

Name of Church
United Community UCC

Address
PO Box 308
Newbury, OH 44065

Conference:
Heartland

Association:
Living Water

Title
Settled Pastor

Start Date
Jan 1, 2025

Description

Newbury United Community UCC is seeking a shared, settled pastor for a combined 3/4 to full time ministry with Burton Congregational UCC. The congregations are only 6 miles apart and have shared a pastor since 2016.

Church Contact Information

(440) 564-5991 (Church Primary Phone)

Listing Information

Web Presences

No response

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Kellie Ramirez

Title:

Search & Call Secretary

Phone:

330-940-2220 x100

Email:

searchandcall@livingwaterone.org

What we value about living in our area.

No response

Current size of membership

68

Average in person attendance

22

Does your church hold virtual worship services?

No

Languages used in ministry

English

Position Title

Settled Pastor

Position Duration

Settled

Compensation Level

Other

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

<https://heartlanducc.org/wp-content/uploads/2024/10/2025-Heartland-Conference-Authorized-Minister-Compensation-Guidelines-.pdf>

Scope of Work

Select the expectations of the church's next pastor using the list below and following the [Call Agreement Workbook](#).

Some additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above; for example, a ¼ time pastor likely has time for Worship Leadership, preaching, service preparation, and possibly emergency on-call pastoral care.

Expectations:

- Worship Leadership, Preaching, Service Preparation.
- Leadership with Church governing body and committees.
- Pastoral care, visitation of hospitalized, homebound, and members in care facilities.
- Special services (weddings, funerals, liturgical year services).
- Teaching – Bible Studies, adult education, confirmation, other (please provide a list of any other teaching items).
- Maintain collegial and denominational relationships.
- Mission and service involvements.
- Other expectations: please provide a list.
 - Work with and coordinate with Burton Congregational Church
 - Be willing to serve nonmembers of our local community for weddings, funerals, or memorials

Compensation and Support

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	65000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 65000			
Pension/Annuity	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>

If needed, please comment further on your church's salary and benefits for the minister.

The target range for total compensation and benefits is \$65,000 to \$75,000 (**total** for both churches) but is negotiable based on experience. We would work with the candidate to determine how the total cost is to be dispersed

The expected living situation for our next minister.

Parsonage or live nearby with housing allowance

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

Yes

A parsonage is owned by the church. It is and has been rented for an extended period of time in the past, but is available, if needed

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

We would be open to a flexible schedule, but would anticipate that any other employment would be minor, since this combined church pastorate could be full time.

Peer and professional supports available for ministers in our association/conferences.

The Living Water Association provides many opportunities of support as it offers communities of practice for authorized ministers, healthy practices for ministry, and more.

Who Is God Calling Us to Become?

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

Who God is calling us to become as a congregation.

We believe that God calls us to spread the Good News of the gospel while serving our own congregation and others.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

We are a small congregation with a core group of seasoned active members, working within our own church, while working cohesively and successfully with Burton Congregational Church, and sharing a pastor. Burton is a neighboring church six miles away and services are timed to allow the pastor to serve both churches. This collaboration has worked extremely well for eight years.

11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[Download 11-Year Report](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	68
NUMBER OF ACTIVE NON-MEMBERS:	10
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	78

ARE THESE NUMBERS ESTIMATES?

No

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	91
MEMBERSHIP 10 YEARS AGO:	103
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	99
YOUTH MINISTRY ATTENDANCE: (IF ANY)	4

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	0
12-17	0
18-24	5
25-34	1
35-44	0
45-54	1
55-64	10
65-74	50
75+	31

ARE THESE NUMBERS ESTIMATES?

No

Staff and Volunteer Leadership

List of all current staff:

STAFF OR VOLUNTEER POSITION	WHO GUIDES THE WORK OF THIS POSITION?	COMPENSATION	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Custodian	Council	part	>5 years
Pianist	Council	part	20 years
Office	Council	vol	>10 years
Repairs	Council	vol	as needed

Reflection: What this information reflect about our congregation's overall ministry:

Financially, we are mindful of using God's gifts, by being good stewards. We hire out some jobs, as necessary, but volunteers provide services as they are able, often minimizing the need to hire others.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	70620
Fundraising Events	2122
Total	72742

Current annual expenses (dollars budgeted for most recent fiscal year):

No response

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

[Download church budget](#)

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

No

In what way is OCWM (Basic Support) gathered?

No response

If calculated as a percentage of operating budget, this is the percentage?

No response

Total amount of loan debt:

No response

Reason for debt:

We are debt free

Are capital and other payments current?

No

Does the church currently have any endowments? If so, what are the values of those endowments?

Endowment:

61930

Endowment:

No response

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

No response

Pictures



Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

No response

How is the parsonage used?

No response

Street

14936 Auburn Rd

City

Newbury

State

OH

Zip

44065

Finished square footage:

2133

Number of Bedrooms:

3

Number of Bathrooms:

2

Assessed real estate value:

No response

Available for minister residence?

Yes

Expected minister residence?

No

Condition of structure, systems and appliances

The parsonage was rebuilt in the 1990's and is well maintained.

