

LOCAL CHURCH PROFILE

UNITED CHURCH
OF CHRIST



St. Paul's United Church of Christ
Carlinville, IL

Full-time Pastor

Illinois South Conference
of the United Church of Christ

February 15, 2024

*"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: St. Paul's United Church of Christ

Street address: 202 East Main Street, Carlinville, Illinois 62626

Website: <https://www.ucc.org/church/st-paul-ucc-4>

Giving Website: <https://stpaulucccarlinville.360unite.com/home>

Facebook: <https://www.facebook.com/carlinville.ucc>

Additional ecumenical affiliations: N/A

Conference – Illinois South

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

In 1858, several recently arrived German immigrants founded what is now St. Paul's United Church of Christ, which has been a spiritual presence in Carlinville, Illinois, for 164 years. St. Paul's practices open communion, permitting and encouraging all to eat and drink at Christ's Table.

Our local church embraces the values outlined in the Mission of the wider United Church of Christ: "We welcome all, love all, and seek justice for all." At the same time, we are proud of and hold on to our rural, small-town values and traditions. Our services have been held in the same beautiful sanctuary since 1878.

We currently have 296 members, and typical Sunday attendance over the past ten years has been around 90 people (before the Covid pandemic, and we are still recovering from the impact of Covid on attendance). We are a "UCC 5-for-5 Church" and participate in numerous local missions. Perhaps our most distinctive mission is the broadcast of our Sunday church services on WSMI FM radio since 1998, which allows us to reach homebound members and non-members as far away as the St. Louis metro-east area and Springfield, IL.

We desire to grow and use our gifts and talents to expand our missions to help fulfill the needs of our church and our wider community. We have recently completed the intentional interim process. We are excited about being led by a

new pastor that can help our members pull together, grow our church membership, and increase our service to the community.



What We Value about Living in our Area

As listed in *The 100 Best Small Towns in America*, Carlinville is situated in a predominately agricultural community. Residents and visitors have come to appreciate the nostalgia of the historic town, complete with a town square surrounded by historically preserved buildings and tree-lined streets with house styles ranging from grand Victorian to the largest single collection of Sears homes in the United States.

The state route leading through town is part of Historic Route 66, with numerous touring groups coming through the area. The brick-paved town square is home to monthly Market Days, summer band concerts, outdoor Christmas Market, Lions Club Carnival, Car shows, and numerous other festivals.

With a population of 5,710, Carlinville is the county seat of Macoupin County, home to numerous county governmental agencies, the majestic Macoupin County Court House, the historic “cannonball” jail, Macoupin County Historical Society Museum and festival grounds, and the County Fairgrounds.

Carlinville boasts an excellent educational system with numerous state and national recognitions. It is home to the satellite campus of Lewis and Clark Community College, as well as the nationally recognized Blackburn College, which invites community participation in Theater and Arts and other programs.

Other services residents appreciate are Carlinville Area Hospital, the Public Library, and Amtrak service between St Louis and Chicago. As part of the Winning Communities Program, numerous organizations are active in community improvements, such as the *Make Carlinville Beautiful* organization. Civic organizations include Lions Club, Rotary, Elks, Moose, American Legion, VFW, Boy Scouts, and Girl Scouts. Environmental groups have led to Carlinville’s national Bee City and Tree City recognitions.

Entertainment venues include a movie theater, bowling alley, golf course, skate park, and outdoor swimming pool. Numerous neighborhood parks and the larger Loveless Park have multiple baseball and soccer fields, basketball and sand volleyball courts, a fitness trail, and a playground. Beaver Dam State Park is seven miles away, with a large tent and RV campground, a fishing and boating lake, marsh trails, and an archery range.

For those desiring additional entertainment or educational opportunities associated with those of a larger city, Carlinville is centrally located between

two metropolitan areas, St. Louis, MO, and Springfield, IL, and is a short drive to either.

In addition to a wide variety of small businesses, primary industry and employment opportunities in Carlinville include Prairie Farms Dairy, Karmak Software, Blackburn College, Carlinville School District, and Carlinville Area Hospital.

