

COMPLETING THE LOCAL CHURCH PROFILE

Introduction: The UCC Local Church Profile should be completed by a representative group of people in the congregation: either the Search Committee or a special committee appointed by the governing board. As part of the process, it is essential that the congregation be given the opportunity to contribute information and offer perspectives through small group meetings and/or written surveys. Suggestions for these data-gathering processes (including sample questionnaires) will be found in **Section Four** of the Parish Life and Leadership Search Committee resource *UCC Search and Call, A Pilgrimage through Transitions and New Beginnings*.

As you prepare material for the Local Church Profile, remember to be as candid and honest as possible in your descriptions of the history, traditions, hopes, and dreams of the members of your church.

“. . . for the Spirit is the truth.” (1 John 5:6b)

Statement of Consent: The first page of the Local Church Profile contains a statement that parallels the statement that ministerial candidates are asked to sign. In keeping with the covenantal relationship between a church and those it seeks to call, the chair of the Search Committee is asked to sign a statement on behalf of the church encouraging an open exchange of information.

Instructions for Selected Numbered Items*

- #1, #2:** Use the church name as it is known by your Conference and the UCC. If the mailing address is different from the street address, include both. If the church does not have a street address, describe the location.
- #5, #7, #8:** The Research Office of the United Church of Christ provides your conference with an 11 year statistical report for each, individual congregation. Much of the information you will need to complete items #5, #7, and #8 will be found in that report. (Figures are based on the year-end reports submitted by your church clerk/secretary.) Your Conference/ Association staff will provide your committee with that statistical resource. Consult your own annual reports for the remaining items.
- #6, #20, #21, #23, #32** These items should reflect data that was gathered from the congregation through questionnaires and/or small group meetings.
- #14, #17** Consult the compensation guidelines for your conference before completing these items.

*Most instructions are included in the text of the Local Church Profile itself.

October 5, 2008
Date

Associate Pastor
Position to be filled

United Church of Christ

LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING NEW LEADERS

Local Church 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 a 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 opinion 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.

Signature of Search Committee Chairperson

Date

Church

Name: Mt. Zion United Church of Christ
Address: 1054 Ridgewood Road
City, State, Zip: York, PA 17406-1758

Search Committee Chairperson or Contact Person

Name: Holly Bievenour
Address: 1671 Ridgewood Road
City, State, Zip: York, PA 17406
Telephone: 717-755-1858
Fax:
E-Mail: paddler616@comcast.net

October 5, 2008
Date

Associate Pastor
Position to be filled

LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING NEW LEADERS

Please return the completed document to your conference or association office.

- 1. Church:** Mt. Zion United Church of Christ

- 2. Address:** 1054 Ridgewood Road
City, State, and Zip: York, PA 17406-1758
Church Website: www.mtzionucc.org

- 3. Name of Search Committee Chairperson/Contact Person:**
Name: Holly Bievenour
Address: 1671 Ridgewood Road
City, State, Zip: York, PA 17406
Telephone: 717-755-1858
Fax:
E-Mail: paddler616@comcast.net

- 4. Conference/Association Staff Person Assisting Our Church:**
Dr. Karen Elizabeth King
Penn Central Conference
Address: 900 South Arlington Avenue, Room 112
City, State, and Zip: Harrisburg, PA 17109
Telephone: 717-652-1560
Email: drkaking@comcast.net FAX: 717-652-4769

MEMBERSHIP INFORMATION

5. Membership: (as reflected in the eleven-year UCC Statistical Report for our church; “est.” indicates the figure is an estimate.)

	Last Year 2007	5 Years Ago 2003	10 Years Ago 1999
a. # Church members	679*	690	663
b. Average attendance at worship	236**	296	279
c. Average participation of children/youth in C.E.	49	59	55
d. Average weekly participation in adult education	23	29	27
e. # Members who are ordained clergy	2	-----	-----

***2008 membership is 471**

This dramatic change is, in large part, due to the recent “right-sizing” of our rolls. In 2006 a committee of dedicated members was given the task of revising and updating our Constitution and By-Laws. These revised documents were discussed and approved by our congregation during our annual meeting in November 2006.

The By-Laws include a process for annually reviewing the membership roll. Proclaiming to be members of Christ’s body, we feel attending worship, celebrating the Lord’s Supper, and supporting the church financially are important core values in leading a Christian life at Mt. Zion. Members who have not met at least one of those criteria are contacted by letter and/or a phone call from a Council member reminding them of these responsibilities. Any member who has not been active during the preceding year is removed from the roll if that member fails to attend worship, commune, or contribute financially during a second consecutive year.

This process was enacted in 2006 and 2007 resulting in a significant trimming of the rolls at the beginning of 2008.

**While the “worshipping congregation” averages about 236 persons weekly, during the recent vision discernment process a “core congregation” of approximately 75 persons was identified as those who regularly participated in relational groups for reflection and discernment.

6. Profile of Congregation

Estimate percentage of congregation. Each category should add up to 100%.

a. *Age:

6.5 % ages 0 - 5
18.1 % ages 6-18
12.9 % ages 19-34
18.4 % ages 35-49
21.5 % ages 50-64
11.0 % ages 65-74
11.6 % ages 75 +

c. Family units:

20 % couples with children at home
31 % couples without children at home
46 % single
3 % single parent with children at home

(*Total of 587 – current congregation numbers include children who are not members and spouses who are not members but listed in the database.)

b. Education level of adults:

7 % completed less than high school
28 % high school graduates
21 % some college/vocational school
32 % college graduates
12 % graduate school

d. Occupation of adults:

9 % business
8 % clerical
0 % farmer/rancher
3 % laborer/manufacturing
38 % professional
3 % student

**“So we who are many,
are one body
in Christ . . .”
Romans 12:5a**

___ 4 % tradesperson
 ___ 16 % other
 ___ 19 % no answer

e. Employment:

___ 48 % employed
 ___ 4 % not currently employed
 ___ 48 % retired

f. Describe the racial-ethnic makeup of your congregation: 99% Caucasian; 1% other

CHURCH FINANCES

(Figures reflect the eleven-year UCC statistical reports as well as the church’s annual reports.)

	Last Year	5 Years Ago	10 Years Ago
7. Total Church Income	356,682	324,857	283,518
a. Members offerings and pledges	343,542	313,467	230,185
b. Interest from investment or endowments	10,832*	3,374	1,287
c. Principal reduction (endowments or investments)			
d. Rentals	2,308	1,878	1,235
e. Special Fundraising		6,138	8,980
f. Other			41,831

(*see attachment for Endowment Fund Income distribution policy)

If the church has conducted an annual stewardship campaign, list results for the past two years: N/A

Goal: \$ Pledges: \$ Actual Received: \$

Goal: \$ Pledges: \$ Actual Received: \$

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget	370,605	312,986	271,057
a. Our Church’s Wider Mission Basic Support	36,928	31,509	25,071
b. Our Church’s Wider Mission Special Support			
c. Other gifts	2,250	2,400	
d. Current local expenses	331,427	279,077	205,686
e. Annual capital payments			40,300
f. Other debt			

9. Identify UCC special offerings the church receives throughout the year and the amounts from last year:

- \$2,411 - One Great Hour of Sharing
- \$1,579 - Neighbors in Need
- \$ 0 - Christmas Fund
- \$1,359 - Strengthen the Church

_____ Basic Support for Our Church’s Wider Mission (only if received through special offerings and not included as a regular budget item in #8 above.)

10. Mission

a. Beyond your contributions through the UCC, name the most significant local or global

missions/ministries or agencies that were financially supported by your local church last year and the amount of support:

Name	Amount
1. Lakota Mission Sponsor second mission trip for ministry on Native American reservation (trips in 1996 Nebraska, 2005 and 2007 South Dakota)	\$4762
2. Golden Vision Foundation Interfaith coalition for immigrants' rights founded to seek freedom for all imprisoned asylum seekers	\$2025
3. Bell Socialization Local shelter for women and children	\$2007
4. Olivia's House Grief counseling for children	\$1801

b. What mission project has excited your church the most in the past three years? Why?

Mt. Zion's commitment to our wider community is one reason our church is special. Part of our commitment has been to develop an outreach relationship with the UCC congregation in Cherry Creek, South Dakota, who minister to the Lakota Nation.

In 2005 and 2007, members of our congregation journeyed to South Dakota. This "hands on" mission trip lovingly provided daily Bible study sessions, manual labor in the areas of carpentry, plumbing, painting, and constructing a playground for the children. These acts of Christian caring helped to improve the living conditions of the Lakota.

Our outreach to this area is important for several reasons. First, it supports another UCC congregation, helping to spread God's message of love for all people. Further, it supports God's greater church, as our trips have often coincided with trips of other UCC churches in the Penn Central Conference. Some members of our congregation have developed lasting relationships with the Cherry Creek congregation.

This faith experience, as shared by our members who participated, inspired our church to contribute funds for clothing and gifts for the children which are distributed during the reservation's Christmas Eve service.

It is our hope and prayer that future trips and financial support to Cherry Creek will deepen our commitment in meeting the needs of the Lakota Nation.

11. Indebtedness

- a. Total amount of outstanding mortgages/capital debt: None
- b. Total amount of other debt: None
Describe:
- c. Are payments current? _____ yes _____ no

12. Capital Campaigns:

- a. If the church has had capital campaigns in the last ten years, note goal and results: None

“God is able to provide you with every blessing in abundance.”
II Cor. 9:8a

Goal: \$
Goal: \$

Outcome: \$
Outcome: \$

- b. What projects were undertaken as a result of your capital campaign? N/A
- c. Was there a mission or outreach component to the campaign? _____ Yes _____ No
- d. If a capital campaign is underway or anticipated, describe it: None
Goal: \$ Beginning Date:
Purpose:

13. Assets held by the Church:

- a. Reserves (savings): \$ 221,788
- b. Endowments/Investments: \$554,675 (see attachment for distribution information)
- c. Describe buildings and property of your church except the parsonage:

Mt. Zion United Church of Christ is located on 15 acres of gently rolling, partially wooded acreage in South Central Pennsylvania. In addition to our facility and 124 parking spaces, there is a small meditation garden as well as a picnic pavilion located on the property.

