

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee — the more participation, the better!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION
**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

IMMANUEL UNITED CHURCH OF CHRIST
415 West North Avenue
Bartlett, Illinois 60103

Settled Pastor Search

Illinois Conference of The United Church of Christ

January 12, 2024

LOCAL CHURCH PROFILE CONTENTS

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*"God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work."
(2 Corinthians 9:8)*

INSTRUCTIONS

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

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

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

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

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

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

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open,

honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.

1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: Immanuel United Church of Christ

Street address: 415 West North Avenue, Bartlett, Illinois 60103

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

Additional ecumenical affiliations (e.g. denominations, communions, fellowships):

Conference: Illinois Conference of the United Church of Christ

Association: Fox Valley Association UCC

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email): Rev.

Shernell Edney Stilley, Transitional Associate Conference Minister, 708-344-4470

shernelledneystilley@ilucc.org

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there.

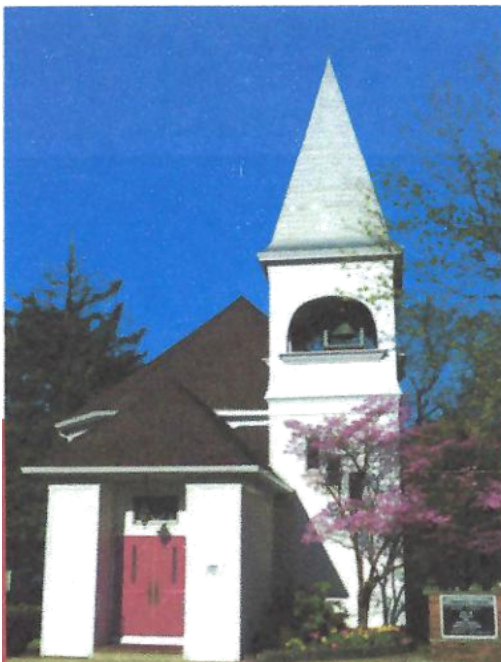
Our Church is on a trajectory to regain its prior levels of activity. We have a vibrant and engaged Church Council with 10 active members that are laser focused on our future. We have a long history in Bartlett. We are the oldest church in the Village, having been established in 1891. We are striving to regain the level of activity we previously enjoyed and to provide a strong ministry for our members and our community. We would like to reach our potential as an active, growing and vibrant church, with all the benefits that would provide to our members, friends, visitors and community.

What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

We feel one of the key components to our success will be to find a pastor to lead us with energy and enthusiasm. One that can conduct services that inspire and give attendees a strong and much needed weekly message. We would like to develop a music program, possibly with a choir, enhance our community service and engage our youth in a meaningful way.

Photographs:

Insert 1— 3 images of your church, its people, its parsonage or building or gathering space, etc.



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

Bartlett and the surrounding area is a community that started as a small farming community in the 1800's along the railroad lines and then grew over the years into a major suburban area of Chicago. In the 1980's and 1990's, the growth was extensive and the population eventually reached over 40,000 people. Most people in Bartlett like the ready access to Chicago via the Metra line and freeways, as well as the close proximity to high-quality medical care, stores, restaurants, quality schools and institutions of higher learning. Despite such large growth, Bartlett has maintained its small-town atmosphere where people get to know each other through a wide variety of community organizations and events.

Current size of membership: Approximately 140, with about 35 active members.

Languages used in ministry (other than English): None

Position Title: Pastor/Reverend/Minister

Position Duration:

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

Compensation Level:

Part Time

Does the total support package meet conference compensation guidelines? No

1b. SCOPE OF WORK

(Add here the Scope of Work developed by your church using the Call Agreement Workbook.)

Spend 20 to 25 hours per week engaged in service to the Church, the Congregation and surrounding community, including:

A. Lead and preach in the Congregation's worship services

- B. Administer Church business and oversee the Church staff (3 part-time employees)
- C. Work with the Congregation's governing body and its program committees
- D. Oversee the preparation of worship bulletin and newsletter
- E. Visit as able, members who are hospitalized, homebound, and nursing facility residents
- F. Conduct funerals for members and friends of the Congregation
- G. Officiate at weddings for members and friends of the Congregation
- H. Provide counseling and make appropriate referrals to the Community at large
- I. Assist with confirmation classes as needed from time to time
- J. Maintain a collegial relationship with the area clergy association
- K. Be present in the Church office at least two days a week, preferably overlapping with the Church administrative assistant, as shall be agreed with Church Council. After an initial period, the amount of time in the office to be evaluated by Minister and Council. (Gaging effective use of Minister's time as relationship matures.).
- L. Attend and participate in monthly Church Council meetings, as requested by the Council.

