

## LOCAL CHURCH PROFILE



St. Paul United Church of Christ  
Lebanon, Illinois

Settled Pastor

Illinois South Conference

September 18, 2023

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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)*

## POSITION POSTING

### LISTING INFORMATION

**Church name:** St. Paul United Church of Christ

**Street address:** 123 E. Dee St., Lebanon, IL 62254

**Supplemental web links:** [www.stpaulucc-lebanon.org](http://www.stpaulucc-lebanon.org)

#### **Additional ecumenical affiliations:**

**Conference:** Illinois South Conference

#### **UCC Conference or Association Staff Contact Person Name:**

Rev. Shana Johnson

**Title:** Conference Minister

**Phone:** 618-654-2125

**Email:** [sjohnson@iscucc.org](mailto:sjohnson@iscucc.org)

#### **Summary Ministry Description:**

Are you looking to Shepherd a flock of delightful, thoughtful, caring, fun, and Christ-centered believers? Are you being called to serve a small-town church in a close-knit community where people know each other? Are you seeking a church with the best potluck, fried chicken, and sausage and sauerkraut dinners east of the Mississippi River? If so, then our church might be a good fit for you!



St. Paul United Church of Christ is located in historic Lebanon, Illinois in St. Clair County. Lebanon is a small suburban bedroom community of 4,000 people, and is surrounded by farmland. Our warm and welcoming congregation was first established in 1868 as a German Presbyterian Church. In 1893, it was reorganized into the German Evangelical St. Paul Church, and then became St. Paul United Church of Christ in 1957. Steeped in a rich German heritage, with well

thought out plans and purpose, we are slowly breaking free from our staid beginnings and recognize that during this time of change and new beginnings, we have a unique opportunity to blend new with the old, to strengthen our mission and ministry, and to be as healthy, relevant, and faithful as possible.

## **What we value about living in our area:**

For a small mid-west town, Lebanon is diverse, has strong ecumenical partnerships, and there are many city-wide activities for all interests throughout the year. Lebanon has good schools for K through university level, a popular playhouse, lovely parks, and is an easy drive to area shopping, other small-town festivals, bike trails, wineries, the Gateway Grizzlies independent league baseball team, Worldwide Technology Raceway, family-friendly orchards, and farmers markets. A roughly 25-minute drive west on I-64 takes you across the Mississippi River into St. Louis, MO, where there are activities for every taste (professional sports teams, museums, the Arts, botanical gardens, and more). There is also access to top-rated hospitals on both sides of the river. St. Paul is also centrally located within the boundaries of the Illinois South Conference.

**Current size of membership:** 225 Active, 90 Inactive

**Languages used in ministry (*other than English*):** See p. 6

**Position Title:** Pastor and Teacher

**Position Duration:** Settled

**Compensation Level:** Full Time

**Does the total support package meet conference compensation guidelines?**

Yes

## **SCOPE OF WORK**

**We require our pastor to:**

- Passionately promote radical hospitality and inclusivity through actions and words.
- Be creative and trust in the Holy Spirit to guide them in their preaching, teaching, and writing.
- Be caring, compassionate, and will prioritize visiting the church family whether in the hospital, in an area nursing home, with those who are homebound, or who otherwise need pastoral care.
- Be an effective communicator with all ages, who is relatable, patient, and wants to be involved and present in the activities of the church.
- Be a teacher who can help the congregation have a deeper understanding of, and find new insight in, the Bible and the Word of God.
- Embrace technology, be at least moderately technologically savvy, and willing to learn the technology used at St. Paul.

## **COMPENSATION AND SUPPORT**

**Salary Basis and Benefits:** Salary plus benefits following conference guidelines

### **What is the expected living situation for your next minister?**

It is our hope that our next pastor will live in our spacious 4-bedroom, 2½ bathroom parsonage located across the street from the church.

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

Prefer live in parsonage, any other arrangements can be discussed.

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

Paid sabbatical after five years.

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

The Illinois South Conference offers a Prayer and Lectionary Lunch Hour for pastors to gather by Zoom each Wednesday at 12:30 p.m. All pastors are invited to share and solidify relationships with their pastoral peers in the Conference. Pastors within our region (Region 8) support each other by covering pastoral care when a pastor in the region is on vacation or otherwise unavailable.

