

**Oakland Christian United Church of Christ
Suffolk, Virginia**

Pastor

**Eastern Virginia Association
Southern Conference**

8/15/2017

LOCAL CHURCH PROFILE CONTENTS

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

(2 Corinthians 9:8)

INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

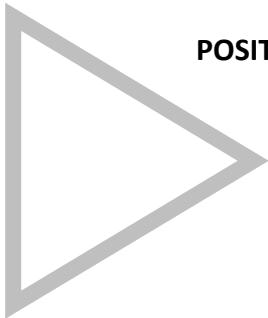
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytellings and many prayers, and as the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub and MissionInsight reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Oakland Christian United Church of Christ

Street address: 5641 Godwin Boulevard P.O. Box 2008 Suffolk, Virginia 23432

Supplemental web links: <http://www.oaklanducc.org>

Conference: Southern Conference

Association: Eastern Virginia

UCC Conference or Association Staff Contact Person

Rev. John Myers

Johnmyers2122@gmail.com

757-676-7068

Summary Ministry Description:

At the beginning of every Sunday worship service, the congregation of Oakland Christian United Church of Christ says, "Whoever you are and wherever you are on life's journey, you are welcome here". We strive to love God, love people, and make a difference in our community and beyond. We endeavor to be a growing, diverse church of enthusiastic Christ-like disciples and followers, to be people of God who nurture and help our members and the wider community, and finally, to make all who enter our doors feel the welcoming Spirit of God in our midst. Over the past fifteen months, we have been blessed to have one of our own retired ministers serve as our interim minister during the illness and untimely death of our young pastor. During this difficult time, our congregation has managed to keep up its attendance, hired a Director of Christian Education, reached its budgeted goals while raising \$100,000 in a capital campaign and an additional \$50,000 to help with our pastor's medical expenses. The presence of God has surely been with us during this time! We now pray for an inspiring, dynamic minister who will embrace and grow our ministry and who will lead us to new heights in our journey of faith.

Photographs:

Please see attachment of Church Photos.

What we value about living in our area:

Suffolk, Virginia is in the top 100 small cities (pop. <100,000) of places to live in the U.S. At the same time it is one of the fastest growing areas in the region, yet it maintains a friendly, rural feel. Our area is steeped in American history, is home to a large military presence, boasts an extensive network of rivers and lakes, and is less than an hour from the shores of the Atlantic Ocean. Residents enjoy many economic, volunteer, cultural and educational opportunities. Our location offers an array of outdoor activities at the nearby beaches and mountains where citizens can enjoy the variety of four distinct seasons.

Current size of membership: Average attendance:

Membership: 470 Average attendance: 110

Languages used in ministry:

Our pastor must speak fluent English.

Position Title: **Pastor**

Position Duration

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level

Full Time

Does the total Support package meet conference compensation guidelines?

Yes

SCOPE OF WORK

Core Competencies:

- 1) Delivers meaningful sermons based on sound theology**
- 2) Develops relationships with people of all ages through pastoral visits and other avenues**
- 3) Inspires and challenges us to grow individually and as a congregation and to be more Christ-like**

COMPENSATION AND SUPPORT

Salary Basis:

We will follow conference guidelines.

Benefits:

Salary plus Benefits

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

We expect the minister to live in the parsonage or a reasonable distance from the church.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*):

There are no incentives at this time.

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

Our minister gets support through interaction with our Commission on Ministry in the form of periodic interviews and through interaction with our UCC Association Minister. Additionally, our minister gets support through Clergy Association meetings where local ministers interact with their peers. We have a Community of Practice organization that is comprised of a small confidential group of ministers designed to listen and to support each other.

WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

We envision a minister who will enable us to become more biblically knowledgeable, to grow spiritually, to be more caring and to encourage us to give generously of our time, talents, and treasures. We envision a minister who will encourage regular attendance for both Sunday School and worship services. We envision a minister who will help our church become more alive, who will reach out to our inactive members and who will help us bring in new members, especially young families. We envision a minister who will regularly visit the sick and homebound.

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

We believe that such a minister will energize Oakland by encouraging us to create unique opportunities that will positively impact Suffolk, our surrounding communities and the world at large.

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

Our minister must speak fluent English, as we are not an ethnically diverse congregation.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

1) Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice

A minister who is a dynamic preacher and is truly called to the ministry will help and challenge us in our spiritual growth and will attract others to our church.

2) Building Transformational Leadership Skills

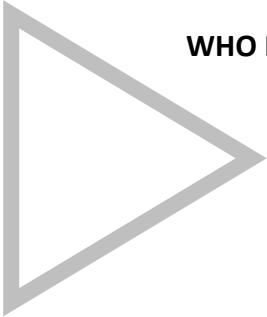
At this time, we need a minister who is a strong leader in order to provide more direction, to have input into our committees and to support our strategic vision and possible building plans.