Core Competencies:

List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.

Effective and motivating speaker

Pastoral care strengths

Compassionate

1 c. COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance):

\$38,000 to \$45,000 Annually, to be based on experience and commitment

Benefits:

Salary plus certain benefits

What is the expected living situation for your next minister (e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)?

Live within a reasonable distance with a housing allowance. Able to commute to Church facilities.

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

Housing and commuting will be at Pastor's expense, with a housing allowance to offset some costs.

State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position): None

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

Seminar and Conference attendance shall be discussed and agreed with Church Council on a case-by-case basis.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: To be discussed with Pastor.

1 d. WHO IS GOD CALLING TO MINISTER WITH US?

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

Work with us to continue building a strong and active multi-generational congregation that provides an environment for our community to grow spiritually and deepen our faith.

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

By serving the community at large through programs designed to assist those in need both physically and spiritually through service projects such as networking with the Village, community at large and local aid organizations, ie soup kitchen, food pantry, etc.

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

English is the primary language, however, there are a significant number of hispanic communities within 10 miles of our church. The ability to have Spanish language skills is not required, but could be helpful.

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:

- Building Transformational Leadership Skills
- Caring For All Creation
- Strengthening Inter-and-Intra-Personal Assets
- Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice

2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

God is calling us to reach out to our community and to fulfill our mission as *a Christ-centered church who welcomes all and serves others while deepening our faith*. We have a large number of seniors in our area, as there are several senior communities within one mile of our Church, many residents may be new to the area and seeking a church/community. We would like to continue to provide Christian education to our children. We would like to offer more opportunities to keep young adults involved in our faith family. We would like to continue to grow in our faith.

As we grow, we would like to become more fiscally sound so that we are better able to fulfill the wider mission of the church.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation: (For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?)

Our Church participated in the National Night Out celebration in the local community. National Night Out is put together by the local police department and brings the community together for an evening of entertainment, games and community socializing.

Our Church participated in the Village Wide Garage Sale, where our church was a center point for donations to be sold to raise funds.

During the 2023 Village Christmas celebration where the Village Christmas tree was lit, our Church participated in the community celebration by hosting: a tree decorating contest for local businesses and community organizations in our Fellowship Hall; a live nativity scene, "Granny's Attic" a donated goods resale event, a bake goods/crafts sale with a hot chocolate/cookie table, ornament making kids event, etc.

Our Church revised our curriculum and approach to modernize our confirmation program.

These events and more like them, where our Church community is interacting with the surrounding area residents and showing our true spirit of openness and welcoming attitude is intended to raise community awareness of our Church and the unique nature of a small church with a close knit and friendly congregation. Our willingness to rethink programs to better meet the needs of participants, showcases our desire to meet the needs of our congregation. Our Church constantly seeks opportunities to better engage and serve our congregation as well as our community.

3. WHO ARE WE NOW?

"You shall love your neighbor as yourself." (Matthew 22:39)

- a. CONGREGATIONAL REFLECTIONS
- b. 11 -YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

For example, what beliefs and commitments are stated in your congregation's purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

We are a Christ-centered church who welcomes all and serves others while deepening our faith. Describe several strengths or positive qualities of your congregation.

- Close and friendly congregation with a welcoming attitude to newcomers.
- Historic, centrally located church building with adjacent Fellowship Hall designed to be useful as a gathering place for a variety of events as well as for classrooms.
- Wonderful coffee fellowships are held after most services.
- Poised to get involved in a greater way with the community through educational, social, and mission work.

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

Our congregation worships in our church building, with one traditional service in English each Sunday at 9:30 am. One Sunday a month services, with communion, are conducted in our more-accessible Fellowship Hall. There are generally two services held on Christmas Eve, one of which is a traditional candlelight service. Two services have been offered on Easter morning.