### **If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:**

N/A, seeking a full-time pastor

## **WHO IS GOD CALLING TO MINISTER WITH US?**

### **St. Paul UCC is seeking a Pastor:**

- Who will, in our worship setting, lead our congregation in our faith-based values and traditions, but will also help incorporate more contemporary/blended forms of worship and music which is inspiring and uplifting, yet theologically sound.
- Who will help energize our Confirmation and youth programs by melding together young families, who bring fresh ideas, energy, and enthusiasm, with the wisdom and experience of our older generations.
- Who may provide guidance in exploring increasing our social media presence.
- Who will help the faith family use their gifts and talents to revive and improve our Welcome and Outreach Ministry.
- Who is good at building relationships and can work with us to strengthen our stewardship, and encourage participation, especially in leadership roles.

**Involvement in the community is an important part our identity. It is our expectation that our next pastor:**

- Will be involved in the Lebanon community, will establish roots, and will consider Lebanon *their* town.
- Will participate in the Lebanon Ministerial Alliance, and help revive the Good Friday Stations of the Cross, as well as help identify and find new ways, ecumenically, to meet the needs of our sisters and brothers in our community and beyond.
- Will help us find new ways to minister to the students who attend McKendree University in town and have a bigger presence on campus.
- Will work with the congregation to find new ways to do mission and ministry outside our walls and strengthen the mission partnerships that we have fostered for many years.

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

Predominately English but it is certain that more immigrants will make Lebanon their home in much the same way that Germans came here in the second half of the 19<sup>th</sup> century. When they come, they will need to be embraced by a compassionate congregation whose values will mirror that of new people inhabiting our town.

**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.**

We don't expect to find the 'perfect' pastor, but we do expect our new pastor to be one who is passionate about ministry, who acknowledges Jesus Christ as the head of the church, and who trusts the Holy Spirit to guide them in empowering the faith family to be faithful to God's call and reflective of Christ's mission. Our pastor must have strong moral character, personal integrity, respect the dignity of all of God's people, and demonstrate compassionate communication and have effective listening skills.

Our pastor will be someone who can integrate theological reflection in worship, preaching, teaching, ecumenical and community leadership, and who participates in the various settings of the United Church of Christ, including our local Region 8 churches, our Conference, General Synod and global ministries.

## WHO IS GOD CALLING US TO BECOME?

We are called to be a congregation grounded in faith. We strive to show love to all God's children in our church and the broader community.

We are called as a congregation to be involved, to grow and be nurturing, and to invite others to come grow with us. Our next pastor will have experience in growth strategies and the ability to lead a congregation which is open to risk taking and change.

We are called as a congregation to be God's Hands, Mouth and Feet in this world as the 'Body of Christ', to grow in faith, and to live in God's love and grace.

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

In 2017, we established a Justice and Witness Ministry. This small group met frequently and discussed social justice issues, life in the local community, equity within our town, care of the less advantaged, etc. This led to inviting special guests to speak on a variety of topics such as isolated and lonely seniors, Black Lives Matter, white privilege, transgender, the MeToo movement, and environmental justice issues, to name a few.

St. Paul then partnered with local churches and their pastors, the chaplain and leaders from the local university, schoolteachers and administrators, elected officials and police, and several other people in town to form *Lebanon Listens*. This was a forum where the topics listed above could be discussed in a safe setting and where Lebanon's response to the challenges posed by these issues could be examined and solutions considered.



Out of those efforts a new ministry was birthed at St. Paul! In June of 2022, the Community Dinner Ministry, coordinated by 18 women of the church, hosted its first home-cooked meal and fed approximately 25 people. To our surprise, more and more people started coming each month and a year later we are now serving a home-cooked meal for anyone who wishes, at no cost or obligation, for

80+ people per month.

The seeds planted in 2017, combined with God's grace and blessings, keeps this ministry moving forward. As we look to the future, we believe God continues to help us be a voice in this community through action, compassion, fellowship, and, of course, food!

## WHO ARE WE NOW?

### CONGREGATIONAL REFLECTIONS

We believe in a Triune God, that Jesus Christ is the Head of the Church, and in the power of Jesus Christ's death, resurrection, and the empty tomb.