3) Engaging Sacred Stories and Traditions

A minister who is able to relate appropriate sacred stories from the Bible and traditions in a meaningful and applicable way will help us grow spiritually.

4) Strengthening Inter-and Intra-Personal Assets

An effective minister should set a high example of moral integrity that members can emulate, have a healthy and secure image of self, be an excellent communicator and be able to relate to people of all ages.



WHO IS GOD CALLING US TO BECOME?

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

Who is God calling us to become as a congregation?

We believe God is calling us to:

Share God’s love with all people

Serve the Lord with humility and kindness

Grow with the Lord in wisdom and strength.

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

“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you.” Matthew 28:19-20

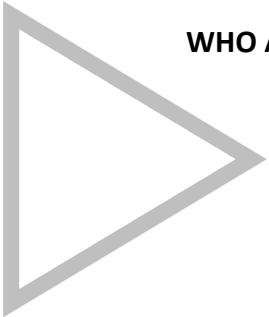
We believe God is calling us to learn and understand the word of God so that we can spread it to our families, friends, church community, neighbors and world. We would like to become a congregation that is theologically sound, secure and accepting of people from all walks of life and from all journeys of faith. We believe we are called to become effective ambassadors for Christ.

“He has told you, O man, what is good; And what does the LORD require of you But to do justice, to love kindness, And to walk humbly with your God.” Micah 6: 8

God is calling us to treat others justly, to accept and to forgive, and to be nonjudgmental. God is calling us to be kind to others, to live a life of service and to determine and address others’ needs. The trials of our personal and church families are great, and we seek to minister to them while striving to meet the needs of our community and the world at large. We are reminded that we are only here by the grace of God, and therefore we need to live constantly in a state of awe and appreciation of all that we have been given.

To these ends, we believe we are called to share one another’s burdens and to reach out in a caring manner to church members, community members, local churches and worldwide needs. We want to spread the word of God to non-believers. In order to do so, we must make sure our church is run effectively and responsibly so that our energies can go well beyond our doors.

God is calling us to welcome those in our community who are of other ethnic groups, to increase our outreach to all who are in need and to spread the word to those seeking a tolerant, caring, thoughtful place of worship. God is calling us to find ways to grow our membership and to become witnesses for God in all aspects of life. God is calling us to be more loving and caring to one another and to be more faithful stewards of his bountiful gifts.



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

We believe God is alive and present in our daily lives. He is loving, forgiving, patient and kind. We believe in Jesus Christ as our Lord and Savior. The Holy Spirit is felt in the actions and words of members as they interact with their church family and the community at large. Our statement of purpose is to share God's love with all people, to serve the Lord with humility and kindness, and to grow with the Lord in wisdom and strength. One of our three large stained glass windows depicts Jesus as the Good Shepherd who encourages us to strive to serve those in need in our lives both near and far.

Describe several strengths or positive qualities of your congregation.

We are a diverse congregation that is accepting of our various religious viewpoints while maintaining our effectiveness as a congregation. We are financially sound and responsible with our treasures. We have generous and loyal members who attend and support our church faithfully. Our outstanding music ministry, which has a talented choir and is led by a gifted director, is unique for a church our size.

Describe what worship is like when your congregation gathers.

Our typically traditional worship service is held in our beautiful sanctuary where the Holy Spirit is present. Sunday sermons are based on scripture and relate to everyday life. The children's message is delivered by the Director of Christian Education and is meaningful to all. Youth and adult liturgists read scripture lessons from both the Old and New Testaments. The meaningful music binds the elements of the service together. The Commissioning and the closing prayer leave members with a biblical purpose to start a new week.

Describe the educational program/faith formation vision of your church.

We have recently hired a Director of Christian Education who, with the Board of Christian Education, is searching for ways to excite our present attending youth and those in the surrounding community. Youth serve on various church committees. Confirmation classes are held as needed. The weekly story of Faith, Hope, and Love helps develop our youth's faith journey. Currently our curriculum is as follows:

Youth Classes - Gospel Project

Friendship Class (Adult) - David C. Cook, used for several years

MLB Class (Adult) - Explore the Bible

New Intergenerational Class - Gospel Project

**Lenten Bible Study "When God Does Not Fix It" - Written by Laura Story - Sponsored by
Board of Christian Education**

Describe how your congregation is organized for ministry and mission.

We have an elected eight-member Council that leads our congregation. Council decisions are announced, sent via e-mail, letter, or bulletin inserts to all members. Congregational decisions are made by majority vote. Decisions become part of the official minutes of the church, and copies are available to all members. We have elected boards, committees and volunteer task groups.