The sacrament of Holy Communion is offered bimonthly on the first and third Sundays of the month. Baptisms occur during the services on Sunday in front of the congregation. Words that refer to good preaching are: "enlightening, educational, inspirational and enthusiastic".

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

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

The Church's educational program takes place in the Fellowship Hall, which is designed with separate meeting /classrooms for this purpose. A course of study is prepared and teachers for Sunday school are available. Our desire as a congregation is to grow this over time with new membership and an increased focus on multi-generational Christian education, such as through congregation led bible and book studies. A confirmation program is also offered. Young people are encouraged to attend these programs. Also, opportunities are offered throughout the year for young people to participate in and lead various charitable and church focused activities such as our work at the local food pantry and Ronald McDonald House. Our Church would like to modernize and reintroduce our bible and book studies.

Describe how your congregation is organized for ministry and mission.

Through the structure of our church council.

We have 5 officers (President, Vice President, Secretary, Financial Secretary, and Treasurer); and ministry boards (Worship, Outreach, Christian Education, Activities, Buildings and Grounds, Stewardship), and several committees (e.g., Nominating Committee).

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

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

Approximately 2-3 hours — primarily at the monthly council meeting

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

Volunteers from the congregation faun a group to work together to resolve the issue.

- *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/No]*

Yes

3b. 11-YEAR REPORT

(Add here the 11-Year Report developed with the help of your conference staff UCC Data Hub, and MissionInsite.)

Attached

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	35	X
Number of active non-members:	10	X
I Total of church participants (sum of the numbers above):	45	X

Percentage of total participants who have been in the church:

More than 10 years:	50	X
Less than 10, more than 5 years:	25	X
Less than 5 years:	25	X

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
		2	3	4	4	10	12	10	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5	X
Households with minors:	30	X
Single adults age 35-65:	10	X
Joint households with no minors:	30	X
Single adults over 65:	25	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	100	X
College:	60	X
Graduate School:	10	X
Specialty Training:	25	X
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	75	X
Adults who are retired:	20	X

Adults who are not fully employed:	5	X
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Describe the range of occupations of working adults in the congregation:

Office, blue collar, professional

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

Our congregation is drawn from the surrounding community which is comprised of:

Caucasian 67.8%

Asian 16.4%

Hispanic 15%

African American 3.9%

Diversity to us means all are welcome.

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

The concept of "All Are Welcome" is a guiding principle of our Church as well as the UCC generally. Our congregation has a welcoming attitude to all. Our Council has a focus on welcoming diversity and will strive to implement appropriate processes and programs to ensure this is a part of our DNA. We are in the process of learning more about the diversity programs offered by the UCC Conference, including the W.I.S.E program and the Open and Affirming program.

3d. 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	5	Pastor and/or Council member
Baptisms (<i>number last year</i>)	0	
Children's Groups or Classes	3	Council Member
Christmas Eve and Easter Worship	25	Pastor
Church-wide Meals	50	Council Member
Choirs and Music Groups	3	Council Member
Church-based Bible Study	3	Pastor and/or Council member
Communion (<i>served how often?</i>)	30, semi-monthly	Pastor
Community Meals	5	Member & Friends of Church
Confirmation (<i>number confirmed last year</i>)	0 in 2023 7 in 2024	Council Member
Drama or Dance Program		
Funerals (<i>number last year</i>)	1	Pastor
Intergenerational Groups		
Outdoor Worship		Pastor and/or Council member
Prayer or Meditation Groups		Pastor
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)		Pastor

Worship (time slot: 9:30)	20 - 30	Council Member
Worship (time slot:)		Council Member
Young Adult Groups or Classes		Council Member
Youth Groups or Classes		Council Member
Other		

Additional comments:

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 (Le. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
None				

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: No

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 b y	Length of Tenure for current person in this position
Administrative Assistant	No	Part time	Pastor	1.5 years
Bookkeeper	No	Part time	Pastor	8 years
Custodian	No	Part Time	Pastor	2 years