The current membership size: As of fall 2022, the congregation consists of 296 Active Members and 148 Non-Active Members. During this interim time (exacerbated by the COVID-19 pandemic), our leadership is reaching out to all members and working to build participation.

Languages used in ministry: English

Position Title: Full-Time Minister

Position Duration: Settled

Compensation Level: \$85,000 How this can be structured is open to negotiation.

Does the total support package meet conference compensation guidelines?
No

SCOPE OF WORK

Working norm: 40 hours weekly/may vary based on need

- prepare and lead Sunday worship, create liturgy and bulletin, prepare sermon and service, consult with musical staff in planning music
- develop Ministry for all ages of the congregation, collaborate with Sunday school leadership and youth group leaders
- ensure leadership development and oversee committee performance, follow up with committees to ensure effective program administration
- ensure the pastoral care of the congregation
- officiate baptisms, weddings, and funerals
- participate in organizational/committee meetings and give leadership, as needed, to church programs in collaboration with lay leadership

- participate, encourage, and promote wider church activities within the UCC
- oversee administrative responsibilities
- ensure faithful financial development and stewardship in collaboration with committees
- assist with the representation of the church with local organizations
- help to increase faith among members through study and prayer
- ensure all church policies, Constitution and By-Laws are followed in collaboration with the church council
- duties may be negotiable

Core Competencies:

- Exhibit a foundation of faith
- Exhibit care and concern
- Work for unity and collaboration of church members
- Skilled in conflict resolution, spiritual growth, and reconciliation
- Strengthen church leadership and working committees; improve communication

COMPENSATION AND SUPPORT

Compensation:

We are offering a total package of \$85,000. How this can be structured is open to negotiation.

What is the expected living situation for our next minister?

This is open for conversation and discussion. We have a lovely 2-bedroom parsonage within 1 ½ blocks of the church for the pastor, although we realize that parsonage living may not be desirable for our new pastor. However, rental or for-sale housing options are available within a few miles of our church. We have no stated expectations and are open to discussion.

Residential/commuting expectations:

We prefer our minister to live in the Carlinville community. There are many housing options available in our community.

Peer and professional support available for ministers in our conference

- The Carlinville Ministerial Alliance meets monthly to pray and share joys and concerns.
- Our conference minister is available to answer questions and provide support.
- Retreats and conferences are held at DuBois Center and other venues within the Illinois South Conference for ministers. The congregation supports participation in these programs.
- The Weekly Connection Newsletter, written by the Illinois South Conference of UCC, provides valuable information and opportunities to connect with other clergy.

WHO IS GOD CALLING TO MINISTER WITH US?

Ministry goals we Envision our next minister collaborating with the Congregation to Achieve

We seek a pastor who will collaborate with our congregation to promote spiritual growth and cohesiveness in our congregation. In addition, our goal is for collaboration between our pastor and congregation to achieve unity among us, work with varying opinions to achieve a common goal, and guide our members through conflict and resolutions.

Our ideal pastor will lead us to live out our core values and increase our faith in loving God and loving our neighbors. Our next pastor may need to devote time to conflict resolution, healing, and reconciliation within our congregation. Our congregation needs to be united and accepting of varying opinions to achieve common goals.

Our candidate will need to help us with communication. Open communication between members, church leaders, and the Pastor will enable us to work together to improve our church and membership. We have a membership of many gifts and talents, but we need assistance to direct our resources better and strengthen our leadership and working committees. Our ideal candidate will inspire us to serve and encourage participation among members.

We are looking for a pastor that values our church's traditions and recognizes the importance of our heritage, but at the same time, is forward-looking and leads us into current times. Like many other long-standing churches, we seek to preserve our traditions yet promote progress.

We are seeking a pastor that will help us heal from the past and unite us so that we may move into the future as one with our faith and desire to serve God, serve our community, and love our neighbor.

How will our vision of the minister we are seeking assist the congregation in making an impact beyond our walls?

Our Mission Statement, “St Paul’s: Loving God While Serving Our Neighbors”, was created to remind us of our duty to serve God in our community. We hope that our minister will be involved in community affairs and alert us to any additional local needs where we can make a positive impact. Involvement in Conference activities and communications can also inform us of service possibilities beyond our local community.

