

LOCAL CHURCH PROFILE

**UNITED CHURCH
OF CHRIST**



Fieldon United Church of Christ
Fieldon, Illinois

Seeking a Settled Full-Time Pastor

Illinois South Conference

Church since 1866

*“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)*



LISTING INFORMATION

Church name: **Fieldon United Church of Christ**

Street address: P.O. Box 70

Supplemental web links:

<http://www.fieldonuss.org/>

Additional ecumenical affiliations:

(e.g., denominations, communions, fellowships)

Illinois South Conference (Conference acting as an Association)

UCC Conference or Association Staff Contact Person

Name: Rev. Shana Johnson

Title: Conference Minister

Phone: 618-654-2125

Email: sjohnson@iscucc.org



Summary Ministry Description:

Fieldon United Church of Christ is a church devoted to community service and family. We want to grow our congregation and continue our outreach opportunities as a church. The people of the church are dedicated to loving and supporting one another and are always willing to lend a hand. Our church family works hard and is beyond generous. As we continue our journey, we hope to find a leader who will guide us in growing our church, developing deeper spiritual connections, and continuing our outreach efforts.

What we value about living in our area (2 – 3 sentences):

Fieldon United Church of Christ is in Fieldon, Illinois. Fieldon is a small rural town located 50 miles north of St. Louis. Many church members reside in nearby rural communities such as Jerseyville and Hardin. The Fieldon and surrounding communities offer beautiful scenery, small-town camaraderie, and support. The community is very close-knit and safe.

The current size of membership:

Church Members: 100

Average attendance: 35

Position Title: **Full-Time Settled**

Does the total support package meet conference compensation guidelines?

No, due to our congregation's size, we cannot provide the compensation suggested in the conference guidelines. As the church grows and times change, this can be revisited.

SCOPE OF WORK (add here the Scope of Work developed by your church using the Call Agreement Workbook)

Our church is looking for someone who is...an effective preacher/speaker, helps people work together, is effective in planning and leading worship, ministers effectively to people in crises, and makes pastoral calls on people in the hospital, nursing homes, and shut-ins, is a good leader, is effective in working with youth, encourages others to assume and carry out leadership, is a compassionate and caring person, sensitive to other's needs, regularly works to bring new members into the church and reaches out to inactive members.

COMPENSATION AND SUPPORT

Cash Salary: \$32,500

Housing: \$10,000 allowance per year or use of the parsonage

Benefits:

- \$500 monthly health insurance allowance
- 14% annuity based on cash salary and housing.
- Mileage reimbursement
- Four weeks of vacation
- Generous sick leave
- Negotiable sabbatical leave
- And at the end of two years of service, we will contribute \$2,000 to your educational debt



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 are looking for a pastor who is a strong leader who can organize and work with the membership. To guide us spiritually, model Christian living, and encourage new involvement. Offer child-friendly experiences that engage and interest young families.

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

We hope for a pastor willing to connect with the community and assist in cultivating new members. We also expect a pastor can reach out to current members who are shut-in or residing in nursing homes.

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

None is needed at this time.

Based on what you have learned about who your church is, who your church's neighbor is, and whom 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 further to equip the congregation's ministry in these areas.

Strengthening Inter and Intra-Personal Assets

Exhibiting a spiritual Foundation and Ongoing Spiritual Practice

Building Transformational Leadership Skills

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

Our church is full of many hardworking and devoted people. We have many ongoing outreach efforts supported by the church members. These include opportunities to minister to the community, involve the youth, and witness to individuals.

As we grow, we hope to have a leader who will help to develop our current missions and new efforts. We would love to see new bodies in the pews, and we worship and serve our community and world.

We hope for a pastor who can create an engaging and lively service, including music and a powerful message. We hope for an active person who partners in our missions and seeks new opportunities to grow our church and influence our community. We hope for a person who is a strong leader and can set an example for church members.

WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

Our church is guided strongly by the Holy Spirit. We look to God to lead us to do his work. We are faithful and willing to answer God's call.

Describe several strengths or positive qualities of your congregation.

The membership of Fieldon United Church of Christ is small but mighty. We work hard to see God's intentions for our church are fulfilled. In a time of need, our church is generous and rallies together. You can trust that people will show up and get the job done. We are faithful and supportive.

Describe what worship is like when your congregation gathers.