Please see attached Governance Flow Chart.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	158	Yes
Number of active non-members:	10	Yes
Total of church participants (sum of the numbers above):	168	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	66%	Yes
Less than 10, more than 5 years:	11%	Yes
Less than 5 years:	23%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Are these numbers an estimate? (check if yes)
9	6	3	3	4	4	17	13	20	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	4%	Yes
Joint household with minors:	22%	Yes
Single adults age 35-65:	5%	Yes
Joint household with no minors:	59%	Yes
Single adults over 65:	10%	Yes

Education level of adult participants by percentage:

Grade	4%	Yes
High school:	39%	Yes
College:	34%	Yes
Graduate School:	20%	Yes
Specialty Training:	3%	Yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	32%	Yes
Adults who are retired:	51%	Yes
Adults who are not fully employed:	17%	Yes

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

Oakland has an incredibly diverse and talented membership for a church its size, featuring a broad array of occupations. Among its members are accountants, financial planners, teachers, dentists, nurses, farmers, business owners, ship builders, government workers, military personnel and retired clergy, to name a few.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

Our congregation is predominately Caucasian, but we do have other ethnic groups attending our services. Diversity in our church refers more to our religious, social and economic backgrounds.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

In recent years we have attempted to reach out to different ethnic groups and have engaged in joint community events and services.

PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes - 2 classes	20 people	Individual teachers
Baptisms 2016	1 baptism	Pastor
Children's Groups or Classes - 2 classes	15 children	Director of Christian Education
Christmas Eve and Easter Worship	Christmas Eve-100 people Easter-200 people	Pastor and Director of Music
Church-wide Meals	4 meals	Hospitality Committee

Choirs and Music Groups 2	25 choir members 8 bell ringers	Director of Music
Church-based Bible Study 1	5 – 12 people	Pastor
Communion - Once a month	90 – 100 people	Pastor and Deacons
Community Meals		
Confirmation 2017	2 students	Director of Christian Education
Drama or Dance Program		
Funerals 2016	4 funerals	Pastor and Director of Music
Intergenerational Groups 2	30 people	Lay Leader and Director of Christian Education
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats 2	10 people	Director of Christian Education
Theology or Bible Programs in the Community		
Weddings 2016	4 weddings	Pastor
Worship (time slot: 10:00 a.m.)		Pastor
Young Adult Groups or Classes		
Youth Groups or Classes 1	10 members	Director of Christian Education
Other		

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Harry Shirley				Yes
Rev. William Nix				Yes
Rev. Wayne Gardner				Yes

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation.

Rev. Wayne Gardner has served as our Interim Minister since June 2016.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Church Secretary	No	Part-Time	Pastor	8 months
Choir Director	No	Part-Time	Pastor	14 years
Director of Christian Ed	No	Part-Time	Pastor	6 months
Sexton	No	Part-Time	Pastor	33 years

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

Our congregational demographics do not reflect those cited in the Association of Religious Data for our community with regard to ethnicity, age and income.

Please see attached Association of Religious Data report.

CHURCH FINANCES

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

Source	Amount
2016 Year End Report	
Annual Offerings and Pledged Giving	\$289,453
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$80
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$0
Fundraising Events	\$16,790
Gifts Designated for a Specific Purpose	\$67,367
Grants	\$0
Rentals of Church Building	\$50
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify): Capital Maintenance Campaign	\$100,000
Other (specify):	\$0
TOTAL	\$ 473,740

Current Treasurer’s Report available upon request.

Current annual expenses (dollars budgeted for most recent fiscal year): **\$260,595**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **Approximately 44%**

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

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year?
(indicate those included during the most recent fiscal year)

- Our Church's Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage?

At this time, we do not have a formula for OCWM. It is our intention to give to our chosen benevolences at a rate of 10% of our annual revenue.

What is the church's current indebtedness?

Total amount of loan debt: **\$0**

Reason for debt: **N/A**

Are capital and other payments current? **Yes**

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

An Exploratory Building Committee has been working for the past two years to determine the feasibility and cost of building a new fellowship hall. The committee will report its recommendation to the conference in September 2017.

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

Year(s)	Purpose	Goal	Result	Impact
2013	Church Bus	\$50,000	\$50,000	New Church Bus
2015-16	Church Repairs	\$100,000	\$100,000	Church repairs were completed

If a capital campaign is underway or anticipated, describe:

If the congregation votes to proceed with plans to build the new fellowship hall, a capital campaign could begin as early as fall 2017.

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

The mission was to make necessary repairs to keep our current facility a functional unit.

Does your church have an endowment?

Yes. Becky Godwin Memorial Scholarship Fund

What is the market value of the assets? **\$205,320**

Are funds drawn as needed, regularly, or under certain circumstances?

Yes. The income is used to award scholarships annually to church members seeking higher education.