The main level consists of our sanctuary which seats 300 people comfortably and a church parlor, which can be used for small group meetings and consultations. Above the altar is the REREDOS which, in itself, is a sermon via symbolism. It contains fifteen symbols of the ancient church. Twelve of the symbols represent the disciples of our Lord, while others represent the Holy Spirit, the triumphant Christ, and the Apostle Paul. On either side of the REREDOS are stained glass windows epitomizing the United Church of Christ Statement of Faith. An organ, piano, and clavinoava are used to enhance the music ministry.

The upper level of our building consists of the church office, pastors' offices, a conference room, and four classrooms.

The lower level has a newly refurbished kitchen and fellowship hall which is used quite often by our members. We also have four classrooms and a choir room on this level.

- d. Is the church building (including sanctuary and offices) handicapped accessible?

Partially (specify): The sanctuary and lower level are accessible by elevator. The lower level is also accessible from the parking lot. The upper level, where the pastors' offices and some Sunday School rooms are located, is not handicap accessible.

Is the pulpit handicapped accessible? No

- e. If a building program is projected or underway, describe it, including estimated date of completion: None
- f. If the church owns a parsonage, describe it: N/A

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

14. If your conference has compensation guidelines, do you follow them?

yes yes for some compensation items but not all no

Does the church consider this position to be full time or part time?

Full Time Part Time (specify) _____

How will church members be supportive of a part time or bivocational pastor who may need another job to supplement the church salary?

15. Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers' tenure. Do not include interim positions. If a parsonage is provided, insert the letter "P" in the space provided. *Provide information for the last 3 leaders or the last ten years.*

Retired Pastor

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	1997	30,203	16,354		2007	40,360	24,400	

Current Full-Time Pastor

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	1997	17,511	9,648		2007	28,018	15,437	

16. During the above period, has your church ever failed to fulfill its financial obligations to its pastor? yes no If yes, please comment:

17. Salary, Benefits, and Expenses Offered

- a. Cash salary offered: \$26,325 plus \$600 for each year of experience up to 15 years
Conference recommended salary range: per conference guidelines
- b. Housing: 30% of cash salary
 Housing allowance only Parsonage only Would consider offering either
- c. Customary benefits:
 - Vacation: 15 days, including up to 3 Sundays, annually
 - Maternity/paternity leave (to be discussed if situation were to arise)
 - UCC Retirement Annuity (___% of salary and housing – to be discussed; currently reviewing options for all paid positions)
 - UCC Life and Disability Insurance Benefits
 - UCC Health Benefits (___ other health benefits)
 - UCC Dental Benefits (___ other dental benefits)
 - Social Security/Medicare Offset
 - Continuing Education Funds
 - Continuing Education Time
 - Sabbatical Leave (requests will be considered depending on the purpose and its relation to the congregation)

- Other benefits (10 days of sick leave a year which can accumulate to 90 days; 2 personal days per year; 6 holidays per year. Congregation holds a small parsonage fund from which, upon request, a loan may be granted to be used for a down payment on purchase of a primary home; church will hold lien after mortgage company.)

d. Ministry Expenses

- Travel Reimbursement
- Meeting Expense Reimbursement
- Books and Periodicals
- Reimbursement of Criminal Background Check Fee
- Moving Expenses

COMMUNITY CHARACTERISTICS

18. Population

- a.** Population of total city or town in which your church is located:

York County, 2007 – 421,049

York City, 2006 – 40,454

Springettsbury Township, 2006 – 24,563

Mt. Zion UCC is located in York County, PA, in South Central Pennsylvania just north of the Maryland line and south of the State’s capital city, Harrisburg. The City of York is located within York County along with numerous towns and small boroughs. Mt. Zion is located in Springettsbury Township in the central/east portion of the County.

- b.** Describe the population by racial-ethnic category and identify the source of the information:

2006 U.S. Census

89.4% - White

4.2% - African-American

3.9% - Hispanic/Latino

1.2% - Asian

0.2% - American Indian or Alaska Native

1.1% - Other

* some individuals reported more than one.

A significant percentage of the York County Community is deeply rooted in Pennsylvania Dutch traditions. Many of the residents trace their ancestors back to a German heritage. With a strong immigration from surrounding metropolitan areas in the last several decades, York County has seen some diversification in population, most strongly in the urban core and surrounding suburbs. While Mt. Zion United Church of Christ does fall within the eastern suburb of the City of York, the population within the congregation is primarily Caucasian.

19. Economic Factors

Identify major sources of employment/income in your community:

- a.** According to May 2008 data provided by the PA Department of Labor and Industry Workforce Investment Area, York County currently employs 38,400 people in Trade, Utilities, and Transportation; 37,500 people in Manufacturing; and 23,900 people in Education and Healthcare.

- b. According to 2nd Quarter 2007 data on major employers provided by the PA Department of Labor and Industry Workforce Investment Area, York County largest employers by employee size are Wellspan Health, US Government, Harley Davidson, York County local government, Walmart, Giant Food Stores, BAE, Kinsley Construction, Hanover General Hospital, UTZ Quality Foods.
- c. The five focus industry clusters identified for growth potential and continued stability, by the York County Economic Development Corporation include: Agriculture and Food Production; Advanced Materials and Diversified Manufacturing; Logistics and Transportation; Life Sciences; and Information Services.

20. General Description *(Add *** if the information came from a survey of the congregation)*

a. Describe three distinctive attributes of your community:

1. In recent decades York County has been an area of dynamic growth. The population has increased from 238,336 in 1960 to 416,322 in 2006. The County's population has grown during recent decades at an average rate of 12.7%, compared to a State average of .5%. Not only is it the third fastest growing County in PA in terms of population, York leads the Commonwealth in new home construction. The York/Hanover metro area is the fastest growing metro area in the Northeastern United States.
2. York County is within one day's drive of 40% of the United States population and 60% of the Canadian population. The County has a close proximity to major markets including Philadelphia, New York, and Washington, DC while still maintaining a small town feel and lower cost of living. According to the ACCRA cost of living index* in 2007, 3rd quarter, compared to a national average of 100, York County rates 101.3%, Baltimore MD rates 120.6%, and Philadelphia PA rates 122.6%. The per capita income in York County in 2005 was \$32,393 and the median household income in 2004 was \$49,292.

(*About the ACCRA Cost of Living Index – The Council for Community and Economic Research produces the Cost of Living Index to provide a useful and reasonably accurate measure to compare cost of living differences among urban areas. Items on which the Index is based have been carefully chosen to reflect the different categories of consumer expenditures. Weights assigned to relative costs are based on government survey data on expenditure patterns for mid-management households. All items are priced in each place at a specified time and according to standardized specifications.)

3. York County offers an excellent quality of life with more than a dozen opportunities within a 50 mile radius to access institutions of higher education, three within the County. Also unique for a community of our size, York County boasts three first class hospitals. Among the County's outstanding recreational opportunities are a network of municipal, county and state parks, wineries, the Susquehanna River and numerous golf courses. The York Interstate Fair, held annually in September, is the nation's oldest.

b. Identify major trends you envision in your community during the next five years:

1. ***Population – With an increasing influx from neighboring metropolitan areas, we expect to see growth in the general population. Initially cultural diversity was primarily found within the City of York. As the in-migration trend continues at such a rapid pace, communities throughout the County are experiencing a change to their traditionally Caucasian populations. Issues of understanding, respect, tolerance, and acceptance will need to be addressed.

We also expect to see an aging population, many of whom will live alone in their own homes. This will precipitate the need to address issues of loneliness and isolation, transportation, and the need for more affordable assisted-living facilities.

2. ***Increased Cost of Living – This will particularly affect two marginalized segments of our community – our youth and elderly.

We expect an increase in absentee parenting subjecting our children to increased vulnerability and feelings of isolation and loneliness. Family stresses in meeting financial obligations may result in feelings of frustration, potentially leading to abusive behavior as the pressure builds. Absentee parents will have difficulty setting and maintaining boundaries, increasing the likelihood that children will bow to peer pressure.

York County enjoys a low cost of living in comparison to the surrounding areas of Baltimore, Philadelphia and Washington DC. This leads to a continuous stream of new population interested in moving to York County. With no slow down in sight, costs rise due to the ever increasing demand. Numerous York County residents suggest they could not afford to purchase their own house at today's prices. This leads our community to a challenge with youth beginning life on their own, and the elderly as they try to maintain a quality of life on a fixed income. Young adults are reluctant to leave home, and parents may be looking to move in with adult children. Access to affordable housing/assisted living as well as health care will become increasingly important.

York County residents are generally good, honest and caring people, whose support networks often revolve around family and life-long friendships. This presents a challenge to people moving into the area, since these same tight-knit circles can be found within our churches. We will need to be more intentional in welcoming new residents to join our networks.

The church community will also need to address the increasing demand for support of caregivers. The cohort caught between caring for their children and assisting their parents will be particularly affected. Not only will this cause a financial challenge, but a need for an emotional support system as well. As the baby boomer generation reaches their elderly years, the smaller generations that follow will not be in a position to provide adequate care.

As Baby Boomers retire, the percent of population on fixed income increases. Access to affordable health care and assisted-living facilities will become increasingly important. As discretionary income decreases, churches and charitable organizations will face increased competition for reduced dollars.