We believe that God is always birthing something new and continues to do so at St. Paul. We strive to honor God's truth when we participate together in worship, mission, and ministry, and let that, and our actions, be our inspiration to succeed and live our faith.

#### **Describe several strengths or positive qualities of your congregation.**

This faith family enthusiastically says "Yes" to new ideas for mission and ministry whether the idea comes from one of our own, we are asked to partner with another local church or organization, or we are asked to provide additional support to a long-time mission partner.

#### **Here are some of the organizations and ministries which showcase our strengths:**

- The Music Ministry: St. Paul is blessed with a talented and gifted group of music leaders, Chancel and Handbell Choir members, and children's choir, who work hard to present music that is faith-filled and faithful.
- The Prayer Circle: an active group of prayer warriors who gather each week to pray for joys and concerns.
- Our Gordley Scholarship Fund: Provides college scholarships each year to members who are pursuing higher education.
- Heart2Heart: An old ministry that has been reimagined and has a new name. Lay members supplement visits to those who are homebound, in nursing homes, or hospitals to let them know we care about them and that they are still part of the faith family.
- Prayer Bear Ministry: Provides hand sewn bears that have sat in the pews during worship to absorb prayers, preaching, and the Word of God. The pastor then gives them to individuals when making hospital visits or at other times when a Prayer Bear is needed.



#### **We also:**

- Provide the building and financial support for Lebanon's Matthew 25:40 Ministries, an ecumenical effort that includes the Food Pantry, and the Community Care Coalition which provides client advocacy and financial assistance.
- Host two fundraising dinners (Chicken Dinner and Wurstmart Sausage & Sauerkraut dinner) each year which support the church and various missions.
- Participate in the Lebanon Community VBS and host it every 4<sup>th</sup> year.

- Provide meals and volunteers for a new summer (2023) lunch program done in conjunction with other Lebanon churches so that no child goes hungry during the summer months.
- Hold the charter for local Scout troops who meet at the church.
- Provide monthly tuition since 2006 for a child attending Uni-Pres Kindercottage (a child care center and pre-school in E. St. Louis, IL).
- Are a “5 for 5” church and we receive a special mission offering each 5<sup>th</sup> Sunday which supports our conference’s Hunger Food/Action Fund.
- Provide camp scholarships for youth who attend summer camp at our conference’s church camp and retreat center (DuBois Center). And, we regularly provide financial and volunteer support for various projects at the camp.

**Describe what worship is like when your congregation gathers.**

- Two Sunday services at 8:00 & 10:30 a.m. including a Children’s Time and a coffee time for faith and fellowship between services.
- Communion is served on the first Sunday of each month and on Holy days.
- We strongly believe that all people of any age are welcome at Christ’s Table and because Jesus turned no one away, neither do we.
- Our pews house The New Century Hymnal and The Hymnal (red)
- Special music is provided by the St. Paul Chancel Choir, St. Paul Bell Choir, Children’s Choir, the organist and music director, and occasionally a guitar ensemble.
- Services are projected on screens using a program called EasyWorship and are live-streamed on our YouTube channel using state-of-the-art technology.
- Youth are encouraged to participate as liturgists, acolytes, ushers/greeters, and help with communion.
- We are accustomed to a relaxed preaching style (from the floor instead of the pulpit), and appreciate a pastor who preaches sound theology, is energetic, thought-provoking, relevant and relatable (especially with our youth), and who challenges us to live our faith all seven days of the week.

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

- Sunday School classes for ages Pre-k through adult.
- The adult Sunday school class has expanded their focus to include more diverse subject matter such as studying other religions, and studying the Old Testament prophets.
- The Searchers & Seekers adult Bible study/book club meets weekly.
- The Board of Christian Education (BCE) welcomes guidance from the pastor and is very open to thinking outside the box and holding special events.
- The BCE is also most interested in finding new ways to get more youth and adults engaged in Christian education inside and outside the church.
- St. Paul also works hard to include youth in worship, to encourage older youth/young adults to serve on the Council, and to try to figure out ways to meet families where they are in their busy lives and still meet their spiritual needs.