While our congregation may be divided on some issues, serving our neighbors is an excellent tool for uniting our members toward common goals. A minister who can assist us in maintaining our focus on service to others will significantly impact the development of a unified congregation.

What are the culturally specific capacities preferred in our next ministerial leader, and why do those matter to our congregation’s sense of calling?

The history of St. Paul’s is steeped in German heritage and traditions, and early services were even held in the German language. Remnants of that history are evident from items on display in cases throughout the building to the writing embedded in the sanctuary’s beautiful stained-glass windows.

While most members would hope to be known as an “open and affirming” church, the community has had a history of limited cultural diversity. It does not have a large concentration of racial minorities or socially diverse organizations. However, we recognize that all people are God’s children, and all should feel welcome to worship in our church.

We are fortunate to have had residents of a living facility for the mentally challenged as regular worshipers for several years. We seek a minister who will encourage us to accept others who may be perceived as different. (i.e., race, socio-economic status, sexual orientation, etc.)

WHO IS GOD CALLING US TO BECOME?

Who is God calling us to become as a congregation?

In 2020 our church's Transition Team initiated small group discussions with every member they could reach to assess the congregation's feelings. The immediate purpose of this endeavor was to provide healing from past times of division. Still, the information gathered was also invaluable in developing a Vision Statement to help us answer the question, "Who is God calling us to become as a congregation?" Our answer, in the form of a Vision Statement, is that we want to become: *"A unified congregation that intentionally embraces transparent communication and encourages the use of our gifts and talents to create missions to serve God and each other, fulfilling the current and future needs of our church and the wider community."*

The information gathered from our small group discussions was also compiled into a "Wordle" style artwork that showcases the thoughts and feelings of the congregation in four subject areas titled Hopes, Fears, Conflicts, and Moving Forward. The more common a word or phrase was in the discussions, the larger that phrase appeared in the artwork. The following images were used to create the artwork currently displayed on a large wall in the church's Friendship Room.

WHO ARE WE NOW?

Our Congregation's Life of Faith

In worship, the atmosphere is casual in dress, and the worship service is mainly traditional. Our main message is: "Loving God and loving our neighbor." Our congregation welcomes all visitors and practices open communion with all who want to participate.

While working on our local church profile and reviewing the traditions and history as part of the Intentional Interim Process, we learned many things about the congregation's needs, wants, and changes associated with St. Paul's. Although most of our members are traditionalists, many are willing to implement new and exciting elements to move our church into the future.

Several Strengths and Positive Qualities of Our Congregation

- We share a strong sense of community
- We practice intentional care for one another
- We are committed to following Christ's example of generosity and call to mission, both local and worldwide
- Our worship music is wonderful
- We provide strong support to the maintenance of the church property, both grounds and physical structure
- We have had regular participation of members in the General Synod and boards of the United Church of Christ

Our Worship

Worship typically takes place on Sunday mornings. We worship in a formal, traditional service in our sanctuary. Our worship service provides in-person spiritual fulfillment. We carry this immersive experience into the virtual setting as we stream our services live each week and broadcast them on our local radio station. These services are archived online.

Our Educational Program and Faith Formation Vision

The long-term pastor's retirement, followed by a lengthy Intentional Interim process during the pandemic, has made Christian Education extremely difficult. Sunday school is offered to children ages pre-school through fifth grade, and we also provide a nursery during worship service for children younger than preschool.

Our Junior and Senior Youth Groups are active in missions and activities. However, they need help with participation due to competing in outside activities. We would welcome input and guidance from pastoral leadership to grow our Youth program.

How our Congregation is Organized for Ministry and Mission

Teams and committees are organized by the nominating committee or by volunteers. The names from the nominating committee are presented to the Council for approval and voted on by the congregation when appropriate. A liaison from the Council is assigned to most committees. In a typical month, each committee may spend approximately 10 hours in the category of decision-making.