Our worship takes place in an updated sanctuary. Services are liturgical in nature. We have updated technology that allows for visual presentations and audio support. We can do and are doing Zoom services weekly for those unable to attend church in person. A good message would be interesting, applicable to daily life, inspiring, and engaging to our church family. Baptisms engage the congregation and symbolize the church family's commitment to the child's spiritual life. Church members bring water up individually to the Baptismal Font. Weekly services are placed on Facebook following the service.

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

We have young children active in church activities. We hope that our future pastor will encourage and inspire more youth involvement, especially among teenage and young adult individuals.

Describe how your congregation is organized for ministry and mission.

Our church leadership consists of our church council partnered with our pastor. Many committees and groups organize activities and outreach efforts.

While the church has many amazing missions happening, many people spread thin are longing for support and guidance. We hope to grow in membership to share the workload and glory of doing God's work.

Organizations meet monthly for one to two hours.

Our church has an active prayer chain to spread information to our members.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? **Yes**

11-YEAR REPORT - CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	40	x
Number of non-active members:	60	x
Total of church participants (sum of the numbers above):	100	x

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	88%	x
Less than 10, more than 5 years:	10%	x
Less than 5 years:	2%	x

Number of total participants by age:

0-11	12-17	18-24	25-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
5%	5%	5%	5%	10%	25%	25%	20%	x

Percentage of adults in various household types:

		<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	5%	x
Joint household with minors:	10%	x
Single adults age 35-65:	10%	x
Joint household with no minors:	50%	
Single adults over 65:	25%	

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 church is welcoming to all but is lacking in racial diversity and matches that of the community.

Diversity for Fieldon UCC means we are open to all people no matter what race, color or economic value they possess.

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	0	
Baptisms <i>(number last year)</i>	<5	
Children's Groups or Classes	10	Christian Board of Ed
Christmas Eve and Easter Worship	35	Pastor
Church-wide Meals	<30	4-6 whole church
Choirs and Music Groups		None at this time
Church-based Bible Study		None at this time
Communion <i>(served how often?)</i>	35	Monthly
Community Meals	<30	Congregation
Confirmation <i>(number confirmed last year)</i>	3	Christian Board of Education
Drama or Dance Program	30	Live Nativity
Funerals <i>(number last year)</i>	3	
Intergenerational Groups		
Outdoor Worship		This is something we have enjoyed in the past.
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings <i>(number last year)</i>	0	
Worship; 9:00 am to 10:00 am		
SUNDAY SCHOOL: 10:15 am to 11:00 am KOFFEE KLATCH	15-25	Sunday School After church

Young Adult Groups or Classes		None at this time
Youth Groups or Classes		None at this time
Other VBS ROCK (Monthly Youth Outreach)	20-30 0	Each Summer None at this due to COVID

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ membership. 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:

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		Part time paid	Pastor	>5
Custodian		Part time paid	Council	2 yrs.
Organist		Part time paid	Pastor	>10

REFLECTION

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

Considering our size, we have many missions and outreaches. We do hope to bring back and/or expand our programs to offer more opportunities such as bible studies.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$62000.00
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$1200.00
Endowment Draw <i>(beyond what is permitted by spending policy, "drawing down the principal")</i>	\$
Fundraising Events	\$8500.00
Gifts Designated for a Specific Purpose	\$31000.00
Grants	\$
Rentals of Church Building	\$900.00
Rentals of Church Parsonage	\$6600.00
Support from Related Organizations <i>(e.g. Women's Group)</i>	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$109,600.00

Current annual expenses (dollars budgeted for most recent fiscal year): \$55,207.00
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.

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) **Yes**

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

In what way s OCWM (Basic Support) gathered?

Envelopes

What is the church’s current indebtedness? **0**

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

Year(s)	Purpose	Goal	Result	Impact
2015	Remodel Offices	\$	\$	Goal was met
2021	Remodel Kitchen	\$	\$	Goal was met
2022	Remodel Family Life Center			Goal was met

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

Does your church have an endowment? **Yes**

Other Assets

Reserves (savings): **Yes, money for special church needs, such as building repairs, are available in building accounts, and savings have also been gathered in previous years via campaigns. The church and community are very generous to the church's life and meet the need when presented.**

Investments (other than endowment): **\$ Yes, CDs**

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

How is the parsonage used?

Currently, the parsonage is being rented out.