Entity in the church responsible for review and needed repairs

Council

Parsonage pictures



Description of non-owned buildings or space used or rented by the church:

No response

Accessibility features of our building(s):

Accessible parking spaces
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
Listening devices in the sanctuary, or wireless technology to connect to hearing aids
Wheelchair access in bathrooms
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)

Which spaces are accessible to wheelchairs:

- The basement floor is where the social halls and kitchen are located.
- The first floor is the main floor, where the offices, meeting room, bathrooms, and sanctuary are located.
- The second floor encompasses the Sunday School rooms, storage and nursery.
- The second floor is not wheelchair accessible.
- The basement floor and the first floor are accessible via seated electric chair lifts.
- The bathrooms are handicapped accessible.
- There are designated handicapped parking spots.
- The sanctuary is accessible via a ramp inside the building.
- There are handrails on all stairs for increased stability.

Historical Information

Significant happenings in the history of our church that have shaped the identity of our congregation.

Eight years ago we faithfully embarked on a journey. We worked with the Burton Congregational Church, 6 miles away. Instead of finding two pastors, we found one pastor to serve both churches. We worked together to adjust morning service times, Council meeting days, and whatever else was needed to accommodate each other's, and the pastor's needs.

This has been a phenomenal success, one that we want to continue. Please be sure to read their profile, too, understanding that we are flexible with each other and supportive of each other. Finances for compensation are combined and the expected hours between each church are fluid, not preset, dependent upon the current needs.

One service preparation usually serves both churches and one Bible Study session, weekly, is attended by approximately 14, including participants of both churches. The Bible Study session is extremely important to those of us who attend.

Please feel free to ask how all of this works!

Ministerial History:

Name: Bob Richardson	Years of service: 8	UCC Standing
Name: Harriett Culp	Years of service: 5	UCC Standing
Name: Patricia Hough	Years of service: 3	UCC Standing
Name: Brian Bagley-Bonner	Years of service: 8	UCC Standing

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

No

Has your church been involved in a Situational Support Consultation?

Yes

Has a past pastor been the subject of a Fitness Review while at your church?

No

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

Community Vision

How the relationships and activities of our congregation extend outward in service and advocacy.

We open our doors, both physically and virtually, to serve identified community and country-wide needs, such as:

- Scouts of America
- AA
- Produce give away
- Ice cream following the Memorial Day parade
- Film crews creating faith based films
- Working with JFS to aid those in need of financial assistance for gasoline and electricity, etc.
- A very active Prayer Chain
- Evening prayers and a chance to check up on our neighbors, both locally and across the country.

We also have begun to serve a homeless population, in conjunction with the North Presbyterian Church, in Cleveland's inner city, by providing dinner following a morning worship service. 3 lay people who take turns to fill the pulpit when the current pastor is on vacation, ill, or otherwise not available. They cover both churches in the same timing and manner as the current pastor does, composing the bulletin, delivering the sermon, prayers, and responsive readings, selecting the hymns, and serving communion, if it falls on a communion Sunday, etc.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

None.

References



Bob Richardson

Completed: Thursday, Oct 24, 2024

Pastor of the Newbury United Community Church - Sept. 2016 - Dec. 2024

Mobile Phone: (484)-597-0173

Reference Response

Newbury United Community Church is small (20 in worship), aging - but with some occasional younger attendees who bring new energy and children into the mix. During my time they firmed up their budget and are spending within their limits, along with surviving various times of closure during COVID, and completed some projects to keep their building in good shape. They are aware, and have some measure of desire to begin to reach into the community to ascertain needs that they could begin to address with the love of Christ and make a difference in people's lives. However, I was unable to move them forward in any specific endeavor.

This will be the challenge for their next pastor. There is some energy to move forward. The challenge is they are a small group, and not all are able to physically carry this out.

Their relationship with the Burton church is solid, and may be useful moving forward.

Closing Prayer

We truly believe that God's guidance and pathway will lead a person to us, if we listen for His word. If you are that person, please feel free to call and ask any questions. Open conversations are essential, as long as God is in the middle with us.

Blessings to you, pastor, in your search; whether we are on your journey, or not.

Statement of Consent

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

For example, church council or consistory, transition team, etc.

Council members with input from the congregation

Incidentally, our church is named:

Newbury United Community Church (not just United Community Church as listed above.). 😊

2. Additional comments for interpreting the profile:

We are looking for someone who is willing to continue our 8 year association and relationship with Burton Congregational Church. It has worked extremely well and while neither church is able to hire a full time pastor alone, we are able to provide a pastor with full time opportunity to work with churches who have a proven track record of working cohesively and constructively together. We earnestly strive to work together to serve God as cooperative and interwoven churches.

December 20, 2024

The long and rich history of Newbury United Community Church reflects a community that seeks to follow Jesus. They have always sought to live out Matthew 25.

As the designated pastor for over 4 years prior to the call of the retiring pastor, I was a witness to the challenges that had arisen around power. These challenges were being stroked by non members who attended worship and who were interested in making the church independent of the UCC.

Over time and with the help and support of the Association, the leadership and congregation resolved the situation in a positive manner. The congregation discovered that they had the faith and strength to do the right thing, as well as being able to continue to love and support one another and their community.

This congregation deserves a pastor who will love them and support them as they move into the next phase of their ministry.

Please do not hesitate to contact me for further information.

Rev. Harriett Culp

440-708-4465

Peace