- Youth are encouraged to help at DuBois Center (ISC Summer Camp & Retreat Center) at their annual fall festival and to participate in work days. We would like to expand mission opportunities for our youth and continue to get as many kids as we can to summer camp.

**Describe how your congregation is organized for ministry and mission.**

- The Church Council is made up of 12 members elected for a 2-year term, renewable for an additional 2 years, and an ex-officio treasurer. The Council meets monthly and tries to keep meetings to an hour or hour and a half. The pastor is expected to attend.
- The Memorial Committee oversees farm property owned by the church, makes recommendations for the use of large bequests, and distribution of our college scholarship program. The Memorial Committee meets as needed (approximately 1-3 times per year). The pastor is not expected to attend their meetings unless requested.
- The Board of Christian Education oversees all Christian education and organizes the Community VBS every fourth year. The BCE meets once a month for about an hour, which the pastor attends.
- Various other committees and ministries that have not already been mentioned meet throughout the month and include the Quilters Ministry, the Men’s Fellowship and Women’s Fellowship (the pastor and their spouse/partner, if applicable, have traditionally participated in these fellowships), and the Environmental Arts Ministry.

**When it comes to decision-making, how many hours are spent in meetings per month?**

5-6 hours per month

**Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?**



St. Paul has been blessed with few major crises or disasters, however, in the summer of 2020, the water line on a coffee maker burst in the kitchen and because it happened during the week when there was no activity in that space, it went undetected for a couple of days and flooded a large portion of the kitchen. The congregation worked quickly with our insurance company to

identify a contractor to make repairs, approve the necessary expenses, form a committee to oversee the project, and authorized the use of additional funds from our dinner fundraisers to upgrade other parts of the kitchen which were not damaged by the flood. Because our commercial-size kitchen is the heart of many

of the activities of the church, including our dinners, funeral luncheons, and special events, this renovation was extremely important. Our kitchen allows us not only to be in fellowship with one another and others on a regular basis, but it provides the space and equipment we need to be forward thinking, mission-minded, and to enhance our desire to welcome all.

**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

To be provided by the Conference Office.

## CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	225	Yes
Number of active non-members:	90	Yes
Total of church participants (sum of the numbers above):	315	Yes

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	65%	Yes
Less than 10, more than 5 years:	25%	Yes
Less than 5 years:	10%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
16	17	12	9	19	28	54	30	Yes

Percentage of adults in various household types:

		<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	10%	Yes
Joint household with minors:	15%	Yes
Single adults age 35-65:	12%	Yes
Joint household with no minors:	35%	Yes
Single adults over 65:	28%	Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	55%	Yes
Adults who are retired:	35%	Yes
Adults who are not fully employed:	10%	Yes

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

The congregation is made up of people from a wide variety of occupations, including farmers, teachers (grade school through college), health care professionals, office workers, executives, blue-collar workers, military, and professional artists.

**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?**

Diversity in this church is not just a desirable expectation or a lofty ideal. It is a way of life. Anyone from any background can come in this church and be welcomed with open arms by the congregants. You don’t have to desire membership. You don’t have to commit to being here every week. All people are welcome where their consciences guide them. It is a personal decision. That said, the majority of our congregation is mono-cultural and predominantly Caucasian, with some African-American and Asian members.

**List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results.**

We have not had a conversation which uses the Welcoming Diversity inventory. However, serious, in-depth conversation was had by the church in the early 2000’s around the issues of same-sex marriage and ordaining persons in the LGBTQ community. At that time, the congregation decided that neither “issue” was an issue at St. Paul because we have always welcomed everyone regardless. The congregation affirmed the pastor’s right to officiate at any wedding they might choose and affirmed that if someone felt called into the ministry and completed all the necessary steps, they should not face discrimination in being ordained in the United Church of Christ.

More recently, we did discuss diversity with the special guests we invited in to speak in 2017 (see p. 7), and while we have not found the need to discuss such issues since, we would be open to having those discussion after we call our new pastor.