Our church distributes a monthly newsletter on recent committee activities and upcoming events. We currently provide the weekly bulletin via email for all members who have supplied their email addresses for church correspondence. In the past year, we developed a *Job Duties and Descriptions* policy manual and a *Personnel Policy* manual. These publications detail the organizational structure of our volunteers and employees and are included as Exhibits in this document.

We recognize the need for improvement in certain areas to fulfill our ministry and mission. Some specific areas where we would welcome the leadership that would help us improve our communication, leadership roles, and unification. We are open to new ideas and guidance.

There is a Pastoral Relations Committee (PRC) in place that is currently comprised of the Transition Team members. Meetings are held quarterly, and emergency PRC meetings have been called as needed.

An example of an organization during a crisis was when a major building repair was needed and required financial approval. A proposal was presented to the Council, and it was recommended to call a special congregational meeting for explanation and financial approval by the congregation.

During 2022, we updated our organizational structure, by-laws, and annual reports to define the church's governance.

Our Organizational Structure and Annual Report

See:

- [Exhibit 1](#) - Constitution and By-Laws
- [Exhibit 2](#) - Job Duties and Descriptions
- [Exhibit 3](#) - Personnel Policies and Practices
- [Exhibit 4](#) - Annual Report (2021)
- [Exhibit 5](#) - 11-Year Report

Congregational Demographics

The number who participate in our church:

		<i>Is this number an estimate? (check if yes)</i>
The number of active members:	296	
The number of active non-members:	148	
Total of church participants (sum of the numbers above):	444	

Length of time participants have been in our church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 25 years:	69.50%	Yes
More than 10 years:	17.79%	Yes
Less than 10, more than 5 years:	6.00%	Yes
Less than 5 years:	6.80%	Yes

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>
7	9	17	45	27	33	43	57	Yes

PARTICIPATION AND STAFFING

List all current staff, including ministers:

Staff Position	Head of Staff?	Compensation (full time, part-time, volunteer)	Supervised by	Length of Tenure for the current person in this position
Pastor	Yes	Part-Time	Through the Congregation with the Pastoral Relations Committee	Vacant
Secretary	No	Part-Time	Council President	October 2022
Financial Secretary	No	Part-Time	Financial Committee	22 years
Treasurer	No	Part-Time	Financial Committee	October 2022
Custodian	No	Part-Time	Building and Maintenance Chair	6 years
Organist	No	Part-Time	Worship Committee Chair	52 years
Choir Director	No	Part-Time	Worship Committee Chair	27 years

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$121,436
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$16,220 (4%)
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$26,013 (Council Approved above 4%)
Fundraising Events	\$3,749
Gifts Designated for a Specific Purpose	\$9,039
Grants	\$0
Rentals of Church Building	\$525
Rentals of Church Parsonage	\$8,400
Support from Related Organizations	\$1,012
Transfers from Special Accounts	\$47,000
Other (specify): Farm Income	\$15,000
TOTAL	\$248,394

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

See: Exhibit 6 - 2022 Budget

Note: 2023 Budget is also attached

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

Our total budgeted expenses for 2023 are \$147,118. Our 2023 budget for ministerial support is \$51,000. The percentage of ministerial support in relation to the overall budget is 34.66%.

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?

Yes. In 2021 our church was a “5-for-5” church.

- 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 the operating budget, what is that percentage?

Our OCWM support is gathered as a % of our budget, varying in past years from 5-10%, plus what members may give directly to OCWM.

What is the church’s current indebtedness?

The total amount of loan debt: 0.00

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

While our church has not had a capital campaign in the previous ten years, we have had multiple targeted fundraising efforts for various non-budgeted needs (e.g., purchase of a new organ, installation of new air-conditioner for the fellowship hall, etc.)

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2022	Miscellaneous Building Improvements	\$62,461.63	\$25,000	18-month projected, started July 2022, and expected completion January 2024

The prominent mission component(s) involved in the current capital campaign:

The Capital Campaign kicked off in July 2022 and is projected to be an 18-month campaign fully funded by January 2024. The name of the campaign is “Strong Foundations Capital Campaign.” The thought behind this is that solid foundations build our church--“Bricks, lumber, paint, and windows can build a church from the outside; God builds a church from the inside.”