REFLECTION

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

Growth in active membership is required and essential for the long-term success of our Church. Our congregation is currently heavily weighted towards seniors with very few families with children currently attending on a regular basis. However, our community is growing with large numbers of new homes being built and families moving in, creating the potential for new growth for our church. Also, we have multiple senior centers and living facilities nearby that may lead us to increase our focus on serving that community as well.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$101,670.81
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$ 4,095.58
Endowment Draw <i>(beyond what is permitted by spending policy, "drawing down the principal")</i>	\$
Fundraising Events	\$ 5535.81
Gifts Designated for a Specific Purpose	\$ 4,127.00
Grants	\$
Rentals of Church Building	\$ 2,255.00
Rentals of Church Parsonage	\$
Support from Related Organizations <i>(e.g. Women's Group)</i>	
Transfers from Special Accounts	

Other (specify): Accessibility	\$ 3637.50
Other (specify):	
TOTAL	\$121,321.70

Current annual expenses (dollars budgeted for most recent fiscal year): \$135,699
(Calendar 2024)

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.

Attached

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

Approximately 36% for 2024 based on budget.

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

No

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

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

Yes, Last year's Treasurer's Report showed contributions in all 5 areas. 5-for-5!

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)

Gathered from donations. Last year was \$600.00

What is the church's current indebtedness?

Total amount of loan debt: None

Reason for debt: N/A

Are capital and other payments current? Yes

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

Not Applicable

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

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

If a capital campaign is underway or anticipated, describe:

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

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

Not Applicable

Does your church have an endowment? Yes

What is the market value of the assets? \$210,299 as of 1/10/2024

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

Drawn as needed

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

Around 5% the last couple of years. None in 2023 due to not having Pastor part of the year and replacing full time pastor with part time interim Pastor.

Describe draw on endowment, U any, to meet operating budget expenses for the most recent year and the past five years:

None for 2023. Around \$15,000 for previous few years.

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

Based on the 2024 Budget, the church assets are expected to last over 10 years.

Please comment on the above calculations or estimates:

All are estimates and are taken from fiscal 2023 Treasurer's report and UCC account infaunation for invested funds

Other Assets

Reserves (savings): \$31,483.70 — most are restricted for our Accessibility fund

Investments (other than endowment): N/A

Does your church have a parsonage?

No

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

- Church building
- Fellowship Hall

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

- Not Applicable

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

Fellowship Hall which includes chapel, education wing, storage and offices is accessible to wheelchairs — no stairs. However, the building is not considered accessible as the doors do not have automated entries and the washrooms do not meet official accessibility requirements.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry? For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

The Church's mission to the community and ministry and to the congregation and surrounding community is dependent on continued growth of our membership, participation or donations. Budgets are set in the Fall of each year for the following year.

3f. 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.

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

Other than the disruption caused by the COVID pandemic (which we survived intact) the recent change from a settled pastor of many years to an interim has been the most significant change lately. Due to the shortage of applicants, the congregation came together to support a system of pulpit supply and the retention of an interim minister in a way that shows how committed the core members of our congregation are to the continued existence of our church. There is currently a feeling of optimism and hope that we will continue to build on our success in moving on from our previous minister and grow further as a church community.

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 For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

Our church recently had a debate at the council level over whether to reinstitute the passing of the offering plates during services. This was suspended during COVID. While the discussion is ongoing, while there were members both for and against. Happily, the discussion remained based in logic and reason and was healthy rather than divisive.

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

Staff member's name	Years of service	UCC Standing (Y)
Rev. Susan Tyrrel (Interim and Settled)	13	Yes
Rev. Sue Eberesol (Interim)	3	Yes
Rev James Benzing	6	Yes
Rev. Constance Stewart (Interim)	3	Yes

Rev. Gerald O'Connor	4	Yes
Rev Theodore Preuss	24	Yes

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

Our minister is one of the cornerstones of our church and therefore its congregation. Our church thrives when we have a strong presence in the position of a minister. It has declined and suffered when the minister is divisive or less than capable. While we recognize there is more to the church than just the minister, we need someone with leadership, speaking and educational skills to help lead us forward to obtain the growth we need to reach our full potential.

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

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

4. WHO IS OUR NEIGHBOR?

"You shall love your neighbor as yourself." (Matthew 22:39)

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy? For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?