Street / City / State / Zip: **Bridge Street Fieldon, Illinois**

Number of Bedrooms, Number of Bathrooms:

Three bedrooms 1 & ¾ bathrooms Story & ½ partially furnished basement

Available for minister residence: **Yes**

Expected minister residence: **negotiable**

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

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

Main Church: Seats 175, Central Air, Four Restrooms, Handicap Accessible, Cloak Room, Large Basement: used for Sunday School (with kitchen)

Family Life Center: Full kitchen, pie room, storage rooms, a full gymnasium

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) **All**

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

The current members of the church are very generous, and our church can meet needs when presented.

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

Staff member's name	Years of service	UCC Standing (Y/No)
Donna Smith-Pupillo	2018 to present	Y
Rebekah Rathman Wingrove	2016-2017	Y
Rev. Barbara Alley	2002-2015	Y
Rev. Kurt Simon	1995-2001	Y

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

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

Y/Ask us

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church? **No**

WHO IS OUR NEIGHBOR?

COMMUNITY VISION

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

Our church has many community activities and outreach programs. These include youth programs such as Sunday School, Bible School, and a monthly community ministry ROCK (Reaching Out to Christ's Kids (on hold due to COVID)). Our church likes to gather and bring people in the door. We host an annual Fall Supper serving 500-600, a 4th of July meal and games followed by a town-wide firework show, birthday gatherings, Thanksgiving meals combined with another local UCC, weekly after-service Koffee Klatch, and a men's fundraising breakfast. We support local efforts with a monthly collection such as Heifer International., Hoyleton Youth and Family Services, Kinder Cottage, Salvation Army, and more. We are a very active church and are always willing to lend a helping hand.



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

Our church attends the annual Illinois South Conference meeting.

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

Our community has a Ministerial Alliance that our church is involved in.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church and b) other neighborhoods with which your church connects?

They are the same as all other local churches.

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

Our racial demographics match that of our community and are primarily Caucasian. Our community has many families with a range of financial and physical needs. Our church community aspires to serve our community and help those in need through our regular outreach efforts.

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

Our community leaders appreciate our efforts to serve the community. We partner with leadership for holiday celebrations and missions throughout the year.

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

People are drawn in by our outreach efforts and youth activities. We have many efforts to enhance the community's life for a small community and congregation.

REFERENCES

Name up to three people who have agreed to serve as phone and written references. 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

Betty Dugan/Former Mayor, Community Leader
618-376-8171

REFERENCE 2

Pastor Donna Smith-Pupillo, Interim Pastor
314-324-3061

REFERENCE 3

Wilford Goetten, Community Member
618/376/8511

These individuals have agreed to be phone references for our church. Written references can be provided if needed.



CLOSING THOUGHTS

CLOSING PRAYER

Father, we are thankful for everything you have done for our small church family. We are grateful to be able to have a second family when there is a need or a celebration. You have always been able to provide for all our needs, and now we just ask that you guide a leader to our church that will help us to be better disciples of Christ. We ask that you, Heavenly Father, will be with each of us as we open our hearts and minds and listen to any new candidate seeking to become our pastor.

This prayer we as in Jesus' name.

Amen.

STATEMENT OF CONSENT

The covenantal relationship between a church and those called to serve as pastors, teachers, and other positions is strengthened when covenantal partners openly share vital 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 responsible for identifying and recommending suitable new ministers for our church, we have been authorized to share the information with potential candidates. We understand that a candidate may wish to secure further knowledge, news, 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?**

Committee-Includes church members as well as council membership

- 2. Additional comments for interpreting the profile:**

This profile was put together to the best of our ability to illustrate all that our church has to offer and hopes for. We look forward to opportunities to explain these things in person. Our church is often called “small but mighty.” We are proud of this label and live daily to maintain this title.

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes, this is such a healthy, wonderful church centered on Christ and a strong sense of mission. I am confident that a pastor who says yes to this call will be blessed. To get a better sense of what it would be like to serve at Fieldon UCC, I would encourage potential candidates to reach out to Rev. Donna Smith-Pupillo, who has served as their Interim Pastor and is listed as a reference.

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

Staff Comment: Yes

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

Staff Comment: Yes

My signature below attests to the above three items.

Signature: Rev. Shana Johnson

Name / Title: Conference Minister

Email: sjohnson@iscucc.org

Phone: (618) 882-8247

Date: September 27, 2022

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