In terms of ministry, this campaign can benefit not only the members of our Church but also members of the community. Our improvements to our building will allow us to better meet the needs of our community by offering our church fellowship hall for various organizations’ meetings, activities, funeral dinners, etc.



Our maintenance committee making repairs to the church in 2022.

Does your church have an endowment? Yes

What is the market value of the assets? \$425,455.56

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

What is the percentage rate of draw (last year, compared to 5 years ago)? 8.0% in 2021 compared to 14.0% in 2016

What is the draw on the endowment to meet operating budget expenses for the most recent year and the past five years?

The endowment is used to catch shortfalls in the budget, and 100% of the draw is used to meet the operating budget.

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

Before the current year's budget was approved, St. Paul's UCC was on pace to deplete the endowment in 4-6 years. In FY2023, an effort was made to balance the budget, which, if adhered to, should extend the endowment for many years.

Additional comments: In the past, St. Paul's UCC had not operated under a balanced budget. In FY2023, a balanced budget was proposed to the congregation, voted on, and passed. Based on our approved FY2023 budget, and if a balanced budget is approved moving forward, we would anticipate the withdrawal rate to be less and the longevity of the endowment to be extended.

Other Assets

Reserves (savings): \$30,372.75

Investments (other than endowment): \$191,746.41

(The Kuene Rodgers Fund. Reserved for the needy of the Carlinville area and restricted in withdrawal amount).

Does your church have a parsonage? Yes

The fair market rental value of the parsonage: N/A

Currently rents for \$700 per month.

How is the parsonage used?

As our minister's home in the past, it is currently rented to a private party.

Address of parsonage: 319 E. First North, Carlinville, IL 62626.

Finished square footage: 1,400 sq. ft. on the main floor, plus a basement and open room on the second floor. The property includes an oversized two-car garage.

Number of Bedrooms: 2 bedrooms and a recently updated bath.

Assessed real estate value: \$80,000 to \$90,000

Available for minister residence: Open for discussion.

Expected minister residence: Open for discussion.

Condition of structure, systems, and appliances: The building is in good repair, and all systems and appliances work as they should.
The entity in the church responsible for review and needed repairs:

Building and Maintenance Committee.

Buildings owned by the church (see pictures below):

- Church Sanctuary
- An attached friendship meeting room,
- Christian education and office area
- A fellowship hall and kitchen
- Small parking lot.
- Church parsonage



Our Sanctuary.



Attached Friendship Meeting Room, Christian Ed rooms, and offices.



View from the northwest of our small parking lot (foreground); kitchen/fellowship hall (single story addition); Friendship Meeting Room/Christian Ed rooms/office area (two-story addition); followed by the sanctuary.



Our parsonage.

Properties owned by the Church:

Farm: 165 total acres, 106 acres tillable

Acquired: Albert Muhlenbruch left the property to St. Paul's UCC via his will in 1961.

Location: Section 1, T.N-R.7W. in Dorchester Township, Macoupin County, Illinois

Rental terms: The tenant receives 60%, and the church receives 40% of the profit of soybeans and corn raised.

Income: In 2021, after the grain was sold, government program payments were received, and all expenses paid, the church received \$34,358.53.

Land value: Estimated at \$10,000 to \$12,000 per acre

See: Exhibit 7 - Farm Map

Non-owned building or space used or rented by the church: None

Which of our spaces are accessible to wheelchairs? Worship space, Fellowship space, Sunday School spaces, Office.

