u>	
Total for Memorial Fund	25.00

Terry Luteri
 Total for Memorial Fund 185.00

Total Memorials/Memorial Fund 2,555.00
 Total Memorials/Music 35.00
 Total Memorials/Food Pantry 25.00
 Music 50.00
 Hugs & Kisses 35.00
 Interest 11.56
 Total Receipts \$2,711.56
 Total Balance & Receipts \$11,248.53
Disbursements:
 Food Pantry - Memorial 25.00
 Hugs & Kisses 35.00
 Bell & Choir Supplies 340.85
 Miscellaneous Expense 1,120.00
 Total Disbursements \$1,520.85
 December 31, 2022 Balance \$9,727.68

Memorial Fund - \$6092.28; Music Fund - \$3554.40; Christmas Decorations - \$81.00

BEQUEST FUND

Nellie Glessner
 Nellie Cober
 Eugene Pugh
 Ferne Dickey
 Virginia Miller
 Mr. & Mrs. Ralph K. Landis
 Grace B. Potter
 Frieda S. Robertson
 Rae Hauger
 Elsie G. Meyers
 Dr. Harry C. Prugh
 Mary Esther Smith
 Evelyn Alffather
 Mary Menges
 Ferne Maust
 Dr. James & Dorothy Killius
 Luella Groff
 Mary Lou Zimmerman
 Willard Glessner

LEGACY FUND

Lillian L. Long
 G. Edward Fogle
 Joseph Atchison
 Anna Flick & James P. Flick
 John G. Miller
 G. Winifred & Maggie Fogle
 John O. Ream & Norman B. Ream
 John C. & Elizabeth B. Wetmiller
 Sadie Maust
 Pearle Hillegass
 William J. Suder
 Philip Rhoads
 William R. Long
 Robert W. Fogle
 Franklin P. & Edna G. Flamm
 Mabel Thomas
 John O. Stoner
 Catherine M. Ware
 Jay Hauger
 John Fletcher

LINDA J. CRONER FUND

Linda J. Croner

SHANE VIEREGGE LEGACY CAMP FUND

Shane Vieregge

CEMETERY FUND

Dr. E. C. Saylor
 Catherine Ware
 Philip Rhoads

CRONER EDUCATIONAL FUND

Joseph & Erma Croner

MARGARET FISHER FUND

Margaret Fisher

Jean Ann Darr
 2022 Treasurer

HISTORICAL INFORMATION

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

For financial reasons, our most recent pastor also served a local Lutheran Church and we shared expenses.

Every church has conflict, some minor, some larger. Describe your congregation's values and practices when it comes to conflict.

Our last pastor began his ministry here at TUCC with a rocky start. He was a man that had definite ideas of how he preferred the worship service. A few individuals in the congregation were unhappy with the changes that were made by the new pastor and rather than embrace the changes and the new pastor, they left the church. If those changes had been handled in a different manner, the situation may have had a different outcome. This is one time we failed as a church to consider the needs of those who were upset, by not attempting to mediate between the pastor and those individuals.

Does your church have policies , protocols or structures for dealing with conflict? No

Ministerial History for past 30 Years:

Staff Member's Name	Years of Service	UCC Standing (Y/N)
Rev. Dr. David Williams	5	Y
Rev. Frank Demmy	7	Y
Rev. James Hughes	5	Y
Rev. Carl Schwarm	16	Y

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

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

COMMUNITY VISION

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

Our church's outreach includes helping to finance the local food pantry, generously donating to the UCC's local and wider missions, Operation Christmas Child and providing Christmas gifts and food to local families identified by the school district. Any time there is a disaster and a plea is made, we step up to the plate!

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

Our church has traditionally supported our local association's meetings and activities. Currently, two of our members serve as lay members of the Somerset Association's Committee on Ministry (COM). One of our members serves on the Board of Directors of the Penn West Conference and is their treasurer. This member is also a conference representative on the Keystone Project, a four-conference Pennsylvania collaboration dedicated to sharing ideas and solving mutual concerns. One of our church's members is also a representative on The United Church of Christ's National Board of Directors.

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.

Which statements apply to your UCC faith community?

Faithful & Welcoming

God Is Still Speaking (GISS)

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

Being a small community, we do not experience a lot of the issues that a more urban area may face regarding inequality and racial injustice. When we see a neighbor in need, we try to support them in various ways.

COMMUNITY VISION CONTINUED

Describe your congregation's participation in ecumenical and interfaith activities.

In the past, we have been a part of joint community services during Lent and Thanksgiving. Our bell choir has participated in Christmas Bell Concerts performed by the bell choirs of the local churches. We have also been a part of Community Vacation Bible School and choral cantatas.

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.

Mission Statement: It shall be the purpose of this congregation to establish in the community a Christian congregation for worship, to promote the Christian life, and to advance the Kingdom of God by all available means at home and abroad.

Our activities align with our mission statement.

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 would expect our pastor to devote the majority of their time to our church, but also spend time in the community. We feel taking personal time for their well-being is necessary for good mental health.