3. ***“Sheeple” – Potentially moving toward a more socialistic society. Fewer people willing to assume leadership roles; more people willing to follow fostering an attitude of “Do it for us.”
- c. List three or four problem areas confronting your community that members feel your church should address:
1. *** Strengthening the sense of community among ourselves – get “regulars” back who have not attended since last fall, meet the needs of those who are here (in church), resources spread too thin (core group who takes responsibility for getting things done will become burned out), worry less about saving the church by meeting budget and filling committees, and focus more on being the church – a community of love and acceptance
 2. ***Mitigating problems faced by youth – school violence/gangs/bullying issues; latch-key children/family structure; after-school program where children can feel safe; unchurched youth
 3. *** Advocating acceptance and tolerance of racial, ethnic, cultural, and other differences within our community

d. Indicate Mission Activities

1. In which your church participates as a part of its mission in the community:

Compassion York Food Run (prepare and serve free hot meals in York City); Chop & Peel soup kitchen; food bank; alternative gift place (Sunday School classes make ornaments to sell, proceed benefit local, national, and global missions); highway clean up; Big Brothers/Big Sisters scholarships to church camp (we also provide transportation to/from the camp); Habitat for Humanity; Christmas gifts for cancer patients and their families; Souper Bowl; monthly mission offerings that benefit organizations in the community (Hoffman Children's Home, York County Community Against Racism/YCCAR, Bell Shelter and ACCESS York – domestic violence, Olivia's House – grief counseling, Homewood Homes)

2. In which your church expects the leader you are now seeking to participate:

We expect our leaders to be supportive of all mission projects in which our congregation chooses to participate. In addition, we expect our leaders to set an example of service to others by leading local efforts, increasing our awareness of mission activities supported by the denomination, and encouraging our participation in mission trips offered through the Conference.

e. Describe how your church building is now being used by the community:

Music lessons, Alcoholics Anonymous, Mothers of Twins, Girl Scouts, Brownies, and family events.

f. Indicate the number of school districts from which members of your church are drawn:

_____ one _____ two X three or more

CONGREGATIONAL LIFE

*(Add *** if the information came from a survey of the congregation)*

21. Identify major trends you envision in your church in the next five years

We recognize the challenge of growing disciples for Christ by responding to changing demographics and in meeting the needs of our youth and an aging population while advocating acceptance and tolerance of racial, ethnic, cultural, and other differences within our community.

***Change – Among the changes to which our church will need to respond are growth (both in the church community and the York community), changing demographics in the congregation which will affect worship time/styles (options include, but are not limited to: expand worship opportunities to 4 days [Thursday through Saturday], including a blend of worship and activities, continue only traditional services, change to blended service, support alternative service), changing demographics in the community, changes in how church property is used, and increasing costs versus decreasing resources. We need to examine the need to “market” ourselves through a dynamic evangelism campaign. We pray for a revitalization of the Spirit in our church and growth in our lay leadership base, both of which will engender change.

The change in community demographics will challenge us to be more inclusive in our individual and corporate interactions with the community. Focus group suggestions to expand our interactions included inviting families from the church neighborhood and center city to our family fun nights, Lenten dinners, and other fellowship opportunities; getting involved in York County Community Against Racism (YCCAR); and taking turns doing the food run.

***Youth Programming – We feel it is important to serve our youth so that church-related activities become more important to them in their lives, as they will one day assume more leadership roles within the church. In particular, this means that we will need to develop focused children’s leadership, and involve our youth more after confirmation, establishing a thriving youth/young adult program. The church will need to be involved in talking with youth about youth issues, educating them on tolerance and acceptance of different cultures, encouraging them to get involved in mission opportunities.

***Aging Population – As our church population ages, we will be challenged to provide worship opportunities to meet changing needs and schedules. We will need to find ways to help people stay connected to the each other and the church family. We will also need to consider programs that meet the needs and appeal to the interests of this age group.

22. Planning

- a. All churches do planning. How would you characterize the way planning is done in your church?

Mt. Zion UCC participates in periodic long-range planning activities. These activities typically involve members of Church Council and Ad Hoc committee members assembled for the purpose of taking a longer-term view of congregational activities and direction and those typically considered by standing committees. The result of these special efforts, which generally occur about every five years, is an overarching set of strategic initiatives that are approved by Council, affirmed by the congregation, and passed to individual committees for implementation.

Not including the recently concluded self-study/discernment process, which was far more extensive and is detailed in the following sub-section, the last formal planning activities were conducted in 1999 and 2006. Both efforts were professionally facilitated and involved approximately 15 members of the congregation and both pastors. The former session resulted in the hiring of our first Youth Director; the latter session resulted in support for an “alternative” worship service. Both sessions also highlighted the need for increased lay involvement, which was again underscored throughout the most recent six-month process.

- b. What expectations do you have of the person you are seeking in relation to the planning that takes place?

The expectation is that the person we are seeking would actively participate in, and meaningfully contribute to, all short- and long-range planning activities. We would expect that he/she might bring experiences different than our own and be willing to share those best practices. Additionally, we would hope that he/she will have an educational and or experiential background that would enhance our collective thinking and planning. Since the new associate pastor will have the responsibility to implement the plans as they relate to their professional responsibilities at Mt. Zion, we would expect that he/she would be vested in their initiation as well as their successful outcome. Of primary focus would be planning related to youth and family programs, Sunday School educational programs, Mt. Zion’s Alternative Worship service, and UCC association and conference initiatives.

- c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way?

Long-range planning has become increasingly more effective at Mt. Zion as our understanding of, and appreciation for, the need for intentional development grows.

Our recently concluded Church Transition and Vision Discernment Process represents Mt. Zion’s most comprehensive self-evaluation and planning endeavor to date. The twelve-month discernment process began in November, 2007, with a Situational Support Consultation provided by the York

Association's Committee on Ministry. Nearly 75 individuals participated in one-on-one interviews to discover Mt. Zion's strengths and opportunities for improvement. Perceived strengths included: mission/outreach; welcoming, caring atmosphere; ministering to one another in times of need; and multiple worship opportunities. Opportunities included: enhanced stewardship (money, time and talents); increased evangelism; and the desire to more fully assimilate new members.

In January, 2008, we initiated a four-phase, professionally facilitated process that involved nearly 125 members of the congregation. In small and larger groups, we first identified our collective Core Values, which include the following:

- Community
- Mission
- Leadership
- Commitment
- Acceptance
- Spirituality
- Faith
- Love
- Family
- Vision

Next, we explored our most widely-held Bedrock Beliefs, including:

- Prayer
- God at work though others in our church community
- God's acceptance of everyone as God's children, no matter where they are in life
- Hope
- Life everlasting
- Forgiveness
- Faith in God
- God's omnipresence providing strength
- God's presence in good times and in bad
- God's on-going dialog with us
- Family of Faith

Lastly, we developed our Motivating Vision for Mt. Zion UCC, and articulated our areas of Key Mission and Ministry in the form of our Church Narrative, included in this profile. (Note: We used our website to communicate our progress through the discernment process. For a more detailed account of our vision discernment process, please go to www.mtzionucc.org.)

Additionally, we have sought and received extensive congregational input as to the desired functional and relational characteristics of a new pastor.

Thanks to this process, we believe the Profile presented here is a true reflection of our collective points of view, as well as our goals for the future.

d. What were the outcomes of your intentional long-range planning?

The end result is this Profile, which articulates our current strengths and opportunities, as well as our aspirations for the future. The next steps will be to fully resource the goals and initiatives outlined here in order to more fully realize our potential. In particular, the candidate we are seeking will be responsible for strengthening our programs for youth of all ages, families, and those current and prospective members interested in a non-traditional worship experience. Expected outcomes will be increased program participation and an increase in membership.

- e. Does your church have any plans to undertake a period of intentional long-range planning in the future?

The expectation is that this plan will be revisited annually or as necessary to ensure the long-term viability of Mt. Zion UCC. We would expect our pastors to participate in the discernment process and to encourage congregational participation.

23. Reflections on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. If more space is needed, use additional pages. *(Add *** if information came from a survey of the congregation.)*

- a. ***Identify the three most important faith experiences or events in the history of your church and the year each took place:

<u>Event</u>	<u>Year</u>
1. Break from Union Church	1955
2. Building expansion	1986 - 1987
3. Hiring second pastor	1993 - 1994

It is significant to note that many respondents shared faith-based experiences, i.e. baptism, marriage, confirmation, etc., as significant faith experiences shared in their community of faith.

- b. Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it:

The recent retirement of our long-time pastor is the most challenging faith experience our congregation has faced in recent years. After thirty-one years of faithfully shepherding the Mt. Zion flock, Pastor Walters' retirement was followed by high anxiety over the perceived leadership vacuum and lack of communication, as well as significant changes in process since the last time a pastor was called.

Prior to Pastor Walters' retirement, Council began planning for the transition. Articles regularly appeared in the newsletter; Council moderators met with church committees and made announcements at worship services to inform members about the process and update us on the status. Even with the addition of a part-time covenanted pastor and the hiring of a consultant to lead us through a time of discernment, there was a great deal of apprehension as we moved into the initial stages of transition.

During this time, we tended to exhibit some of our negative values. Frustration was evident; Council and self-study team members were regularly greeted with choruses of "What does vision discernment have to do with getting a new pastor?" or "Why is this taking so long?" Some were pessimistic and some withdrew into themselves and away from the process.

And through it all, God sustained us. As we moved through the discernment process, there was a dedicated "core congregation" of approximately 75 members who met regularly in small groups to understand God's vision for our future. Other members of the congregation who chose not to participate expressed their faith in the discernment process and those who were participating.

Lessons Learned

God is still speaking, even when our minds and hearts are too disquieted to hear clearly.

God is present in the good times and the bad...and a time of transition qualifies as both good and bad.