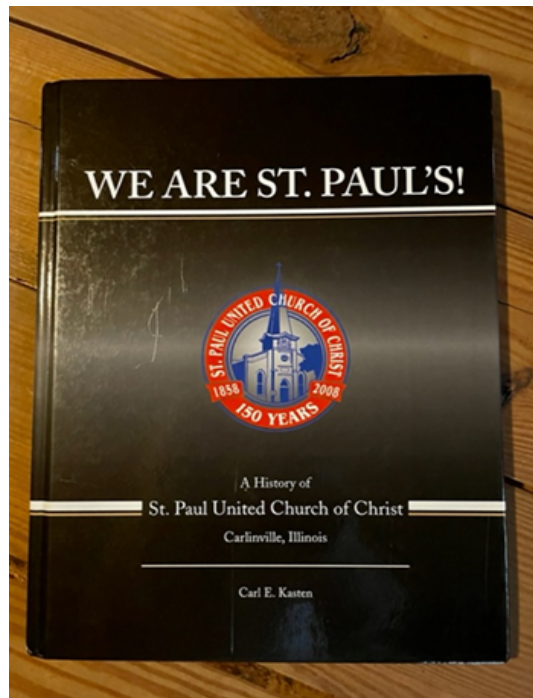
Not accessible by wheelchairs: Pulpit, Lectern, Balcony, Parsonage

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

Historically our church is a good steward and protector of our assets. We can maintain our farm, our parsonage, and our church property. We offer our property and financial assets to help our community. Past members have left legacies for scholarships, youth programs, etc., that speak to the integrity in protecting and utilizing gifts received from members.

We have a Finance Committee that meets regularly to watch over the health and needs of our finances and create our annual budgets. There are times when we fall short of our annual budget. However, we are a congregation that responds in full financial support of unexpected expenses or needs of the church or community.

HISTORICAL INFORMATION



Our church history book, written by member Carl Kasten.

Our church was founded in 1858 and was originally called "St. Paul Evangelische Kirke." In 1868 our church became part of the Evangelical Synod, and from 1918 to 1919, our church transitioned from communicating in German to English. In 1934, the Evangelical Synod and the Reformed Church combined on

a national level to become the Evangelical and Reformed Church. Then in 1957, the Evangelical and Reformed Church and the Congregational Christian Church merged to form the United Church of Christ. This new denomination represented a mix of both liberal and conservative theologies, which are still seen in our congregation today.

In 1998 we began broadcasting our services on WSMI radio which made people feel a connection with us, even if they were not members of our church or from the local area. Because of this mission, people that might otherwise not know who we are will sometimes comment, *“Oh, are you that church that is on WSMI on Sunday mornings?”*

In 1999 we opened a preschool to fill an identified need in the community when another preschool closed. But after a long period of success, competition from a public school program caused substantially decreased enrollment, and due to a lack of funding, we voted to close our preschool. Both the opening and closing of our preschool were formative in our identity: Opening our preschool showed that we were willing to step up and create a mission to fill a need in the community, and closing it showed that we could make tough decisions to enable our church to continue to exist and carry out future missions.

The most important events in the life of our church in the past ten years have included the following:

The retirement of a 17-year pastor led to a challenging interim period. As part of a 3-year Intentional Interim Process, reviewed and developed:

- Our Mission Statement
- Our Core Values
- New Church By-Laws and Constitution
- New Personnel Manual
- Guidelines and responsibilities for all Committees and Church Leadership
- Navigated through a global pandemic.

Our church has managed changes in the recent past:

Significant changes happened to our church due to the COVID-19 pandemic. Just before the start of the pandemic, our long-time Pastor retired, and we began the Intentional Interim Process. We are proud to say that our church NEVER closed.

Volunteer members and laypeople stepped up to fill the void. We adapted our services to continue offering worship to our members and community. Our services have been broadcast weekly on a local radio station for some time. We updated our Facebook page and began offering Sunday services through Facebook Live and continue to do so. Facebook Live provided a means for members to better connect with the service as they could see the sanctuary and worship service!

This allowed our members a way to feel still connected to worship. We continued worship music without a choir by adding recorded music through our church sound system. We offered a walk-through service at Christmas and continued to create ways for members to experience services as a congregation, even though we could not be together under one roof.

We shifted to Zoom conferences so that committee work could keep moving forward. Adult Bible study was offered via zoom. A few times, weather permitting, church groups and youth groups met outdoors so that safe social distance protocol could be observed.

Every church has conflicts, some minor, some larger. “Where two or three are gathered, there will be disagreement...” What are our congregation’s values and practices when it comes to conflict?