What is the percentage rate of draw (last year, compared to 5 years ago)? **4%**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **None**

At the current rate of draw, how long might the endowment last? **Forever**

Other Assets

Reserves (savings): **\$0**

Investments (other than endowment): **We own a 15 acre site one mile south of the church, a 0.60 acre site adjacent to the church and a 1.3 acre site north of the church.**

Does your church have a parsonage? **Yes**

Fair market rental value of the parsonage: **\$1800/month**

How is the parsonage used? **As a residence for the Pastor and family**

Street / City / State / Zip: **655 Kings Highway Suffolk, Virginia 23432**

Finished square footage: **2112 sq. ft.**

Number of Bedrooms, Number of Bathrooms: **4 Bedrooms/2 ½ Baths**

Assessed real estate value: **\$326,000**

Available for minister residence: **Yes**

Expected minister residence: **Yes**

Condition of structure, systems and appliances **Good**

Entity in the church responsible for review and needed repairs **Building & Grounds Committee**

Describe all buildings owned by the church:

Currently, we have a 14,000 square foot building with a 175-seat sanctuary, fellowship hall, kitchen, three offices, choir room and 12 classrooms on a three-acre site with an adjoining three-acre cemetery. The church also owns the previously described parsonage.

Describe non-owned buildings or space used or rented by the church: **None**

Which spaces are accessible to wheelchairs?

Wheelchairs have access to the fellowship hall, kitchen, men and women restrooms, Godwin Room classroom, sanctuary and the office.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

We are financially sound and debt free. We have plans for future growth in this community.

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation.

- 1. Rev. Greg Ryan (2013-2017) encouraged members to extend our service projects beyond the church walls.**
- 2. Our Youth Leadership has experienced a lack of consistency due to frequent staff turnover, contributing to a decrease in the number of youth in our church.**
- 3. Rev. Mark Burns (1993-2011) maintained the significant membership growth from the previous pastor's tenure. Sadly, we experienced a decline in membership after the General Synod's same sex marriage vote in 2005.**

Add the most important event in the life of your church in the past 10 years.

The General Synod's vote caused many long time Oakland members to leave our church and denomination. Since that time, our members have experienced significant spiritual growth in the acceptance of many kinds of differences between people. Hence, our church has become much more open and welcoming. While this has not been an "event", the resulting accepting nature of our congregation largely defines us as we continue our faith journey.

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

In May 2016, our pastor, Greg Ryan, and his wife, Terry, were on vacation in Hawaii when Greg suddenly became ill. He was diagnosed with Acute Myeloid Leukemia and was medically transported from Honolulu to Duke University Hospital in Durham, NC. Even though his cancer was treated aggressively, he was never well enough to return to the pulpit and sadly, passed away this past May at the age of 54. A retired UCC pastor, who was attending our church at this time, stepped up immediately and agreed to be our interim minister for one month, then three months, then six months, then fourteen months, and now will continue until at least the end of this year to serve in this position. During this unbelievably difficult year, our congregation has continued to financially meet our budget, raised over \$50,000 to help pay Greg's medical expenses and completed a \$100,000 "Pay It Forward" Maintenance Campaign.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement...." Describe your congregation's values and practices when it comes to conflict.

Members value opinions and concerns of other members and try to resolve differences. Clear heads and loving hearts go a long way in coming to mutual agreements. Conference decisions are made by a majority vote of members. Our Church Council has established a Human Relations Committee that, among other things, handles any unresolved disagreements. They are open to listening to differing viewpoints and are guided by written polices in resolving conflicts. At the present time, our church has no major conflict.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. David L. Wilson	1986 to 1992	Yes
Rev. Mark L Burns	1993 to 2011	Yes
Rev. Leanna Fuller Associate Pastor	2002 to 2006	Yes
Rev. Janet Weidler Intentional Interim Pastor	2012 to 2013	Yes
Rev. Greg S. Ryan	2013 to 2017	Yes

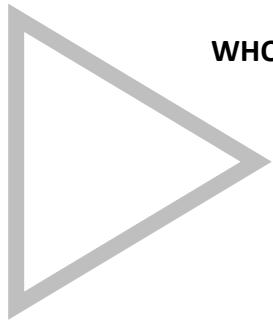
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

We have learned the importance of clearly articulated expectations, honest and open communication and the importance of addressing conflicts in a timely manner.

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**



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

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

Our congregation is very involved in service projects. Here at home, we help the hungry by keeping a well-stocked food pantry, by providing teams for the local Meals On Wheels program and by participating in the Soup Kitchen at our local Salvation Army.

This summer our Director of Christian Education and our older youth led a community-wide Sports Camp with a spiritual emphasis to spread God’s word. More than sixty racially diverse young people in our community attended the weeklong camp. At Christmas, we contribute gifts for children through the local Salvation Army’s Angel Tree program. At Easter, we host a community-wide Easter Egg Hunt. We support our local Boy Scouts, Girl Scouts, Scout Round Table, Ruritan Club, yoga classes, beekeepers, home schoolers and cyclists by providing them with a free meeting place. We have formed strong relationships with our local fire department to assist them in their fundraising projects and have established a partnership with the near-by elementary school to provide school supplies and tutoring services.

Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

Our retired ministers and church leaders attend meetings of the Eastern Virginia Association and the Southern Conference. We have hosted meetings of the Eastern Virginia Association. One of our church members, David Adams, is the current president of the Southern Conference.