**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	4 to 25	Adult Sunday School-Pastor Men's and Women's Fellowship - participants Prayer Group-Participants
Baptisms ( <i>number last year</i> )	6	Pastor
Children's Groups or Classes	14	Pastor, Board of Christian Ed
Christmas Eve and Easter Worship	150	Pastor, Music Ministry, Environmental Arts
Church-wide Meals	Varies by the event	Funeral Luncheon-Ministry Coordinator Chicken Dinner and Wurstmart-Dinner Coordinators Special Activities Meals-Individuals
Choirs and Music Groups	12 to 15	Music Director, Organist, Children's Choir Director
Church-based Bible Study	6	Pastor/Adult Bible Study Participants
Communion ( <i>served how often?</i> )	70-80	Monthly on the 1 <sup>st</sup> Sunday of each month, Holy Days
Community Meals	80+	Community Dinner Ministry
Confirmation ( <i>number confirmed last year</i> )	4	Pastor, Confirmation Co-leader
Drama or Dance Program		
Funerals ( <i>number last year</i> )	8 members 9 non-members	Pastor, Office Manager, Funeral Luncheon Ministry for funerals with luncheons
Intergenerational Groups		-
Outdoor Worship		
Prayer or Meditation Groups	6	Prayer Circle
Public Advocacy Work	2 to 4	Matthews 25:40 Ministries

Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	4	Pastor, Office Manager, Wedding Coordinator
Worship (time slot: <u>8:00 am</u> )	30 – 40 +Online Viewers	Pastor, Music Director, Organist
Worship (time slot: <u>10:30 am</u> )	35 – 55 +Online viewers	Pastor, Music Director, Organist
Young Adult Groups or Classes		
Youth Groups or Classes	6	Lay Youth Leader
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-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Lisa Hart	No		Serves as an Interim Minister at another church, but holds her membership at St. Paul	

**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:**

N/A

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
Office Manager	No	25 hrs/week	Pastor	1 month
Music Director	No	Part time	Pastor	10 years
Organist	No	Part time	Pastor	10 years
Janitor	No	Part time	Pastor	18 years
Maintenance	No	Part time	Pastor	10 years

### **REFLECTION**

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

What has been described above is a sincere representation and reflection of our overall ministry.

## CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$230,867
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$ 63,675
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$ 0
Fundraising Events	\$ 10,000
Gifts Designated for a Specific Purpose	\$ 20,263
Grants	\$ 0
Rentals of Church Building	\$ 1,200
Rentals of Church Parsonage	\$ 18,890
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$ 2,500
Transfers from Special Accounts	\$ 0
Other (specify): Farm Rent (Used to pay debt)	\$ 14 260
Other (specify): Funeral memorials	\$ 4,200
<b>TOTAL</b>	<b>\$365,855</b>

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

\$377,265 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.

	<u>Operating</u>	<u>UCC</u>	<u>Non-UCC</u>	<u>Capital</u>	
General Fund	\$ 240,850.17	\$ -	\$ -	\$ -	
Gordley OCWM	-	8,500.00	-	-	
Gordley-Regular Bldg	-	-	-	27,372.67	
Gordley - Regular Bud	20,137.96	3,500.00	15,098.08	-	
Gordley - Benevolence	32,170.19	10,148.70	2,830.08	-	
Angerer Account	-	-	-	29,599.74	
Other	(30,887.70)	-	-	-	
Memorial Fund	3,948.31	3,330.35	3,963.93	6,703.93	
	<b>\$ 266,218.93</b>	<b>\$ 25,479.05</b>	<b>\$ 21,892.09</b>	<b>\$ 63,676.34</b>	<b>\$ 377,266.41</b>



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

~48% including salary, housing, FICA, pension, med/dental/life/professional expenses and vehicle.

**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?**

- ✓ \_\_\_\_\_ 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?**

Whatever support is received weekly and designated for OCWM is what is given.

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

**Total amount of loan debt:** ~\$635,000

**Reason for debt:** Building addition, new pipe organ

**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.**

N/A

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

Year(s)	Purpose	Goal	Result	Impact
2018 – Present	Building addition & new pipe organ	\$1,170,000	\$662,000	Original Project had overrun so we borrowed the additional

**If a capital campaign is underway or anticipated, describe:** No new campaigns at this point.

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

The building project increased gathering space in an area on the lot that was previously a treacherous ditch. Additional basement storage space was also added, and an indoor ramp was created so that those who are wheelchair-bound or cannot easily navigate stairs can move unimpeded between the different levels of the upstairs portion of the building. Previously, it would have required going outside and around.