There has been division and conflict throughout history, and we continue to experience conflict today. The type of conflict, big or small, has caused division within the congregation. Conflict is addressed in several ways. Based on our Constitution and By-laws, major decisions are brought before the congregation for voting. Members have dealt with the outcomes of these votes in various ways. Some members have stayed away for a time and come back, a few have left the church, and some have remained silent but have continued to worship and support the church. And many members have embraced the outcome of the votes.

During our Intentional Interim process, our congregation experienced conflict. Because this was the first time our church had gone through this process, there were many unknowns and misunderstandings between members. During the Intentional Interim process, one common theme from our reflection was that we need more consistent communication. As part of the process, we rewrote our governing documents and procedures to reduce future conflict.

Our congregation is currently in the position to move forward and start the search for a new Pastor. We seek a pastor who can lead our congregation to unification and help improve communication between members.

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

Staff member's name	Years of service	UCC Standing (Y/No)
Katrina Palan (Intentional Interim Pastor)	2020-2022	Yes
Kevin Strope (Full-time Pastor)	2002-2019	Yes
Debbie Jo Atkins (Interim Pastor)	2001-2002	Yes
Jeanne Lischer (Full-time Pastor)	1991-2001	Yes
John Klueter (Interim Pastor)	1990-1991	Yes
David Taylor (Full-time Pastor)	1981-1990	Yes

Our church has learned about itself and its relationship with persons who provided ministerial leadership:

The relationship between the minister and congregation regarding the minister's role in the congregation has evolved considerably over the years. Early on, the minister was often expected to be committed full-time to the workings of the church and be responsible for all aspects of its operation. Over the years, congregation members have taken on more significant responsibility for the various operations of the church. The church continues to learn about reasonable expectations of its' minister, recognizing that there must be a balance between service to the church and devotion to one's family and personal matters.

Each minister has been instrumental in bringing new ideas for better church organization, from forming or restructuring committees to developing lay leadership opportunities, enlisting the help of youth ministers, developing, or updating written church policies, expanding missions, etc.

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

Yes, our most recent Intentional Interim Pastor was asked to leave. If you would like more information, please get in touch with us.

Has our church been involved in a Situational Support Consultation? No.

Has a past pastor been the subject of a Fitness Review while at our church?
No.

WHO IS OUR NEIGHBOR?

Community Vision

We are a mission-minded church that emphasizes how to help better and love all our neighbors. Our church missions include needs in our surrounding community, our Conference, and globally. Our Mission and Outreach Committee/Worthy Works meets regularly and organizes monthly missions to bring awareness to the congregation of our mission work throughout the year. In addition, as part of our transition process, a Mission Fair was held after worship to promote awareness of our current mission work. The list below is not all-inclusive but provides some of our everyday mission work in our denomination and community.

Denominational missions:

- Neighbors in Need
- Church World Service
- DuBois Center
- Hoyleton Youth and Family Services
- Heifer International
- Our Church's Wider Mission
- Christmas Fund/Veterans of the Cross
- One Great Hour of Sharing
- Habitat for Humanity
- Hitz Memorial Home

Community missions:

- Good Samaritan Ministry
(*Salvation Army, Carlinville Food Pantry, Souper Bowl of Caring*)
- The Macoupin Center for the Developmentally Disabled
- Military Support Mission
- Christmas Cradle/Angel Tree
- Carlinville Estates
- Women's Adult and Teen Challenge of the Greater Midwest, Carlinville
- Scholarships for Carlinville High School students
- Donations of school supplies to the school district
- School nurse/milk fund donations
- Local radio service broadcast WSMI Radio/Facebook Live service
- Support with other churches in the community
(*Ministerial Alliance, Cantatas, Lunch Bunch*)



Coats donated to WIC by our Christmas Cradle/Angel Tree (left); Youth Group with donations for Carlinville Food Pantry (right).

Our congregation's participation in meetings, relationships, and activities connecting the wider United Church of Christ at the conference and national setting:

Our congregation is active at the Illinois South Conference and **National level**. We regularly send members to the National Synod as delegates, youth delegates, attendees, or chaperones. We plan to send at least one delegate to the event this summer in Indianapolis. In 2018 our youth leaders took four youths to the Great Lakes UCC Regional Youth Event at Elmhurst College.