Our Church participates in a number of community events. We also support the local food pantry, Elgin Soup Kettle and the Ronald McDonald House.

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

Over the years, our council members as well as our ministers have attended a variety of conferences, retreats and regional meetings.

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

Accessible to All (A2A)

Creation Justice

Economic Justice

Faithful and Welcoming

God Is Still Speaking (GISS)

Border and Immigrant Justice

Inter-cultural/Multi-racial (I'M)

Just Peace

Global Mission Church

Open and Affirming (ONA)

WISE Congregation for Mental Health

Other UCC designations:

Designations from other denominations

None

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

We are interested in learning more about how we as individual members and as a congregation can expand our impact on the surrounding area.

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

We have shared services with other local UCC churches and would be willing to consider such sharing with other denominations.

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 is a good reflection of who we are and what we believe.

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?

The pastoral care portion of the scope of work would include the concept of community ministry and work on behalf of the wider church.

4b. MISSION InSite

Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

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?

Very similar.

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

The congregation tends to be local so, the demographics of Bartlett and its surrounding suburbs shape the ministry of the church. As Bartlett is an established community with many senior centers, our Church family is older.

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

Tradition, longevity and welcoming. Helpful to the community.

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

The traditional nature of our services. The traditional church building. Not a mega-church. Close knit congregation. Welcoming attitude of the members. Ultimately, the friendliness of the congregation and open nature of our beliefs.

5. REFERENCES

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

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

REFERENCE 1

Ruth Beckner

Friend of the Church

630-837-8125

ruth147 [aol.com](mailto:ruth147@aol.com)

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

REFERENCE 2

Bob Auer

Friend of the Church

630-289-9079

bobnsue28w@aol.com

REFERENCE 3

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

PROMPTS FOR REFERENCES

Describe some areas of strength in this church's ministry.

Describe some areas for improvement in this church's ministry.

Describe a significant experience you have had of this church's ministry.

Anything else you wish to share.

6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

"Dear Heavenly Father, we thank you for guiding us through these many pages of the Church Profile. We welcome, pray for, and accept all who enter our church. Please grant that we will find a settled pastor who will have the personality and faith to serve this very special congregation at IUCC in Bartlett. In Your Son's name—Amen.

6b. 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.)*

Church Council and Interim Minister

- 2. Additional comments for interpreting the profile:*

We want prospective applicants to understand that while we have previously been a historically and traditionally oriented church, we are interested in expanding our vision and evolving into a more modern and vibrant spiritual entity that fully serves a multi-generational and diverse congregation and community.

Signed:



Marianne Kingsmill - Council President

Date: January 12, 2024

6c. 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: *Rev. Shernell Edney Stilley*