Prayer, faith, and patience became even more important than they were in previous years. Members of the congregation consistently upheld the leaders and the process through prayer.

The pastor and Council leaders worked diligently to strengthen our sense of community and family of faith. Lay leaders stepped forward to ensure that important programming and mission work continued, laying the groundwork for a transition from a pastor-led church to a program-led church.

Through the discernment process we have come to a clear understanding of who we are, what we value, what we believe, and what God is calling us to do. There will be anxiety as we move to answer God's call, but we will remember the lessons learned during this time of transition and bow our heads to listen for our still-speaking God.

c. What is God calling your church to do/become over the next few years?

God is calling us to be faithful to the Gospel of Jesus Christ by loving our neighbors as ourselves.

We are called to ensure that spiritual needs are being met by:

- supporting and encouraging our active members
- reaching out to our marginalized members
- reaching out to our recently inactive members
- reaching out to the youth and elderly in our community who feel alone or isolated

We are called to continue our mission involvement:

- in the local community through food banks, soup kitchens, support of shelters, grief counseling centers, Habitat, organizations fighting racism
- to the Lakota Indians
- to the micro-lending trust banks
- to Our Church's Wider Mission

We are called to expand our mission involvement:

- to be intentional about ministering to the youth and elderly in our congregation, neighborhood, and community; this may involve expanding the use of our facility to offer programming and activities for all ages
- to encourage members to participate in mission opportunities sponsored by our church, the York Association, and the Penn Central Conference
- to lead and encourage other congregations in the community and the York Association to work together to meet the needs of the community

d. Describe how the church expects the person you are seeking to help your church reach these goals:

The person we are seeking will be expected to minister to our active members through worship, program development and implementation, and counseling, and to reach out to those who are inactive and/or marginalized. Additionally, we envision expanded intergenerational programs that will attract new members who are looking for spiritual guidance and a church home.

We would expect our new associate pastor to be supportive of the missions in which the congregation chooses to participate. As we seek to expand our youth involvement, in particular, we would expect him/her to help us identify and strengthen these internal resources and to energize our members to faithfully respond to God's call to ministry.

We would also expect our new associate pastor to advocate our congregation's interest and participation in UCC association and conference mission and outreach activities.

- e. Chose the statement that most accurately describes the theological/faith stance of your church: *You may check more than one.*

2% We tend to be theologically conservative.
23% We tend to be theologically moderate to conservative.
24% We tend to be theologically moderate.
42% We tend to be theologically moderate to liberal.
3% We tend to be theologically liberal.
6% We tend to be quite diverse theologically.
 Other

Comments: Seeking to provide the reader with the greatest clarity, we have entered above the results from a congregational poll completed by 101 congregants.

Mt. Zion would be placed in the moderate to liberal category as compared with other churches in the Penn Central Conference.

- f. Describe the educational program of your church:

Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum/a:

Working with our pastors, our church's formal educational programs are developed/chosen by our Education and Programming Committee and affirmed by Church Council. For the past three years, Grades 1-6 have been using Cokesbury's "Live BIG" (Believe In God). The Education & Programming Committee is comprised of approximately ten members with an additional liaison from our Church Council that attends regular meetings and reports to Council on the committee's activities.

The confirmation program at Mt. Zion UCC is an intense two-year commitment. Confirmation is a special time in the life of young adults when they begin to "make their faith their own." It is a time of growing and questioning, learning and experiencing what it means to be a follower of Jesus Christ, to become part of His body, the church.

The Senior High class meets in their own room within our church to discuss important topics, to strengthen friendship bonds, and to promote fellowship and social activities within a safe, Christian forum.

The adult education classes vary in content and lectionary. The Adult Lecture class is our traditional Bible reading and hymn singing adult education class. The Adult Elective class content can vary from videos about the Bible to guest speakers, to discussions about current events.

The Parenting Group's content is also variable, ranging from in-depth Bible studies to contemporary Christian books.

Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:

Generally, the pastor(s) are responsible for the confirmation materials and curriculum. Following is a list of the activities and requirements that must be fulfilled to successfully complete the confirmation program.

Weekly Classes (September – May, Sunday at 9 a.m.):

1. Regular attendance at Sunday morning sessions. Our confirmation program is a two-year program. Students are expected to participate faithfully in this Sunday morning class during the two-year period. The expectation is that confirmands will attend at least 24 classes from September through May. If unable to attend the minimum number of classes or if confirmand knows in advance they will be unable to attend, they are asked to discuss options with the teachers.
2. Regular attendance at worship. Worship is the center of our faith. It is important to come regularly and offer God thanks and praise. During the course of the year, confirmands are asked to attend: one regular Sunday service each month, one healing service, one baptismal service, two Sunday communion services, and three special services offered other than Sunday mornings. These services include: community Thanksgiving service, Christmas Eve, New Year's vespers, mid-week Lenten service, Maundy Thursday, Good Friday, Grateful Praise Service (monthly praise worship service).
 - a. Confirmands are asked to provide assistance in worship four times each year. This may be done through: acolyting, reading Scripture, singing in the choir, Advent candle lighting service, providing special music, assisting with mid-week service, ushering, serving as a greeter, helping to clean up after communion. Other ways may be considered after discussing with the pastor(s).
 - b. During the two-year period, we also want our confirmands to experience other faith traditions as a way to come to a better understanding of what it means to be a member of the United Church of Christ. We plan several group opportunities to accomplish this. We ask them to experience worship in another setting three times over the two years. This may be completed by attending: synagogue, a charismatic church, Catholic mass, a mosque, an Hispanic or African-American church, or another UCC congregation, another Protestant congregation – Lutheran, Methodist, Presbyterian, or Episcopalian.
3. Mission. Confirmands are asked to spend 10 hours over the two years involved in mission projects of the church, such as: Chop & Peel, Compassion York Food Run, Toy Drive, Highway Clean-up, CROP Walk, leaf raking, Alternative Gift Place.
4. All-Church events. During the two years of Confirmation, candidates are asked to attend four all-church events. This may include church picnics, potluck dinners, congregational meetings, fellowship events such as concerts, and work projects such as property clean-up, etc. OR
During the two years of Confirmation, they may affiliate with a committee, promising to participate in four events, projects, or meetings of that committee.
5. Mentoring younger children in the faith. During the two years of Confirmation, candidates are asked to spend a total of ten hours helping younger children in fellowship events for groups like God's Kids Fellowship or First Fridays, in summer programs such as Summer Sunday School, Family Fun Night, Summer Camp Program, nursery care during worship, Wonderful Wednesdays, or special Education & Programming events.
6. Parental support. We emphasize ministry "with" one another. Ministry and participation with the pastors and members of the congregation and, most especially, the family. Confirmation is an opportunity for parents to talk with their son or daughter about their Christian values and beliefs. Parents are asked to 1) talk about the lesson or topic of discussion each week with their confirmand, 2) plan to participate in at least one of the field trips. (Note: Church policy requires two adults to be in each car), 3) decide which mission projects or fellowship events can be done together.

Are there educational opportunities for all ages?

There are formal education opportunities for all ages. Our program is organized in the following way:

Crib Nursery (3 adults provide coverage)
Preschool (3 teachers)
Primary Grades 1&2 (2 teachers)
Intermediate Grades 3&4 (1 teacher)
Junior Grades 5&6 (2 teachers)
Confirmation (4 teachers and current full-time pastor)
Senior High (3 teachers)
Adult Elective (leadership provided by various members of the class)
Parenting Class (leadership provided by various members of the class)
Adult Lecture (1 teacher)

Does your church have a written Safe Church Policy?

Yes. Our church has a Safe Church Policy that was written and adopted several years ago. The policy was developed working through the Penn Central Conference and a judge who was a member of our congregation. The policy is posted outside the church's main office for awareness and review.

- g.** Describe how the church expects the person you are seeking to participate in the congregation's educational programs:

This individual would endeavor to develop and maintain a close working relationship with the Education & Programming Committee, as well as the congregation; reflecting our core values and bedrock beliefs in every aspect of our spiritual growth. Our congregation foresees the individual making appropriate suggestions and recommendations to improve and expand our current educational and programming curricula. We would expect the associate pastor to be familiar with each Sunday school class, including leading and participating in them from time to time. Our congregation has identified youth and young adult programming as a key area of mission. Cultivating our youth's spiritual health and helping them to develop a strong faith commitment would be of great importance and focus for this called position. Additionally, this individual would have the principal responsibility and accountability regarding the planning and teaching of the confirmation program.

- h.** Describe how programs or ministries of your church are evaluated:

Generally, our programs are evaluated first by the pastor(s), followed by the charged committee(s), and finally approved and supported by the Church Council. There has been no formal program evaluation or process in place at Mt. Zion.

- i.** Describe the strengths or positive qualities of your church: (Add *** if information came from a survey of the congregation.)

***Pastoral Leadership – Our pastors have been called to serve God and to lead our congregation on our faith journey. They do this by:

1. Providing opportunities for active congregational participation in worship.
2. Coordinating ecumenical Thanksgiving services with three community churches and ecumenical Good Friday services with two community churches to provide opportunities to meet, worship, and fellowship with our neighboring Christians.
3. Conducting Bible study sessions.
4. Participating in pulpit exchanges during Wednesday evening Lenten services.

5. Participating in York U.C.C. Association, attend and participate in the annual Penn Central Conference and serve and hold leadership positions on committees within the conference.
6. Managing the administrative needs of the church.
7. Overseeing the committee structure of the church.
8. Attending continuing education seminars at Lancaster Theological Seminary and/or Johns Hopkins University to enhance ministerial abilities and duties.