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

<input type="checkbox"/> Accessible to All (A2A)	<input type="checkbox"/> Border and Immigrant Justice
<input type="checkbox"/> Creation Justice	<input type="checkbox"/> Inter-cultural/Multi-racial <input type="checkbox"/> (I'M)
<input type="checkbox"/> Economic Justice	<input type="checkbox"/> Just Peace
<input type="checkbox"/> Faithful and Welcoming	<input type="checkbox"/> Global Mission Church
<input checked="" type="checkbox"/> God Is Still Speaking (GISS)	<input type="checkbox"/> Open and Affirming (ONA)

WISE Congregation for Mental Health
 Other UCC designations:

Designations from other denominations
 None

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

God Is Still Speaking - God is still calling us to strengthen our own faith, to reach out to those in need, and to follow Christ's example of loving all of God's children. We continue to listen for His "still, small voice" that will enable us to better understand the scriptures, apply them to our daily lives and become more spiritual disciples. Additionally, the faithfulness of our congregation was very evident this past year when, despite the extended illness of our past pastor, our church attendance remained up; the goal of our first Capital Campaign in almost 30 years was reached within nine months; council, boards and committees were very active, and social and outreach activities continued.

Oakland is the last sizeable church in Suffolk that has remained in the UCC after the 2005 Synod vote on gay marriage. Because the UCC promotes openness, tolerance and acceptance of differences, visitors feel welcome. Oakland has a diverse and talented membership for a church its size, featuring a broad array of occupations, ages, socio-economic levels and religious backgrounds, which can help visitors feel welcome. A Welcome Table and small cafe tables enable folks to socialize over coffee and pastries, which adds to the warm atmosphere one feels when entering the Fellowship Hall. Returning guests are quickly invited to participate in adult classes, Bible Study, our women's group, and other activities.

While Oakland has not gone through the process to become an accessible to all church, we strive to become accessible to all by embodying a philosophy of inclusion. For those who are physically handicapped, we provide accessible parking spaces, an entrance ramp and a handicapped bathroom and for those hard of hearing, we provide listening devices. From our disabled members, we are learning more about their needs and how removing barriers can help them become full participants. We attempt to make all feel comfortable who enter our church.

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

We have community Thanksgiving, Holy Week, (Maundy Thursday, Good Friday, and Sunrise Services), and Christmas services with at least five churches in the community of other denominations and races.

We participate with inter-denominational churches in our citywide Coalition Against Poverty in Suffolk (CAPS) program where we feed and house the homeless for a week during the winter.

Our choir participates several times per year with other local church choirs to present an evening of spirited song called Singspiration. The community embraces these evenings.

Oakland is a sponsoring church for the Rise Against Hunger mission. Within two hours, both local and regional people packaged over 60,000 meals. These meals are then sent to hungry people around the world.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

**To Share God's Love with all people
To Serve the Lord with humility and kindness
To Grow with the Lord in wisdom and strength**

This statement embodies who we are here at Oakland. Clearly, the time our members spend "Sharing God's Love" with each other and those outside our church family enriches our faith community. "Serving the Lord" in numerous outreach projects and "Growing with the Lord" through worship services and biblical study forms the foundation of our faith journey.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

Community ministry is expected and appreciated but not at the expense of attending to the needs of the Oakland congregation.

MISSION InSite

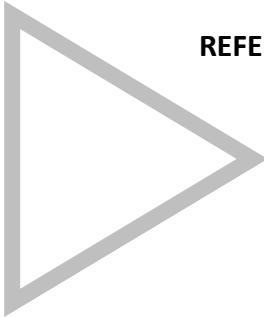
Mission InSite report is not available to us.

Please see attached reports from the Association of Religion Data Archives.

What do you hear when you talk to community leaders and ask them what your church is known for? **Community leaders say that Oakland is concerned about social and community issues. Oakland is a church that reaches out to our neighbors in need. Oakland is known for its Fall Fest, Easter Pies and outstanding music program.**

What do new people in the church say when asked what got them involved?

People say they felt very welcome and felt the friendliness of the people as soon as they entered our church. They also felt needed and wanted. Some liked Oakland because they were looking for a church that was "doing something" in the community and that was involved in many different outreach programs.



REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: "The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions."

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Mr. Sam Glasscock/Former House of Delegates Member
757-255-4429 / sam253kings@aol.com / Community Leader

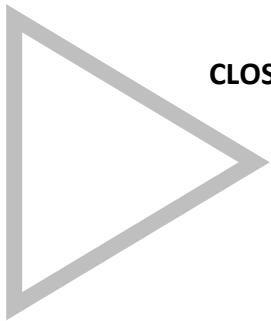
REFERENCE 2

Mrs. Lynn Rose/ Greater Chuckatuck Historical Society Member
757-255-4663/ lynnrose41@gmail.com / Community Member

REFERENCE 3

Rev. Les Ferguson/ Rector/St. John's Episcopal Church
757-255-4168/ rectorstjohns1755@verizon.net/Friend

All three letters are attached.