Name / Title: Rev. Shernell Edney Stilley, ACM for Pastoral Transitions

Email: shernelledneystilley@ilucc.org


Phone: 708-701-4933

Date: 02/27/2024

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 1 1:22

Eleven Year Financial Summary

UNITED CHURCH OF										
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC										
<p style="text-align: right;"><i>God is still speaking.</i> UNITED CHURCH OF CHRIST</p> 										
<p>Church#: 160200 Assoc: 206 Schedule: 0 Immanuel UCC Bartlett IL 60103</p>										
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSIO N	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2012	220	47	25	0	0	4	1	1	2	
2013	227	47	25	3	0	8	2	2	7	
2014	231	58	42	3	6	1	6	0	4	
2015	222	58	42	7	0	3	2	17	-3	
2016	225	58	42	5	0	6	8	0	3	
2017	148	63	34	2	4	1	2	2	3	
2018	155	62	27	5	0	3	0	1	7	
2019	143	56	17	3	0	3	2	16	-12	
2020	144	32	20	5	0	3	3	4	1	
2021	141	26	13	0	0	0	0	3	-3	
2022	134	33	16	5	0	5	7	10	-7	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2012	\$153,149	\$0	\$600	\$0	\$600	\$0	\$600	0.39	\$153,749	\$0
2013	\$153,149	\$0	\$600	\$2,340	\$2,340	\$0	\$2,340	0.39	\$156,089	\$0
2014	\$158,028	\$3,456	\$726	\$2,237	\$2,363	\$0	\$2,363	0.46	\$170,447	\$105,039
2015	\$158,028	\$0	\$606	\$449	\$1,055	\$0	\$1,055	0.38	\$159,083	\$0
2016	\$158,028	\$0	\$879	\$492	\$1,371	\$0	\$1,371	0.56	\$159,399	\$0
2017	\$145,200	\$0	\$640	\$758	\$1,398	\$0	\$1,398	0.44	\$146,598	\$161,100
2018	\$144,836	\$0	\$816	\$489	\$1,305	\$0	\$1,305	0.56	\$146,141	\$38,954
2019	\$175,682	\$0	\$905	\$335	\$1,240	\$0	\$1,240	0.52	\$176,922	\$58,000
2020	\$175,682	\$0	\$550	\$550	\$1,100	\$0	\$1,100	0.31	\$176,782	\$100,074
2021	\$131,700	\$0	\$1,180	\$323	\$1,503	\$3,716	\$5,219	0.30	\$136,319	\$36,378
2022	\$127,014	\$0	\$645	\$289	\$934	\$0	\$934	0.51	\$127,948	\$104,859
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVAL \$	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2011-2022	-3.46	-47.62	-52.94	42.86	325.00	-12.52	-33.19	-12.72		
2012-2022	-39.09	-29.79	-36.00	150.00	750.00	-17.07	55.67	-16.78		

IMMANUEL UNITED CHURCH OF CHRIST – 2024 BUDGET

Account #	Account Name	2024 Budget	2023 Budget
INCOME			
4.100.0	Current Fund (Weekly Donations)	\$ 90,000	85,000.00
4.101.0	Loose Offering	4,000	5,000.00
	Current General Fund Income	\$94,000	\$90,000.00
4.102.0	Children's Envelopes	-	0.00
4.103.0	Initial Offering	100	100.00
4.105.0	Flowers	800	350.00
4.111.0	Easter Season Services	900	1,200.00
4.113.0	Christmas	1,200	1,200.00
4.118.0	Love Offering	900	900.00
4.130.0	Summer Special Collection	6,500	7,000.00
	Miscellaneous Donation Income	10,400	\$10,750.00
	TOTAL CURRENT FUND INCOME*	\$104,400.00	\$100,750.00
4.200.0	Mission - OCWM Income	500	600.00
4.201.0	Mission - Christmas Fund Income	100	100.00
4.203.0	Mission - OGHS Income	150	150.00
4.204.0	Mission - Strengthen the Church Income	150	50.00
4.212.0	Mission - Miscellaneous	200	200.00
	TOTAL MISSION INCOME*	1,100	\$1,100.00
4.510.0	Memorial Fund Income - Non Designated	500	500.00
4.536.0	UC Foundation Dividend Memorial & Endowment Income	4,000	2,700.00
		4,500	\$3,200.00
	TOTAL FUND INCOME *	4,500	\$3,200.00
4.607.0	Building/Equipment	2,000	1,000.00
4.630.0	Wedding/Funeral - Church Use Building/Eqpt Use Inc.	500	1,000.00
		2,500	\$2,000.00

4.415.0	Outreach Income		1,000.00
4.426.0	Christian Ed Income	-	500.00
4.427.0	Activities Income	500	
4.611.0	Miscellaneous	100	100.00
4.612.0	Kitchen Income	50	100.00
	Outreach & Activities Income	650	\$1,700.00
	TOTAL OTHER INCOME*	1,300	\$3,700.00
4.127.0	Special Winter Gas Collection	-	
4.150.0	Accessibility Income	4,500	4,500.00
	TOTAL INCOME	116,300	<u>\$113,250.00</u>
EXPENSES			
5.101.0	Minister - Salary	31,375	37,610.00
5.102.0	Minister - Housing Allowance	8,875	12,500.00
5.105.0	Minister - FICA Reimbursement	3,079	3,833.00
5.106.0	Minister - Pension	5,635	7,015.00
	Total Minister Sal./Ben.	48,964	\$60,958.00
5.118.0	Bookkeeper	2,600	2,400.00
5.120.0	Secretary	18,000	15,500.00
5.121.0	Music Director- Salary	-	0.00
5.122.0	Custodian	4,200	4,000.00
5.123.0	IUCC Employer FICA Expense	2,000	3,500.00
5.124.0	Worker's Compensation	1,000	1,500.00
	Total Church Staff Sal./Ben.	27,800	\$26,900.00
5.429.0	Love offering expense	900	900.00
	TOTAL MINISTER & STAFF BENEFITS*	77,664	\$88,758.00
5.200.0	Mission - OCWM	500	600.00
5.201.0	Mission - Christmas Fund	100	100.00
5.203.0	Mission - OGHS	150	150.00
5.204.0	Mission - Strengthen the Church	150	50.00
5.212.0	Mission Miscellaneous	200	200.00
	TOTAL MISSION EXPENSE*	1,100	\$1,100.00
5.321.0	Pastor - Gas/Oil/Mileage	750	700.00
5.323.0	Pastor - Prof. Expenses	500	300.00