At the Conference level, one of our members is currently on the board of directors of Hoyleton Youth and Family Services, and another member chairs the Recruitment Committee of the Illinois South Conference. In the past, we have had members on various conference committees, including Local Church Ministries, Finance Ministry, Justice and Mission Team, and Conference Council. Most years, we also send 1-2 members to the annual conference meeting.

In 2021 St. Paul's was a "5 for 5 Church," meaning we provided financial support to the five major missions of the United Church of Christ, and this shows that we support the national ministries of the UCC.

Our congregation's participation in ecumenical and interfaith activities can be described as follows:

At the local level, we participate alongside other churches at community events including, but not limited to:

- The Carlinville Food Pantry- We have a Food on the First drive where food and money are collected and donated, and members work at the pantry on the Third Tuesday of each month.
- The Salvation Army- Many of our members help staff bell-ringing stations throughout town during Christmas.
- Red Cross Blood drive- members help staff the canteen area for blood drives at our local hospital.
- The Christmas Cradle- St Paul's UCC collaborates with the Federated Church to provide Christmas gifts to younger siblings of children participating in the school district's Christmas Shopping Spree for underprivileged school children.
- The Angel Tree- St Paul's UCC collaborates with the Federated Church to sponsor an "Angel Tree" where members of the congregations shop for needy children enrolled in the WIC program.
- Carlinville Ministerial Alliance- Ministers in the Carlinville Area meet monthly to pray and share joys and concerns.
- Christmas Cantata- In the past, the St. Paul's UCC and Federated Church choir combined annually to perform Christmas Cantatas in both churches.
- The Lunch Bunch- This mission of the Federated Church provides lunches for area children during the summer. St Paul's UCC members participate by helping serve food.

Our Congregational Mission Statement:

"St. Paul's: Loving God While Serving Our Neighbors."

Reflecting on the scope of work assigned to our pastors, how are their community and ministry in and on behalf of the wider church accounted for in the congregation's expectations of their time?

Our ideal pastor will devote most of their time to congregational needs. Our candidate will also represent our congregation in our wider community and the wider church, participating in our conference meetings and activities.

REFERENCES

Carlinville High School
Patrick Drew, Principal
(217) 854-3104

Pat Drew is our contact for the church High School Scholarship program, our community mission for School Nurse Fund, and our community mission for various school supply needs.

Davis-Anderson Funeral Home
Brent Davis and Bob Anderson
(217) 854-3161

CLOSING THOUGHTS

CLOSING PRAYER

As our congregation navigated through the Intentional Interim process, there were many twists and turns along the way. Our transition began right before the Covid-19 pandemic, and that dynamic added uncertainty for our members and church leaders. This transition time has been a bumpy road for our congregation. We continue this journey filled with hope and faith in our God and are ready to welcome a new minister to lead us!

“May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit.” Amen.

-Romans 15:13

STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors, teachers, and other ministerial 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 that identifies and recommends a suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and 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.

The following groups from St. Paul's UCC contributed to the contents of this Local Church Profile: Transition Team, church-wide survey, and Church Council. The congregation has had the opportunity to review the final profile.

Additional comments for interpreting the profile: N/A

Submitted by Rich McClain, on behalf of the transition team

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes

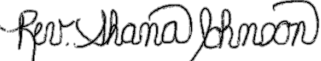
To the best of my knowledge, ministerial history information is complete.

Staff Comment: Yes

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

Staff Comment: Yes

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Shana Johnson, Conference Minister

Email: sjohnson@iscucc.org

Phone: (618) 882-8247

Date: February 15, 2024

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

- Exhibit 1 - Constitution and By-Laws
- Exhibit 2 - Job Duties and Descriptions
- Exhibit 3 - Personnel Policies & Practices
- Exhibit 4 - Annual Report - 2021
- Exhibit 5 - 11-Year Report
- Exhibit 6 - 2022 & 2023 Budget
- Exhibit 7 - Farm Map