***Lay Leadership – Our lay leaders are God’s faithful servants, dedicating time and talents through Mt. Zion.

1. We have dedicated teachers who serve our Lord and Savior in passing on Christian values and beliefs.
2. Members serve on various committees to maintain our facility, provide growth and direction for our church, and promote Christian fellowship.
3. Instructors, leaders, mentors, and teachers prepare Confirmands to recognize their talents and answer God’s call.
4. Musicians offer their talents through instrument or voice to enhance worship.
5. The Grateful Praise Service (GPS) team initiates and plans this alternative service offered the last Sunday evening of each month.

***Caring and Sharing – The Christian model has taught us to share ourselves spiritually and financially.

1. We have an active prayer chain whose well-informed members pray for the needs and concerns of the congregation and individuals.
2. We assist those who are financially struggling in our immediate community.
3. We provide transportation for those in need; we sit with the sick and shut-in; we provide and deliver a care basket of food when a member arrives home from the hospital or other medical facility.
4. We prepare soup and other food on a regular basis to share with needy in York city.
5. Financially, we support our monthly missions for local, national, and international organizations.
6. Our commitment to Big Brothers/Big Sisters is evidenced by the fact that five of our members have volunteered to be matched to Little Brothers/Little Sisters, (littles). We invite our matches to church fellowship events, such as Family Fun Nights. In addition, we sponsor “camperships” for our littles to attend Hartman Center (Penn Central Conference church camp), and members provide transportation to camp for these children.

24. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity take primary initiative and responsibility; 4 = the pastor’s presence is expected periodically/occasionally.

*These committees are being reorganized as ministry-based teams. While standing committees exist, members-at-large are invited to serve on a team for a specific project of limited duration. This new initiative is a way to involve more members by offering opportunities to serve for shorter time periods in an area of particular interest to the individual. It is too early to evaluate the success of this endeavor.

Board/Committee	Purpose	# Members	Frequency	Leadership
Church Council	Primary governing body; charged with setting and following church policy and overseeing the administration of the church	12	Monthly	2

Board/Committee	Purpose	# Members	Frequency	Leadership
*Worship Committee/ Teams	Committee is responsible for preparing the worship calendar for Council approval, scheduling ushers and acolytes, Christmas decorations. Teams assist the pastors and Director of Music in planning worship services for specific months.	6	Monthly	1
*Education & Program Committee/Team	Committee is responsible for developing and implementing education programs for children, youth, and adults. Teams plan special programs and events for times other than Sunday mornings to involve families, children, and youth.	8	Monthly	2
*Missions Committee/ Team	Committee is responsible for setting the annual mission giving calendar allocating monthly special benevolence offerings; overseeing distribution of money received from endowment fund investment**. Teams plan opportunities for hands-on mission ministry.	6	Monthly	3
*Membership/ Vitality Committee/Team	Committee is responsible for attracting and welcoming potential new members; supporting and nurturing the growth of Christian fellowship for all members; preparing and delivering care baskets and packages to college students and members of the armed forces. Teams plan initiatives and opportunities for small groups to strengthen sense of community.	6	Monthly	2
Fellowship Committee	Promoting Christian fellowship through various activities in the church	8	Monthly	3
Stewardship Committee	Encouraging financial stewardship and the sharing of time and talents	0	Monthly	3
Property Committee	Providing and maintaining church property and grounds	6	Monthly	4
Finance Committee	Preparing and monitoring annual operating budget	6	Monthly	4
Personnel Committee	Serving as a resource for Council, pastors, and committees in employer/employee-related issues	2	Monthly	4
Nominating Committee	Recruiting and nominating individuals for Council and committee membership	3	Annually	3
Investment Advisory Committee – ad hoc	Providing investment advice regarding various church accounts	3	Quarterly	4

Board/Committee	Purpose	# Members	Frequency	Leadership
ONA – ad hoc	Evaluating/exploring becoming an Open and Affirming congregation	5	Sporadically	3

Ongoing Small Groups	Purpose	# Members	Frequency	Leadership
Altar Guild	Ensure paraments on altar, lectern, and pulpit are proper seasonal color; ensure altar candles have oil; after service remove flowers from vases and bag for pickup; cover altar, lectern, and pulpit with plastic; prepare communion table and elements.	8	No regular meetings	3
Ladies Aid	Prepare and serve numerous meals for funerals, banquets, special services. Provide financial and other assistance to special groups as needed.	6	Not currently meeting	
Memorials Committee	Recommend to Council expenditure of designated memorials contributions	5	Sporadic	2
20:30 Group	Join regularly for fellowship, church projects, and other activities designed to strengthen relationships with Christ and one another.	26 adults & 26 children	10/year	3
Mt. Zion Singles	Singles that meet for lunch and fellowship	6 – 12	Monthly	3
Ridgerunners	“Upper middle agers” who meet for primarily for fellowship; also participate in outreach ministries from time to time.	15 – 20	Monthly	3
Woven Threads	Bible study, book review, and fellowship	6	Twice/month (Sept. through May)	3
“The Group”	Couples that meet for fellowship and support	8	Monthly	3

(** see attachment for Endowment Fund Income distribution policy)

25. Conflict

Most churches experience conflict at various times. Characterize your church’s experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: **C** = closely; **S** = somewhat; **N** = not at all.

 C as a church, we respect and listen to each other and work things through without generating divisiveness

 S as a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides

 S some have left our church because of conflict

 N conflict hurts our sense of unity, but we tend not to talk about it

- C painful experience with conflict has been present, but it has been worked through, and we have learned from the experience
- N we have had some painful experiences with conflict, and they linger in the background
- N open conflict is present, and we need a minister who can help us deal with it
- other Specify:

Comment:

In the past, we have had some conflict. One of the more serious conflicts occurred during the teacher's strike in the early 1990s. Our pastor was a member of the school board during the strike, and the Council President was quite outspoken in opposition to the union and their tactics. We have a number of teachers in our congregation. Some of them were also on Council at the time. Two of them resigned from Council, and one of them left the church.

We experienced some conflict over the new hymnals (see Section 26 g below). We also experienced some conflict when we hired a second pastor, as some members were apprehensive about assuming the ongoing financial commitment.

There is within our congregation, however, a very strong foundation of love and genuine respect for each other. This was affirmed, once again, in our most recent pastoral transition, discernment process, and related outcomes. Even though we may at times strongly disagree with each other, it rarely results in people leaving the church and, given a little time, has always healed completely.

26. Worship

- a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphases such as healing services, contemporary worship, etc.)

On a weekly basis, we currently offer two traditional, lectionary-based Sunday morning services. These services, at 8 a.m. and 10:30 a.m. (10 a.m. June through August), are substantially the same; typically, only the special music for the morning differs. These services are planned and lead by our current full-time pastor, often assisted by our part-time covenanted pastor.

We also offer a monthly praise service (Grateful Praise Service). For the past year and a half, this lectionary-based service has been offered on the last Sunday evening of each month to meet the spiritual needs of some of our members. A worship team plans and conducts the service. Currently, there isn't a praise band, so music is supplied using *iWorship* DVDs purchased from and licensed for congregational use by Integrity. The worship team varies the format in which the message is presented, including puppet shows, skits, digi-dramas (combination of live theater and digital recording), dialog, and sermons. Though it currently has a small, faithful following, this is an evolving ministry with great potential. The prayer is that there will be additional pastoral support for this and other alternative worship services in order to offer a worship experience that attracts the young and young at heart.

Through the season of Lent, two mid-week services are offered on Wednesdays. At 5:30 p.m. we sponsor a family Lenten service where the songs and message are geared toward children. After sharing a light supper, we worship with a 7 p.m. traditional service. The message is shared by a team of UCC pastors who rotate pulpits; thus, each pastor need only prepare one sermon on a central theme. For the past several years, we have also engaged a choral group from one of the local colleges for one Wednesday program. On the Wednesday of Holy Week, we have been treated to a dramatic presentation, usually written and directed by a member of the congregation.

In the summer, services are offered on Wednesday evenings. These services are intimate gatherings and provide opportunities for pastors to offer creative worship experiences.

Recently, the pastor and organist offered a Sunday afternoon service to target our older population who sometimes find it difficult to be ready in time to attend earlier services. They hope to offer an afternoon service on a regular basis.

In conjunction with the pastor, the Worship Committee is responsible for preparing a schedule of services and special celebrations. This schedule is submitted to Council for approval (see attachment for draft of 2008-09 schedule). Baptism and healing services are scheduled quarterly. Communion is offered at least 10 times a year (see attachment)

- b. Are your worship services or church gatherings sign language interpreted?
 Yes No

Are there particular ministries with persons with developmental disabilities or mental illness? No

- c. Identify how worship is planned on a regular basis in your church
 by a worship committee
 by the pastor
 by the pastor in consultation with the church musician – for traditional services
 other – specify:

Our current pastor is in the process of organizing worship teams to plan services on a monthly basis. Each team will meet with the pastor and Director of Music to review the Scriptures for the month to discern God's message and possible themes. In addition, the team will review previous celebratory services for that month to determine what worked and what might be changed in order to plan dynamic, stirring, inspiring, helpful, and hopeful services.

A worship team of five laypersons plan our monthly Grateful Praise Service. It is our desire that there will be additional pastoral support for this worship experience, and that the associate pastor will be instrumental in helping to expand the leadership base for this service.

- d. Describe the style and content of preaching valued by your congregation:

Our members have come to expect and appreciate lectionary-based sermons relevant to how the Bible speaks to us today. Messages should be insightful and thought provoking and should motivate us to live a Christ-like life. The associate pastor we are seeking should embrace theological diversity, recognizing that people take different spiritual paths toward the same goals as related to one's relationship with Jesus Christ and God.

Congregants value a conversational-style delivery as opposed to reading or preaching. We appreciate touches of humor and personal anecdotes.