	Pastor Professional Exp.	1,250	\$1,000.00
5.128.0	Office - Payroll service	2,200	1,750.00
5.300.0	Office Supplies	500	225.00
5.301.0	Office - Bank Charges	200	150.00
5.302.0	Office - First Class Postage	400	400.00
5.305.0	Office - Copier Mntnc Contract	260	250.00
5.307.0	Office - Website	500	500.00
5.308.0	Office - Computer Supplies	500	350.00
5.309.0	Office - Miscellaneous	100	250.00
5.330.0	Office - Package Insurance Policy	7,500	7,500.00
5.333.0	Equipment Mntnc	250	250.00
5.428.0	Miscellaneous expense	200	200.00
	Total Administrative & Office Expense	12,610	\$11,825.00
	TOTAL ADMINISTRATIVE & OFFICE EXPENSE*	14,960	\$12,825.00
5.331.0	Maintenance Supplies	200	250.00
5.334.0	Grounds Mntnc	3,000	3,000.00
5.500.0	Church Maintenance	2,000	2,000.00
5.501.0	Education Bldg. Mntnc	2,000	2,000.00
5.507.0	Snow Removal	3,600	3,500.00
	Property Maintenance Exp.	10,800	\$10,750.00
5.340.0	Church - Gas	9,000	10,000.00
5.341.0	Church - Electric	2,600	2,500.00
5.342.0	Church - Telephone	2,200	2,500.00
5.343.0	Church - Water	1,300	1,400.00
5.344.0	Church - Metro Water Rec. Dist	75	75.00
5.345.0	Church - Garbage Pick-up	300	2,400.00
5.346.0	Church - Security System	2,000	2,300.00
	Church Utilities	17,475	\$21,175.00
	TOTAL UTILITIES & MAINT.*	28,275	\$31,925.00
5.400.0	Worship - Bulletins	400	400.00
5.402.0	Worship - Communion Supplies	300	300.00
5.411.0	Worship - Piano Tuning	500	150.00

5.412.0	Worship - Music Supplies	550	400.00
5.414.0	Worship - Flowers	800	350.00
5.415.0	Worship - Minister Sub.	1,000	900.00
5.416.0	Worship - Organ Sub.	8,250	1,500.00
5.419.0	Worship - Miscellaneous	400	400.00
5.422.0	Offering Envelopes	100	100.00
5.423.0	Christian Ed. Curriculum	200	200.00
5.424.0	Christian Ed. Supplies	100	100.00
5.425.0	Christian Ed. - Youth	200	200.00
	TOTAL WORSHIP & CHRISTIAN ED. EXPENSE*	12,800	\$5,000.00
5.332.0	Paper Products	100	100.00
5.420.0	Outreach	1,000	200.00
5.427.0	Activities Expenses	200	
5.612.0	Kitchen Expenses	100	100.00
	Activities, Kitchen & Outreach Expense	1,400	\$400.00
5.650.0	Meetings - Ill. Conference	200	200.00
	Meeting Expense	200	\$200.00
5.308.1	Office - Computer Maintenance	400	250.00
	TOTAL MISC EXPENSE*	2,000	\$600.00
	TOTAL EXPENSES	135,699	\$140,458.00
	Difference	\$ (19,399)	(\$27,208.00)

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