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Our Commissioning:

Let us now go forth into the world in peace,
To be of good courage, to hold fast to that which is good,
To render to no one evil for evil; to strengthen the fainthearted,
To support the weak, to help the afflicted,
And to rejoice in the power of the Holy Spirit.

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 covenantal partners openly share information. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (for example, church council or consistory, transition team, etc.)

This document was created by the Pastoral Search Committee and approved by the Church Council. The congregation had an opportunity to review the document.

2. Additional comments for interpreting the profile:

We have endeavored to present a complete snapshot of our church. Please feel free to contact us if you have any questions.

Signed:

Name / Title / Date:

VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature: *Charles F. Jordan, Jr.*

Title: CoChairman

Email: 74hokie@charter.net

Phone: 757-532-1467

Date: August 15, 2017

Signature: *Pamela M. Saunders*

Title: CoChairman

Email: pmsaunders@aol.com

Phone: 757-635-8125

Date: August 15, 2017

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

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22



New Organization

THE CONGREGATIONAL CONFERENCE

THE COUNCIL
(GOVERNANCE)

THE PASTOR
(MINISTRY)

BOARD OF DEACONS

BOARD OF TRUSTEES

BOARD OF CHRISTIAN
EDUCATION

THE COMMITTEES

THE TASK GROUPS

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ARDA Community Profile

Intro Religion Housing Income Gender/Age Education Family **Race/Ethnicity**

The following report provides religious and demographic detail for 21 census block groups in Isle of Wight County, Virginia and Suffolk County, Virginia, with a total population of 27,706.

For assistance in using the information presented in the Community Profile Builder, please see our [Community Profile Builder Guide](#).

In 2015, 1,424 (3.2%) of the population was foreign born. In 2012, 1,335 (3.1%) of the population was foreign born.

Race	2012	2015	% Change
----White (non-Hispanic/Latino)	17,074 (64.9%)	17,720 (64.0%)	+3.8%
----Hispanic/Latino	621 (2.4%)	799 (2.9%)	+28.7%
----Black/African-American	7,637 (29.0%)	7,743 (27.9%)	+1.4%
----American Indian/Alaskan Native	0 (0.0%)	27 (0.1%)	100%
----Asian	532 (2.0%)	369 (1.3%)	-30.6%
----Native Hawaiian/Pacific Islander	5 (0.0%)	0 (0.0%)	-100%
----Other race	0 (0.0%)	81 (0.3%)	100%

7/23/2017

The Association of Religion Data Archives | Community Profile

Multi-racial	446 (1.7%)	967 (3.5%)	+116.8%
--------------	---------------	---------------	---------

[Click here for additional racial group indicators and color coded maps](#)

[Click here for additional language data and color coded maps](#)

Languages Spoken at Home	2012
--English	23,531 (91.6%)
--Spanish	512 (2.0%)
--Spanish and English	406 (1.6%)
--Other language	669 (2.6%)
--Other language and English	576 (2.2%)

The most common language(s) spoken at home is English.

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Intro Religion Housing Income **Gender/Age** Education Family Race/Ethnicity

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Population

Gender	2012	2015	% Change
---Total Population	26,315 (100.0%)	27,706 (100.0%)	+5.3%
---Female	13,346 (50.7%)	14,297 (51.6%)	+7.1%
---Male	12,969 (49.3%)	13,409 (48.4%)	+3.4%

**Additional Maps**

- [Family structure data and color coded maps](#)
- [Age groups data and color coded maps](#)
- [Education data and color coded maps](#)

Age	2012	2015	% Change
--17 and under	6,567 (25.0%)	6,138 (22.2%)	-6.5%
--18 to 29	2,734 (10.4%)	3,459 (12.5%)	+26.5%
--30 to 44	5,857	5,528	-5.6%

7/23/2017

The Association of Religion Data Archives | Community Profile

	(22.3%)	(20.0%)	
to 59	6,150 (23.4%)	6,411 (23.1%)	+4.2%
to 74	3,565 (13.5%)	4,561 (16.5%)	+27.9%
-- 75 and over	1,442 (5.5%)	1,609 (5.8%)	+11.6%