- e. Describe the role in worship of the person you are seeking:

We seek someone who is liturgically flexible to share responsibility with the senior pastor in creating, preparing, and leading Spirit-filled traditional and alternative services for multi-generational congregants. Our new associate pastor would be someone who would lead us in expressing our gratitude, praise, and thanksgiving to God in ways that are creative but also honor our traditions.

Our current pastor has begun to develop lay leaders in leading traditional worship services. We would expect our new associate pastor to share responsibility with the senior pastor in this effort to expand our leadership base and to mentor lay leaders in planning and leading traditional and alternative worship services.

f. What hymnal(s) are currently used by your congregation in worship?

The New Century Hymnal (The Pilgrim Press, 1995)
The Hymnal (United Church Press, 1941, renewed 1969)

We also subscribe to LicenSing which allows us to legally use, reproduce, and distribute congregational hymns and songs owned or controlled by various copyright holders. This could be a valuable resource for praise music.

g. Have you considered using another hymnal?

Only The New Century Hymnal was considered during the selection process.

Transition to the new hymnal was a slow and deliberate process. Prior to purchasing the hymnal, some of the newer hymns were introduced by copying them from the sample book and putting them in the Sunday bulletin. A number of informational sessions were held including one where the pastor, Director of Music, organist, and others talked about why we should seriously consider using the new hymnal. After we concluded all these sessions, the congregation voted on it. There would, undoubtedly, have been more conflict had it not been for the promise that that both hymnals would be in the pew racks and both hymnals would be used. Today, we primarily use The New Century Hymnal but remain committed to keeping The Hymnal as an excellent resource and for use when the appropriate hymn is not available in The New Century Hymnal.

h. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as “mankind.” Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize “traditional” hymns.) How important is this issue to your church?

The current pastor and many members of the congregation have embraced the use of language that is not gender specific, both in referring to God and to people, so as not to create word barriers for others. Other members do not see the need to use inclusive language about God and have occasionally taken issue with those who are intentional in their use of inclusive language. We seek an associate pastor who embraces diversity, who can honor our tradition and disciple us into a more inclusive future.

WIDER CHURCH CONNECTIONS

27. United Church of Christ

a. Association, conference, or other denominational programs and activities in which church members participate:

We have a strong core group who participate in programs and activities sponsored by the York Association and a number of our member are serving, or have served in the recent past, in various capacities at the Association and Conference level.

York Association -

- One member of our congregation has served as president of the York Association
- One of our members has chaired York Association’s Nominations Committee. The Nominations Committee is responsible to place in nomination the names of persons to fill all offices,

committees, and vacancies of the Association and Conference positions for which York Association is responsible.

- One member represents Mt. Zion on the Disaster Response Preparedness committee. Through a three-year grant to United Way, college students trained in homeland security issues assist groups in preparing for disasters by making site visits, developing disaster preparedness plans, and developing service plans if the group wants to provide service for victims.
- One of our members has served on the Community Outreach Committee. This committee is responsible for interpreting Community Ministry Grants in our area and being advocates in such areas as health and welfare issues, multi-cultural and multi-racial issues, peace and justice issues, hunger issues, environmental issues, and other social concerns.
- One member has served on the Committee on Ministry. This committee acts as credentials committee for all ministers and churches seeking standing; shepherds those seeking ordination or other authorized ministries through the process of education, “In Care” status, examination or Ecclesiastical council, placement and service of recognition of authorized ministry; conducts periodic, special and disciplinary reviews; and participates in Ordinations and Installations.
- Our congregation initiated and has been leading the York Association’s commitment to establish micro-lending banks. Mt. Zion has also provided matching funds for this project. To date, eight trust banks have been established through the Association.

Penn Central Conference –

- Two members of our congregation have served on the Conference Board.
- One of our members is chairing the Penn Central Conference Capital Campaign. This member has also chaired the Conference’s Nominating Committee.
- One member serves on the Board of Directors for Wider Church Ministries.
- One of our members serves on the New Church Start Committee.
- One member serves on the Church Vitality Committee.

In addition, one of our members serves on the Board of Directors for Homewood Homes, a UCC retirement home in Hanover (term 2000-2009).

Do you send delegates to association and conference meetings?

We regularly have representation at the York Association and Penn Central Conference meetings. Annual meetings are regularly attended by 2 – 4 representatives of the congregation (including the pastor).

Have members of your church ever served as delegates or visitors to General Synod?

Yes. One of our members was Synod delegate in 2001 and 2003. Our current pastor was Synod delegate in 2003 and 2005. Two of our members have attended Synod as visitors each year since 2001.

- b.** Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:

We expect our leaders to continue the tradition of service in the York Association, Penn Central Conference, and other denominational settings.

- c.** Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:

___ closely X moderately ___ nominally ___ other

Comment: Results from a congregational survey indicate that 38% of our members closely identify with the United Church of Christ and 49% moderately identify with the denomination.

28. Ecumenical and Interfaith Activities

- a. Describe ways your church participated in ecumenical and interfaith activities during the past three years:

Over the past three years we have participated in interfaith Thanksgiving and Good Friday services, and each confirmation class visits a mosque and a synagogue as part of their curriculum.

In addition, a few of our members are active in interfaith/community organizations.

- One of our members has served on the boards of Habitat for Humanity (2000-2004) Habitat Building Committee (1998-2004), York County Community Against Racism Board and Treasurer (YCCAR – 2004-2006), and York County Council of Churches and Facility Committee (2006 and 2007).
- Another member serves on the board of the Northeast York Food Pantry (2005-present), a food bank serving the Central and Northeaster School districts in our parish.
- Two members have served in the Board of Governors for Opportunity International (since 2003), the organization through which we finance our micro-lending trust banks.

- b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:

Focus group input and discussions with the pastor indicate that there are more opportunities for dialog with the ecumenical and interfaith communities, including interactions with downtown churches and synagogues, York County Community Against Racism (YCCAR) events, and educational opportunities with the Interfaith Alliance Organization. While these opportunities exist, a survey of members indicated that we do not view participation in ecumenical and interfaith activities as a high priority for our pastors.

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship With Prior Leaders

- a. Characterize your church's experience with pastoral leaders over the past 15 years.

You may check more than one response:

In general, our lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership.

We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.

We have had some tough times and things did not always work out.

Other. Specify:

Comment: Our current pastor has been with Mt. Zion over 14 years. Our recently-retired pastor was with us for 31 years. These long, mutually-beneficial relationships have been characterized by cooperation and teamwork based on respect and a shared vision. Dialog has been open and candid. The expectation would be to continue along this same pathway into the future.

- b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:

31. If there is periodic assessment/evaluation of the nature of the work and of the performance of that work for the position you are seeking to fill? Describe it:

Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation?

There is currently no formal evaluation criteria or process. This is a situation we know we need to address.

Job descriptions for two newly-defined positions – senior pastor and associate pastor – have been developed in response to needs and goals identified during the recent self-study/discernment process. These descriptions outline roles and responsibilities and will serve as the basis for on-going performance evaluations. The associate pastor will report to the senior pastor, Church Council, and the congregation. A formal performance evaluation will be conducted at least annually. Both pastors will be expected to successfully work toward the fulfillment of Mt. Zion’s mission and purpose as the body of Christ.

32. Leadership Expectations

A list follows of 45 items which represent a range of qualities in the ministry of the church. Place an “X” beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

Our church needs a person who...

- | | |
|--|--|
| 1. _____ is an effective preacher/speaker | 24. _____ regularly encourages support of Our Church’s Wider Mission |
| 2. _____ continues to develop his/her theological and biblical skills | 25. _____ reaches out to inactive members |
| 3. <u> X </u> helps people develop their spiritual life | 26. _____ works regularly in the development of stewardship growth |
| 4. _____ helps people work together in solving problems | 27. _____ is active in ecumenical relationships and encourages the church to participate |
| 5. <u> X </u> is effective in planning and leading worship | 28. <u> X </u> is a person of faith |
| 6. _____ has a sense of the direction of his/her ministry | 29. _____ writes clearly and well |
| 7. _____ regularly encourages people to participate in United Church of Christ activities and programs | 30. _____ works well on a team |
| 8. _____ helps people understand and act upon issues of social justice | 31. <u> X </u> is effective in working with youth |
| 9. <u> X </u> is a helpful counselor | 32. _____ organizes people for community action |
| 10. <u> X </u> ministers effectively to people in crisis situations | 33. _____ is skilled in planning and leading programs |
| 11. <u> X </u> makes pastoral calls on people in hospitals and nursing homes and those confined to their homes | 34. _____ plans and leads well-organized meetings |
| 12. _____ makes pastoral calls on members not confined to their homes | 35. <u> X </u> encourages people to relate their faith to their daily lives |
| 13. <u> X </u> is a good leader | 36. _____ is accepting of people with divergent views |
| 14. <u> X </u> is effective in working with children | 37. _____ encourages others to assume and carry out leadership |
| 15. _____ builds a sense of fellowship among the people with whom he/she works | 38. _____ is mature and emotionally secure |
| 16. _____ helps people develop their leadership | 39. _____ has strong commitment and loyalty |
| | 40. <u> X </u> maintains confidentially |
| | 41. _____ understands and interprets the mission of the church from a global perspective |

- abilities
17. _____ is an effective administrator
18. _____ is effective with committees and officers
19. _____ is an effective teacher
20. _____ has a strong commitment to the educational ministry of the church
21. _____ is effective in working with adults
22. _____ inspires a sense of confidence
23. _____ works regularly at bringing new members into the church

42. X is a compassionate and caring person
43. _____ deals effectively with conflict
44. _____
45. _____

If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet.

GENERAL

33. Does your governing body or your search committee have a well-defined policy against discrimination? X No

Comment: This is something we will ask the Personnel Committee to address.

34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process?