**Does your church have an endowment?**

In 1988, St. Paul had a legacy endowment that was supporting the general fund budget that was struggling such that financial support from members was down to the point where we were living off our legacy. A somewhat divisive vote to put an addition onto the church, upgrade the kitchen, and add offices and resource rooms passed by a very thin margin, and 100% of the legacy funds we had were spent on this addition. What that vote did was affect a complete 180-degree shift in giving that by 1992 congregational giving funded our budget, and we became more outwardly focused on mission and ministry. The result of the shift towards a more mission-oriented focus led to the start of several ministries which support, or have supported, the surrounding community for the past 25+ years. That focus carries on to this day.

**What is the market value of the assets?** ~400,000

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

Annually as needed for scholarships (some years not required)

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

We have drawn as much as \$10,000, but we drew \$0 in 2022. The number is dependent upon the number of qualified scholarship candidates.

**Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:** N/A

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

**Please comment on the above calculations or estimates:**

This is a special purpose scholarship fund that supplements regular scholarship needs (we budget a modest amount each year).

## Other Assets

Reserves (savings): \$106,000

Investments (other than endowment): \$ 0

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



**Fair market rental value of the parsonage:** ~\$18,000

**How is the parsonage used?** Currently as a rental

**Address:** 124 E. Dee. St., Lebanon, IL, 62254

**Finished square footage:** ~2,400, not including a full unfinished, but dry basement with plenty of storage and craft, hobby, or play space. Also includes a detached 2-car garage and fenced back yard.

**Number of Bedrooms:** 4

**Number of Bathrooms:** 2.5

**Available for minister residence:** Yes

**Expected minister residence:** Yes

**Condition of structure, systems and appliances:** Very good, newly renovated kitchen, bathrooms in 2013.

**Entity in the church responsible for review and needed repairs:** Buildings & Grounds

**Describe all buildings owned by the church:** Church, Parsonage, small house leased to the Lebanon Matthew 25.40 Ministries (Lebanon Food Pantry and Community Care Coalition)

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

St. Paul owns 87.3 acres of land just south of town which is currently being farmed. The church entered into a contract with a solar company in 2022 to lease a portion of the property for a solar farm, estimated to be completed by 2024 or 2025.

**Which spaces are accessible to wheelchairs?**

The nave and narthex are wheelchair accessible as is the rest of the upstairs portion of the church and the lower-level offices and conference room, which has a separate outside entrance. The Chancel area and the downstairs classrooms are not wheelchair accessible.

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

The members of St. Paul are good stewards of the resources we have and generous in giving to mission and ministry. There is always room for improvement and by regularly reflecting on past practices and embracing new opportunities, St. Paul will continue to honor the generous gifts it has been given.

**HISTORICAL INFORMATION**

**Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.**

- Like many churches, the COVID-19 pandemic continues to have a dramatic effect on this congregation. Participation in worship and other activities have not returned to pre-pandemic levels; however, the shut-downs during the pandemic required us, in a very short period of time, to get creative in how weekly services were produced and delivered. Amazingly, everyone worked together to make it happen and members were patient and cooperative throughout the process.
- The addition of the Gathering Room, including a kitchenette, and new pipe organ was completed in 2018. The Gathering Room is a versatile space with a movable wall which has been used for meetings, as a prep and changing space for brides/bridesmaids, for funeral visitations, as overflow space for large gatherings, and as fellowship space after services on Sunday morning. The addition also included storage space in the basement which can be converted into additional classrooms. And as mentioned previously, an indoor ramp was created to allow transition between the different levels of the upstairs area of the church without having to navigate stairs or go outside.  
A new digital hybrid pipe organ was also installed.

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

Our pastor of 29 years retired, and while it was difficult to let him go, he did a great job of preparing us for his departure. He also equipped us with the tools needed to move forward, the encouragement needed to believe in our ability to handle this dramatic change, and the reminder that God will walk with us, always, and to never forget the power of God's love and grace which will guide us through this transition.