Filed Age Report	2012	2015	% Change
Under 5	1,603 (6.1%)	1,492 (5.4%)	-6.9%
-- 5 to 9	1,743 (6.6%)	1,596 (5.8%)	-8.4%
-- 10 to 14	2,049 (7.8%)	1,861 (6.7%)	-9.2%
-- 15 to 17	1,172 (4.5%)	1,189 (4.3%)	+1.5%
-- 18 to 19	461 (1.8%)	561 (2.0%)	+21.7%
-- 20	358 (1.4%)	281 (1.0%)	-21.5%
-- 21	361 (1.4%)	393 (1.4%)	+8.9%
-- 22 to 24	680 (2.6%)	841 (3.0%)	+23.7%
-- 25 to 29	874 (3.3%)	1,383 (5.0%)	+58.2%
-- 30 to 34	1,565 (5.9%)	1,546 (5.6%)	-1.2%
-- 35 to 39	1,919 (7.3%)	1,577 (5.7%)	-17.8%
-- 40 to 44	2,373 (9.0%)	2,405 (8.7%)	+1.3%
-- 45 to 49	2,152 (8.2%)	2,213 (8.0%)	+2.8%
-- 50 to 54	2,107 (8.0%)	2,264 (8.2%)	+7.5%
-- 55 to 59	1,891 (7.2%)	1,934 (7.0%)	+2.3%
-- 60 to 64	746 (2.8%)	827 (3.0%)	+10.9%
-- 65 to 69	877 (3.3%)	1,216 (4.4%)	+38.7%
-- 70 to 74	489 (1.9%)	723 (2.6%)	+47.9%
-- 75 to 79	690 (2.6%)	953 (3.4%)	+38.1%
-- 80 to 84	763 (2.9%)	842 (3.0%)	+10.4%
-- 85 and over	645 (2.5%)	708 (2.6%)	+9.8%
	487 (1.9%)	411 (1.5%)	-15.6%
	310 (1.2%)	490 (1.8%)	+58.1%


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ARDA Community Profile

Intro Religion Housing **Income** Gender/Age Education Family Race/Ethnicity

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[Click here for additional economic indicators and color coded maps](#)

Poverty

2015

--At the Poverty Level	2,148 (7.8%)
--Near the Poverty Level	461 (1.7%)

Employment*

2000

2015

% Change

--Armed Forces	508 (2.1%)	676 (1.9%)	+33.1%
--Civilian Employment	15,058 (61.3%)	22,016 (61.7%)	+46.2%
--Unemployed	531 (2.2%)	1,488 (4.2%)	+180.2%
--Not in Labor Force	8,453 (34.4%)	11,522 (32.3%)	+36.3%

This report is based on data at the Census Tract level. Numbers and percentages are based on the population of the complete tracts related to selected blocks.

Occupation Type (Civilian employees, 16 and over)	2012	2015	% Change
--Management, business, science and arts	4,856 (35.4%)	5,641 (41.1%)	+16.2%
--Service occupations	1,643 (12.0%)	1,862 (13.6%)	+13.3%
--Sales and office occupations	2,902 (21.1%)	3,207 (23.4%)	+10.5%
--Natural resources, construction and maintenance	1,537 (11.2%)	1,353 (9.9%)	-12.0%
--Production, transportation, material moving	1,595 (11.6%)	1,665 (12.1%)	+4.4%
Household Income	2012	2015	% Change
--Under \$10,000	296 (3.1%)	399 (4.0%)	+34.8%
--\$10,000 to \$14,000	310 (3.2%)	353 (3.5%)	+13.9%
--\$15,000 to \$19,000	337 (3.5%)	230 (2.3%)	-31.8%
--\$20,000 to \$24,000	337 (3.5%)	213 (2.1%)	-36.8%
--\$25,000 to \$29,000	311 (3.2%)	356 (3.5%)	+14.5%
--\$30,000 to \$34,000	229 (2.4%)	279 (2.8%)	+21.8%
--\$35,000 to \$39,000	258 (2.7%)	271 (2.7%)	+5.0%
--\$40,000 to \$44,000	322 (3.4%)	406 (4.0%)	+26.1%
--\$45,000 to \$49,000	437 (4.6%)	378 (3.7%)	-13.5%
--\$50,000 to \$59,000	834 (8.7%)	676 (6.7%)	-18.9%
--\$60,000 to \$74,000	932 (9.7%)	1,150 (11.4%)	+23.4%
--\$75,000 to \$99,000	1,921 (20.0%)	1,613 (16.0%)	-16.0%
--\$100,000 to \$124,000	1,119 (11.7%)	1,590 (15.8%)	+42.1%
--\$125,000 to \$149,000	723 (7.5%)	798 (7.9%)	+10.4%
--\$150,000 to \$199,000	735 (7.7%)	810 (8.0%)	+10.2%
--\$200,000 and above	488 (5.1%)	573 (5.7%)	+17.4%

Average income for the selected area in 2015 was: \$92,402.69

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J. SAMUEL GLASSCOCK

Attorney at Law

100 BANK STREET

P. O. Box 1876

SUFFOLK, VIRGINIA 23439-1876

TELEPHONE (757) 539-9200

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—
August 2, 2017

TO WHOM IT MAY CONCERN

Dear Sir:

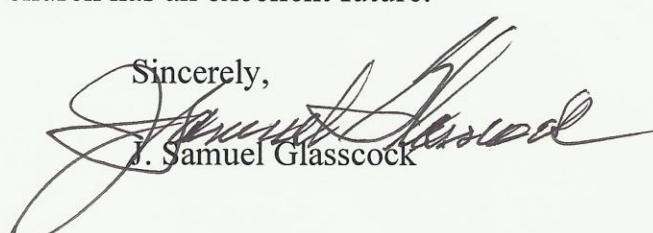
RE: Oakland United Church of Christ

I have lived in the community served by Oakland United Church of Christ for over seventy years and have known the church and many of its members quite well. Oakland has an active congregation which includes people from many different walks of life. I have always been impressed with their energy, friendliness, willingness to work with other churches and concern for others. They are not interested in just their own members, but engage in many activities outside the church. Many of the members are active in civic organizations serving the community and beyond. The congregation has provided a member of our City Council and a Governor of our State.