MISSION InSite

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

Overall, population is projected to decline in the next 10 years; a moderate increase in school-age children is projected; and there is a good balance between white and blue collar workers.

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?

As reflected by our internal demographics, the majority of our active church participants are senior citizens. In contrast, our community/neighborhood is multi-generational.

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

Our ministry is shaped more by our internal demographics.

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

We are known for supporting local missions and community needs.

REFERENCES

Bill Deal

Guest Speaker on multiple occasions

Director of Teaching and Learning at the Freedom Area School District, Freedom, PA

Phone: (814) 521-7918

Email: dealw@me.com

The music of the church is a great strength with the bell choirs and beautiful organ. I've always been very impressed with that. I also feel that Trinity UCC is very community-minded in trying to interact with the needs of the community. The church has been through several transitions of late and needs to focus on the vitality of the ministry there so that it can get back to doing God's work in new ways. Although I didn't grow up in the church, it has always been very easy to feel one-on-one with people. I have the sense that it is a church where it would feel easy to be at home there because of the people. It is a wonderful church. It is a church with good resources, the people and buildings. Because of those resources, there is tremendous potential for good things to happen there.



Arthur J. Gotjen, DMN (Retired United Methodist Pastor)

Substitute pulpit fill for Trinity UCC Berlin

Phone: (814) 445-6274

Email: amgotjen@gmail.com

The church is involved in several ministries in the area. The congregation is cordial and welcoming.

REFERENCES CONTINUED

Donald B. Deaner, Licensed Funeral Director

Deaner Funeral Homes, Berlin and Stoystown

Phone: (814) 442-9278

Email: deanerfuneral@gmail.com

Trinity has a very active congregation including their music program, choir, bell choir, and youth. They have several Sunday school classes. They started the Food Pantry in Berlin and have remained very active in the week to week operations. Like many churches they have been hurt by the corona virus and it's after effect (attendance and support). My experiences with the church have always been positive. They are very kind, hard working, and an energetic group of people.



CLOSING PRAYER

Gracious Heavenly Father, we come humbly before you, asking for your help in finding a pastor of your choosing. As we have gone through the process of developing a profile for our new pastor, many things have been made clear to us. We have failed to keep today's culture and the needs of the next generation in mind as we worshipped. We have created a place where people are too comfortable in tradition and ways of worship that are not meaningful to young people. In so doing, we have been inwardly focused and not reached outwardly with the life-saving message of the Gospel. Forgive us Father.

Help us find your servant who would come to us with a fresh, exciting outlook to minister here. We seek a servant who is a visionary, capable of inspiring us through good communication and training to reach out to the unchurched in our community. In doing so, may we be willing to make necessary changes to our worship service, our priorities and even our finances to build this into a church that will be a spiritual home for many generations to come.

Father, we know that we must make changes, but please allow our new pastor to be patient, not making too many changes too quickly. Help him/her to be a good communicator in explaining the reasons for any changes, as knowing why changes are made would enable us to be more accepting of them. May he/she be compassionate about people; not willing to forget the older generation who have put so much into this church. May that generation not feel forgotten as we make changes that may not appeal to them. Help the pastor and our church strike the right balance so that no one is left out. Please Father, give us guidance.

Father may your servant have a true heart for you and for your Scripture. May they stand on your Word and not be so swayed by today's culture that your message is watered down. May he/she also not be so legalistic that there is no room for grace. May they be a person of integrity and not pride. May they come to love our small-town community, which we love so much. And we ask that he/she include us in ministry here so that we can take a part in furthering your kingdom.

We ask this in the matchless name of Christ Jesus. Amen.

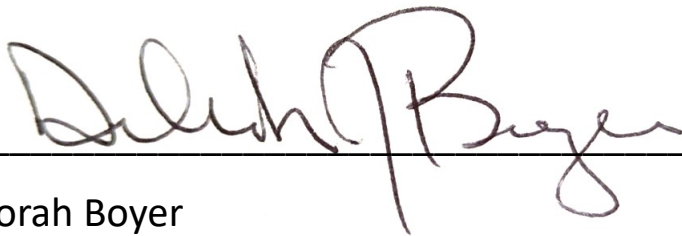
STATEMENT OF CONSENT

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

Which individuals and groups in the church contributed to the contents of this Local Church Profile?

The contents of this profile is from work of the Profile Committee, the Church Secretary, the Financial Secretary and members of this congregation.



Deborah Boyer

Profile Committee Chairperson

April 23, 2023

Date

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.

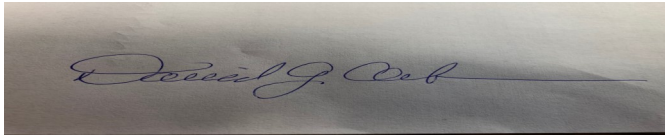
Staff Comment: Yes.

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:

A photograph of a handwritten signature in blue ink on a light-colored surface. The signature is cursive and appears to read "David J. Ackerman".

Name/Title: David J. Ackerman / Conference Minister

Email: david@pennwest.org

Phone: 724-834-0344

Date: April 20, 2023

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" - Mark 11:22