**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.**

Conflicts are handled by the Church Council first, and then brought before the congregation, if needed. Our Constitution & By-Laws give some guidance with regards to conflict with a pastor. Otherwise, general common sense conflict resolution guidelines would be used. Fortunately, St. Paul has had very few times of real conflict (at least not to the extent that it caused a fracture of division within the church).

## Ministerial History

Staff member's name	Years of service	UCC Standing (Y/No)
Rev. Dr. Donald C. Wagner	29	Y
Rev. Dr. Dwayne Dollgener	12	Y

**Has any past leader left under pressure or by involuntary termination?** Yes in approximately 1991.

**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

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

St. Paul members have actively participated in and served on committees of the Illinois South Conference. We provide delegates who attend the ISC Annual Meeting, participate in Ecclesiastical Councils, and other such duties, and have had members serve as delegates to UCC General Synods.

Check all of the following "statements of witness" that apply to your UCC faith community. (Find more information on these statements at [ucc.org](http://ucc.org).)

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- God Is Still Speaking (GISS)
- Immigrant Welcoming
- Inter-cultural/Multi-racial (I'M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Other similar designations in affiliated 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?**

We would be open to discussing these with our new pastor.

**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.**

*Our Mission Statement:*

*Sharing god's love and grace through Jesus Christ, St. Paul United Church of Christ - a diverse, welcoming faith family - invites all to: joyfully worship God; pray together; exercise God-given gifts and ministries; and feast at the table of the lord, from which we live and towards which we journey.*

In our humble opinion, this profile speaks to the dedication this congregation has to fulfilling the terms of our Mission Statement, but we also understand that there is always room for improvement. We also recognize that while sometimes painful, change will come and we must adapt as best as we can, and may at times need to be reminded that we are on this journey together.

**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?**

This congregation is very aware of the balance a dedicated pastor must strike between church, community, the wider church, family commitments, and self-care. Striking that balance is not always easy given a pastor's many responsibilities. We will work with our new pastor and be as supportive as we can, give them the tools they need, and ensure – to the best of our ability – that they maintain that balance in a way that is fair and equitable for all.

## REFERENCES

### **MRS. BRENDA PEHLE**

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Friend of the Congregation  
*Please call for a phone reference*

### **MR. RICHARD BOYD**

Music Director  
First United Methodist Church, Lebanon, IL  
(618) 830-3953, E-mail: [richmarboyd@msn.com](mailto:richmarboyd@msn.com)  
Friend of the Congregation

### **REV. TIM HARRISON**

Pastor & Teacher  
Friedens UCC, Troy, IL  
(618) 334-9992  
Friend of the Congregation and former Chaplain at McKendree University, Lebanon, IL



## CLOSING THOUGHTS

### CLOSING PRAYER

*Trust in the LORD with all your heart; don't rely on your own intelligence.  
Know him in all your paths, and he will keep your ways straight.  
Proverbs 3:5-6 CEB*

*I will instruct you and teach you in the way you should go;  
I will counsel you with my loving eye on you.  
Psalm 32:8 NIV*

*Dear Lord,  
We cannot do this alone!  
We trust that You already know the best pastor for our congregation and  
that the right settled pastor will answer God's call to ministry in our setting.  
We trust that You know who will guide us, support us,  
and walk with us, as we work to do the mission and ministry  
of the church and work to spread the Good News of the Gospel.  
Lord, you know our strengths and our weaknesses,  
and we trust You to know who best will share  
our joys and sorrows, our passions, victories and defeats.  
We trust that through prayer and discernment  
You will lead us to wisely call the next pastor for our faith family.  
Thank you, O God, for always holding us in Your tender loving care  
in this time of change as we continue our journey to be Your Church.  
We pray this in the name of your beloved son  
as You guide us on this path.  
Amen.*

## STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending 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.)*

Contributors:

Council members Deb Zimmer, Hannah Britsch, and Ross Brewer, Brent Wood (Ex-officio Treasurer).

Lay church members Becky Harrison, Angie Hausmann, and Nesa Joseph

Other input given by church members and staff

2. Additional comments for interpreting the profile:

Dr. Michael Koebel, Chairperson

September 17, 2023

## 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 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: 

Name / Title: Rev. Shana Johnson, Conference Minister

Email: sjohnson@iscucc.org

Phone: 618-882-8247

Date: September 18, 2023

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*