During the serious and prolonged illness of their minister, the congregation was extremely supportive of him and showed the resolve to keep the church functioning at a high level.

As a member of a smaller church in the community, I am aware of the challenges faced by many churches today. I applaud the way Oakland has dealt with these challenges and believe the church has an excellent future.

Sincerely,


J. Samuel Glasscock

Mrs. Pamela M. Saunders
Oakland Christian Church
Post Office 2008
Suffolk, VA 23432

July 26, 2017

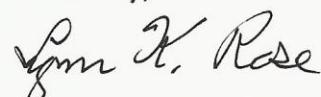
Re: Parish Profile for Oakland Christian Church

I have lived within two miles of Oakland Christian Church of Christ for most of my seventy-six years. While I am a lifelong Episcopalian I have attended many services at Oakland as have my family members. I have always found the Church and its members to be very warm and welcoming. They have offered their facilities to many groups for activities for the good of the community, including Boy Scouts, Girl Scouts and Ruritan meetings, and even yoga classes.

Outreach is one of Oakland's strengths that is witnessed by the community. Community churches are invited to participate with Oakland in the "night stay program" which is housing, transportation, and feeding of those in need during the winter months. During the organizational meeting for this year's program the Oakland team was extremely organized, and within a few short meetings they had the Oakland Church members and the invited churches ready to participate. They covered the numerous assignments for the weeks of sheltering the needy, including participation by many people daily as overnight hosts, cooks and servers for breakfast, lunch and dinner.

Another strength is their fundraising ability. Members of all ages seem to work well together during their pie baking and sale at Easter, their Fall Festival and bake sales during the community fish fries, to name just a few events.

Sincerely,



Lynn Rose

NA

From: The Rev. Leslie Ferguson, St. John's Episcopal Church, Suffolk, VA

Subj: Parish Profile for Oakland Christian United Church of Christ, Suffolk Virginia

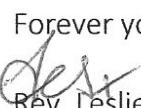
It has been my pleasure to serve alongside the clergy and people of Oakland Christian United Church of Christ (Oakland Christian) for nearly seven years. As the Rector of St. John's Episcopal Church in Suffolk I have had an opportunity to witness the Christ-centered ministry of Oakland Christian first hand. In support of the search for a new Pastor I offer the following reflection to help describe the ministry strengths and challenges.

One of the strengths I have witnessed in Oakland Christian is the desire to facilitate the reconciliation of a broken community and to investigate the long-standing practices that facilitate or hinder reconciliation. Examples: (1) Oakland Christian strove for full participation of the historically black parishes and congregations in community events. In 2011, after years of invitation, the community began celebrating integrated worship services honoring the traditions of the host church, regardless of denomination or cultural background. (2) Oakland Christian has become fully ensconced with the ministry efforts of the local, non-profit, ecumenical homeless and poverty alleviation coalition. They have been a sponsor of an overnight hypothermia shelter for 2 of the 3 years the shelter has been in operation. Not only has their effort enriched their parish they have created relationships with other faith-based organizations in Chuckatuck and Oakland as well as other sections of Suffolk. (3) Oakland Christian is a place that tries to live into their call to be a place of sanctuary for the community. They have opened their chapel for prayer to the community; hosted community wellness events; and simply served as a gathering point for people across the region who come to North Suffolk to bicycle.

As with all organizations, Oakland Christian has room for improvement. As with many organizations clear communications, while present, can be hit-and-miss from time to time. To be a more effective community minister it would be helpful to share opportunities for service to local churches, in time for an appropriate response to the call for assistance.

My experiences with Oakland Christian have been many and varied. I have been blessed to celebrate Eucharist, Holy Week Services, and Thanksgiving Services alongside the clergy and members of Oakland Christian. The experience of a new way of doing things in worship has been a blessed event and has helped shape me as a priest. I especially remember their welcoming attitude and enthusiasm in community outreach efforts. The type of ministries they participate in shows their long-term commitment to their community and their profession of faith. They are loving and reach out without regard to a person's church home; family life, and call to ministry.

It is my prayer that the search for a new Pastor at Oakland is fruitful and that the church finds someone who is willing to continue to stretch the parish in their outreach ideals.

Forever yours,

Rev. Leslie Ferguson