X Yes _____ No Comment:

We formed a committee to look into the process of becoming an ONA congregation in late 2004. The committee investigated the process, attended some conferences on the subject, and visited with a sister church that went through the process. In September 2005, the committee recommended to Council that we begin the process of becoming an ONA congregation. Council approved the recommendation.

The committee began to investigate ways to educate the congregation and to prepare them for frank and open discussions on the subject. The chairperson experienced some serious family health issues and the leadership changed. Some classes on the subject were held during the Sunday School hour. A survey of the congregation to establish a baseline was discussed but never done. The work of the committee became stalled when the new leadership also began experiencing personal health issues. The committee reorganized in early 2008 and again began making plans to educate the congregation. While the committee is making these plans, they will not be acted upon until the discernment and visioning process has been completed.

35. Is there a position description of the pastor's role and responsibilities?

Yes; copy attached

Does your church have a personnel policy covering this position? Our personnel policy only describes the steps necessary to hire non-pastoral personnel.

36. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).

Title: Youth Director (position not currently filled) X PT _____ FT

Title: _____ PT _____ FT

Title: _____ PT _____ FT

Title: _____ PT _____ FT

37. Name three people who have agreed to serve as references. Make sure they are not

members of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church, e.g., conference staff, person in community, neighboring pastor:

	Name	Telephone	Relationship to Your Church
a.	Rev. Vernon Baum	717-757-4017	former Penn Central Conference Area Minister
b.	Rev. Henry Korinth	717-845-6959	local pastor and member of York Association
c.	Rev. Steve Livermore	717- 755-4838	Pleasureville U.M. Church; close, long-time association with Mt. Zion congregation
d.	Rev. Larry Knutson	717-253-0141	consultant for recent vision discernment process

38. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?

This profile was written by a Self-Study Team using input from focus groups, committee chairpersons, Church Council members, and the pastor. It was reviewed for clarity and unity by the consultant who led us through our vision discernment process prior to its writing. The Self-Study Team presented the document to our current full-time pastor and Church Council, who approved the profile on 09/18/08. Congregational approval was given on 10/05/08.

STATEMENT ON LEADERSHIP IN MINISTRY

Using this page, and one additional page if needed, write a statement that will help a candidate better understand the relationship of clergy and lay leadership in the life of your congregation. Candidates will be interested to know whether your lay leaders have a history of strong, cooperative relationships with the church’s pastoral leadership. If your church organizational structure is based on intentional lay-led ministries, describe how that structure functions in relationship to the pastor; if your organizational structure is dependent on clergy leadership, describe what will be expected of the pastor.

If you wish, this statement can provide an opportunity for you to elaborate on the list of committees/boards/groups that you identified in Question 24. (For example, in some churches the expectation is for mutual involvement of pastor and finance committee in the financial matters of the church; other congregations have a clear expectation that the pastor will be focused on “spiritual matters” and will be excluded from settings where financial decisions are made.)

Include in the statement reflections on leadership styles that work well for your church. What do you hope/expect that your new pastor will understand and value in your particular style of lay leadership? What would a new pastor need to know in order to work smoothly with your established leaders? If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks:

The historically stable bond between Mt. Zion's pastoral staff and lay leaders has been built on trust, mutual respect, and a shared vision. The lay-pastoral relationship has been open, honest, and functional. Currently, clergy participate in all aspects of church life, including administration and finance, but these latter functions have been, and should continue to be, lower priorities than leading worship and championing programs for spiritual growth.

As a family of faith, our energies are primarily focused on worship and mission. We would expect our associate pastor to be our spiritual leader, effectively planning and leading both traditional and praise worship services. We would expect this person to nurture our spiritual growth and challenge us to relate our faith to our daily lives.

We would also expect our associate pastor to be supportive of the missions in which the congregation chooses to participate. He/she would expand our vision of the mission to which God is calling us by sharing information on opportunities offered by our UCC association and conference.

We believe we are being called to be intentional about ministering to the youth and elderly in our congregation, neighborhood, and community. The associate pastor would be expected to partner with us to prayerfully discern what form these ministries would take. Of particular interest is an associate pastor who has experience with children, youth, teen and family programming, and who will share insights and best practices that will allow us to reach out to this younger generation and introduce them to our Lord and Savior, Jesus Christ.

We seek an associate pastor who will be a "builder of community," sharing the responsibility for pastoral care with our senior pastor by visiting our sick and shut ins, supporting and encouraging our active members, helping us reach out to our marginalized and inactive members, sensitizing us to the reasons people are no longer attending.

For much of Mt. Zion's history, the pastors have been expected to manage and oversee the administrative needs and the committee structures of the church, providing leadership, direction, and motivation. Our new associate pastor will be expected to assist and support the senior pastor as we transition from a minister-led church to a program-led church administered by our lay leaders.

We have a strong, vibrant core group of leaders who lead worship, serve on committees in the local church and higher judicatories, support/staff mission projects, and teach Sunday School. During our recent vision discernment process, it became apparent that in order to maintain our extensive outreach programs we need to expand our leadership base by stirring and equipping others to lead. We look to our new associate pastor to help us energize other members of the congregation and inspire them to fully participate in the ministry of Mt. Zion.

Our associate pastor would help us prayerfully discern God's call for our mission and identify the talents and resources with which God has gifted us to fulfill that call. He/she would need to inspire and motivate us to be effective stewards of these talents. Our new associate pastor would need to facilitate training in order to develop leaders in all age groups. He/she would nurture our creative spirit and encourage our efforts in new endeavors.

As part of a multi-staff church, our new associate pastor would need to work collaboratively with our existing staff and lay leaders. We desire someone who will help to create an environment where our staff and committees can fulfill their potential. This person will empower our members and committees to continue and expand our programming and outreach ministry.

If we were to put an advertisement in the classified section, it might read:

WANTED: Spiritual carpenter to partner with us in building a bridge to God's future for us. Strong leader, excellent communicator, nurturing spirit. Outgoing, energetic, people person who will share

responsibility in ministering to our current members, prospective members, and our local and global communities. Proven ability to work collaboratively with multi-generational teams to develop and enhance our talents in the service of God and Jesus Christ.

Conference or Association Descriptive Reference

Church Name: Mt. Zion United Church of Christ

Location: York, PA

Conference: Penn Central Conference

Association: York Association

Name of Staff Assisting in the Search: Dr. Karen Elizabeth King

Staff Comments:

Signature of Staff Assisting in the Search

Date

ASSOCIATE PASTOR - JOB DESCRIPTION

SUMMARY: The Associate Pastor, a strong, faithful, compassionate and caring leader, will minister and facilitate faith based growth and development for youth up to college age and also for families, as well as share in other pastoral responsibilities with the Senior Pastor.

QUALIFICATIONS:

- Ordained Minister (UCC or Privilege of Call)
- Called and elected by the congregation
- Installed by the Committee on Ministry of the York Association of the United Church of Christ and Mt. Zion Church

CLASSIFICATION: Exempt

REPORTS TO: The Senior Pastor, Church Council and the Congregation

SUPERVISES: Staff

PERFORMANCE RESPONSIBILITIES: The Associate Pastor will share in the following responsibilities with the Senior Pastor, subject to review and adjustment in conjunction with the Church Council:

- Guide the organization and development of the educational opportunities in the Sunday School program for all ages, including Confirmation
- Update the Church educational resources, including continuing education
- Work with the Youth Director and/or volunteers to organize, develop, facilitate and implement programming for youth
- Plan and lead traditional and alternative worship opportunities, in coordination with the Senior Pastor, Director of Music and Worship Teams
- Facilitate congregational development of spiritual life by encouraging people to relate faith to daily life through leading Bible study opportunities
- Maintain confidentiality while providing pastoral care through visitation and/or communication with sick members/members in need, counseling and prayer; make appropriate referrals when necessary and quickly respond to crisis situations which arise in the congregation
- Pastoral care including visitation and communication with members
- Officiate at special services such as funerals, baptisms, and weddings
- Provide premarital counseling
- Offer Communion for all members
- Outreach to potential new as well as inactive members
- Participate in the congregational life and activities of the faith community
- Provide guidance for the retention and expansion of church membership
- Guide and direct Church committee activities as directed by the Senior Pastor
- Develop and maintain a positive profile in the local community
- Continue to nurture relationships with other churches in our community
- Access to provide assistance as needed thru the Good Samaritan Fund and the Community Christian Fund
- Be a responsible participant in the life and work of the York Association, Penn Central Conference and the United Church of Christ as directed by the Senior Pastor and Church Council

- Report monthly activities to the Church Council
- Other duties as directed

TERMS OF EMPLOYMENT:

- Evaluated annually by the Senior Pastor and the Pastor Parish Relations Committee
- Compensation and benefits to be established annually by the Church Council
- The Associate Pastor requires great flexibility in hours available for work, including evening and weekends for Pastoral accessibility to congregational members and church staff
- Resignation notice is to be submitted in writing to the Moderator of the Church Council at least 90 days in advance of anticipated departure from duties

WORKING CONDITIONS:

The work environment is representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Narrative – Mt. Zion United Church of Christ

Mt. Zion UCC invites and welcomes everyone to accept Christ as their Savior, to share in Christ's passion and love, to come together and grow in Christian faith and understanding, and to serve the wider community and the world in Christ's name.

The congregation was officially founded in 1851 as Mt. Zion Reformed Church. Numbering fewer than one hundred members, Mt. Zion took a leap of faith in 1955 and within two years called a full-time pastor, purchased a parsonage, bought property and built the present church! Established at its present location in 1957, the year the United Church of Christ was formed, the church expanded in 1986 and called a second pastor in 1994. Mt. Zion UCC continues to live out a rich tradition grounded in faith, love, and hope.

Strengths

Sensing God's presence through prayer, worship, fellowship, and mission has given us great strength and conviction. We have faith in God the Father, God's Son Jesus Christ, and the Holy Spirit. We believe that God is present in the good times and bad, providing strength and hope. We are a congregation that believes God is with us and still speaks to us no matter where we are on life's journey.

Worship begins whenever we come together to give thanks, to serve, or to discern God's will for us. All of our services are liturgically based, but each has its own feel and flavor. We offer two Sunday morning services as well as a variety of additional opportunities to grow in our faith and to worship God. Through sermons given by our pastors, music provided by our diverse choirs & instrumental groups, and readings of the Scriptures, our faith in the Holy Trinity grows. Many opportunities exist at Mt. Zion for one to grow spiritually and worship as a family of faith, including a monthly Grateful Praise Service (GPS), small group Bible and book studies, and summer Wednesday evening casual services. We have dedicated teachers, who serve our Lord and Savior in passing on Christian values and beliefs by teaching a wide range of Christian education programs.

We help those in need within our church family through ministries such as care baskets and our prayer chain, demonstrating our commitment to our community. We minister through local community missions such as Compassion York Food Run (providing meals to approximately 225 persons every Sunday in two locations in York), Chop & Peel soup kitchen, Good Samaritan Fund, Big Brother/Big Sister, Crop Walk, and the Alternative Gift Place. We care for God's global community through missions such as the Lakota Indian mission, Micro-Lending trust banks, Blanket Sunday, and Our Church's Wider Mission (OCWM).

Uplifted by our faith in God, God's eternal presence, and supported by our family of faith, we believe that we are forgiven of our sins and will receive eternal life. One of the biggest priorities of this congregation is to communicate Christian beliefs and values to our children. Although our church has many opportunities for growth, we see a need to further strengthen programming for the older teens and young adults in our church family; we feel it is vital to provide for this group.

Opportunities

We believe that God accepts **everyone** and calls us to share Christ's affirming message of love and justice for all people. Segments of the congregation have discussed becoming an Open and Affirming congregation; we are aware that this would present both opportunities and challenges for us.

We wish to explore ways to provide programs that enrich the lives of the community without regard to age, culture, race, class, or denomination. In particular, there is a need in our community for youth and elder programming and developing a support network for both of these populations. To provide this programming, we are willing to renew or expand our place of worship & facility.

God has blessed us with a core of talented, devoted people, who volunteer their time and energies to teach, to lead, to serve, and to support & staff mission projects. In order to maintain our extensive programs, we need to expand our leadership base. By training and empowering our members, honoring their current level of stewardship and involvement in God's mission, we offer them the means of grace to deepen that involvement.

As an active congregation, we intend to expand our programming to realize God's Will for Mt. Zion United Church of Christ. Therefore, we need to call additional pastoral and support staff, to inspire our shared ministry and mission in the Name of our Lord Jesus Christ.

Worship Schedule
November 2008 – November 2009

		<i>White Paraments</i>
Nov	2	All Saints' Sunday
		<i>Green Paraments</i>
	9	Healing Service
	16	
	23	Community Thanksgiving Service 7:30 p.m. First Baptist
		<i>Blue Paraments</i>
	30	First Sunday in Advent – Communion, services at 8 and 10:30 a.m. Grateful Praise Service 7 p.m.
Dec	7	2 nd Sunday in Advent
	14	3 rd Sunday in Advent
	21	4 th Sunday in Advent
		<i>White Paraments</i>
	24	Christmas Eve Services, 3, 7, & 10 p.m. - Communion
	28	Combined Service 9 a.m. – No Sunday School Quiet Communion at 12:30 p.m. Grateful Praise Service 7 p.m.
Jan	4	Epiphany - Communion – 8 & 10:30 a.m.
	11	Christ's Baptism – Baptism
		<i>Green Paraments</i>
	18	Install New Church Council members
	25	Healing Grateful Praise Service 7 p.m.
Feb	1	
	8	
	15	
		<i>White Paraments</i>
	22	Transfiguration Sunday & Laity Sunday Grateful Praise Service 7 p.m.
		<i>Purple Paraments</i>
	25	Ash Wednesday – Communion 7 p.m.
Mar	1	First Sunday in Lent – Communion
	4	Mid-week Lenten Worship 5:30 & 7 p.m. Lenten Dinner 6 p.m.
	8	2 nd Sunday in Lent
	11	Mid-week Lenten Worship 5:30 & 7 p.m. Lenten Dinner 6 p.m.
	15	3 rd Sunday in Lent
	18	Mid-week Lenten Worship 5:30 & 7 p.m. Lenten Dinner 6 p.m.
	22	4 th Sunday in Lent – One Great Hour of Sharing Offering
	25	Mid-week Lenten Worship 5:30 & 7 p.m. Lenten Dinner 6 p.m.
	29	5 th Sunday in Lent – Combined Worship 9 a.m. – No Sunday School Quiet Communion at 12:30 p.m. Grateful Praise Service 7 p.m.

April	1	Lenten Dinner 6 p.m. Lenten Concert 7 p.m.
	5	PALM SUNDAY – Reception of New Members
	8	Family Service 7 p.m. <i>White Paraments</i>
	9	Maundy Thursday Worship – Communion 7 p.m.
	10	Community Good Friday Service 7:30 p.m. First Baptist
	12	EASTER SUNDAY – Communion – 7 & 10:30 a.m.
	19	
	26	Healing Grateful Praise Service 7 p.m.
May	3	Festival of the Christian Home - Baptism
	10	Mothers’s Day
	17	
	24	
		<i>Red Paraments</i>
	31	Pentecost & Confirmation 10:30 a.m. – Strengthen the Church Offering Combined Service 9 a.m. – No Sunday School Quiet Communion at 12:30 p.m. Grateful Praise Service 7 p.m.
		<i>White Paraments</i>
June	7	Summer Worship Schedule Begins – Trinity Sunday - Communion <i>Green Paraments</i>
	14	
	21	Father’s Day
	28	Grateful Praise Service 7 p.m.
July	5	
	12	
	19	Healing
	26	Grateful Praise Service 7 p.m.
Aug	2	
	9	Communion
	16	
	23	Baptism
	30	Combined Worship 9 a.m. – No Sunday School Quiet Communion at 12:30 p.m. Grateful Praise Service 7 p.m.
Sept	6	Fall Worship Schedule Begins
	13	
	20	
	27	Grateful Praise Service 7 p.m.
Oct	4	World Communion Sunday – Neighbors in Need Offering
	11	
	18	Baptism
	25	Grateful Praise Service 7 p.m.
		<i>White Paraments</i>

Nov	1	All Saints' Sunday <i>Green Paraments</i>
	8	Stewardship Sunday
	15	Healing
	22	
	25	Community Thanksgiving Service 7:30 p.m. Pleasureville UM <i>Blue Paraments</i>
	29	First Sunday in Advent – Communion Combined Worship 9 a.m. – No Sunday School Grateful Praise Service 7 p.m.

Communion Schedule:

First Sunday in Advent

Christmas Eve

Epiphany

Ash Wednesday

First Sunday in Lent

Maunday Thursday

Easter

Trinity Sunday

August

World Communion Sunday (October)

Mt. Zion United Church of Christ
Endowment Fund Income Distributions
Statement of Policies and Procedures

Relevant Fund

The Mt. Zion United Church of Christ Endowment Fund (Fund).

Purpose

To establish guidelines for the distribution of income generated from the investment of the Fund's principal.

Distributions

Income from the Fund shall be distributed at least annually and at such other times as deemed necessary and/or feasible. Distributions of income shall be in support of both the church's annual budget; and the various external categories of mission and ministry in which the congregation is engaged that are not underwritten by annual giving.

To enhance the church's program beyond the regular budget, it shall be a responsibility of the committee related to the funding category to develop guidelines for extending the mission of Mt. Zion UCC, to solicit grant/funding requests in their respective categories, to evaluate said requests, and to recommend funding. Distributions shall be made at the direction of Church Council, based on the recommendations of the related committee. Unless otherwise noted year-end residual balances in any category may be carried over into the next year. Residual balances that exceed a two-year allocation amount shall be reinvested in the semi-permanent endowment fund.

Distributions of the annual income by percentages shall be made to the categories outlined below. The Investment Advisory Committee shall monitor the usage of these monies and annually communicate the achievements of our endowment fund to the congregation.

Category I: Christian Education Outreach(10%)

To provide grants to special programs for children, youth and adults, which enable them to grow in their understanding of the Christian faith. Examples include scholarships and/or grants for the purpose of attending college and seminary to prepare for a church related vocation, and funding for church camping, retreats, and leadership conferences. (Education and Programming Committee)

Category 2: The Rev. James M. Walters Mt. Zion UCC York Scholarship Fund at the Lancaster Theological Seminary (10%)

To provide a continuing contribution to the scholarship fund established at LTS.

Category 3: Community Service and Outreach (15%)

To support programs and services provided by service agencies, community action groups, and ecumenical agencies relating to the spiritual, social, and economic needs of persons in the local community served by this church. (Missions Committee)

Category 4: Wider Mission of the UCC (15%)

To support the work of the UCC in the USA and overseas in such areas as new church development, professional leadership, educational ministries, evangelism, and world mission. Any year-end residual balances in this category shall be distributed to OCWM. (Missions Committee)

Category 5: Mt. Zion UCC Capital Improvements Fund (10%)

To provide continuing support of the annual capital improvements fund of Mt. Zion UCC.

Category 6: Mt. Zion UCC Annual Operating Fund (40%)

To provide continuing support of the Current portion of the annual fund of Mt. Zion UCC.

Approved this _____ day of _____, 2007, by vote of the Congregation of Mt. Zion United Church of Christ at a duly called Congregational Meeting.

Signed _____
Church Secretary

Approved Nov. 18, 2007.