

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

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

St. John United Church of Christ
Arlington Heights, IL

Pastor

Illinois Conference, Chicago Metropolitan Association

[March 6, 2024]

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
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- Consent and Validation

*“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.

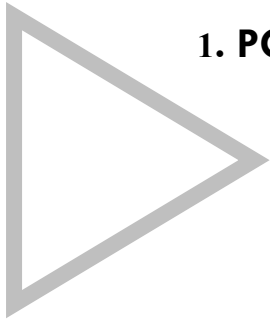
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. 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 story-telling 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 based on 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: St. John United Church of Christ

Street address: 308 N. Evergreen Avenue, Arlington Heights, IL 60004

Supplemental web links: stjah.org

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

Conference: Illinois Conference

Association: Chicago Metropolitan Association

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email): Rev. Shernell Edney Stilley, Associate Conference Minister with Responsibilities for Pastoral Transitions

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

St. John is an accepting congregation dedicated to promoting and learning about the Scriptures, attending to those most in need, and maintaining the warm family atmosphere of the congregation. We have done well serving those less fortunate in our community through various programs that St. John runs as well as supports, and we want to maintain that energy. St. John is seeking an energetic leader that will continue to provide direction to meet our goals as well as to provide new ideas to enhance our position within the community.

Photographs:





What we value about living in our area (2 – 3 sentences): Arlington Heights has a number of great attributes, including highly rated schools, a vibrant downtown, excellent transportation, and a friendly small-town atmosphere. It has a well-developed park system, an active Senior Center, and a performing arts center. It is a progressive community that has a historic past and a bright future.

Current size of membership: 243

Languages used in ministry (*other than English*): None

Position Title: Pastor

Position Duration:

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

Compensation Level:

Full Time

Does the total support package meet Conference compensation guidelines? Yes

1b. SCOPE OF WORK

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

We believe that there is a special quality required by God for those called to be designated Pastor. This quality manifests itself in trust, optimism, and contagious spirit to work for a just cause. The pastor needs to understand and feel the message of God as part of their calling. In addition, the Pastor needs to have their faith grounded in Biblical learning and individual conscience, in order to lead the congregation in a similar way. We are seeking a full-time (40 hours per week) pastor to focus on the following tasks and goals:

The pastor needs to be the pivotal leader and guide for:

- Sunday worship services that are engaging for all ages (therefore, requiring traditional as well as innovative ideas), both in-person and on-line.
- Confirmation classes that allow youth to come to understand their own faith while respecting and affirming that of others.
- Rites of passage such as baptisms, confirmation, weddings, and funerals.
- Bible classes that challenge and bring new ideas.
- Working with UCC and ecumenical associations.

The pastor also needs to be the teacher/guide to lay leaders as they work together in activities of the church life. Our music programs, committees, youth groups, and informal social/service groups all have staff or active lay leaders that work with the pastor to keep the programs lively and engaging.

Administrative skills are required for:

- supervising the administrative assistant and other staff.
- coordinating church calendar functions.
- helping to coordinate community events.

We expect the Pastor to visit the sick and homebound, as well as others who are in need, in conjunction with the Called to Care Committee. We intend, as lay people with training and guidance, to take an active role in assisting the Pastor.

While the departure of our pastor was unexpected, we have moved through the transition with strength and confidence. Congregants continue to participate in numerous activities within and outside of the church. These activities represent a broad range of interests including social justice, called to care, community building activities, and building renovations. Participation in these activities has continued uninterrupted and we expect them to continue to grow with the new pastor.

At St. John, new ideas continue to take hold, new lay leaders emerge, and new energy is being found. We have learned to work as a team, and that more can be done together than alone, to openly and constructively discuss issues, and to embrace change. There is a very strong sense of family within our congregation, due in large part to a sense of respect that we have for each other.

We believe that to remain a thriving and growing congregation, it is important to continue to be involved in the education of and ministering to our youth and children. Our current abbreviated mission statement is “We are a family of Christians raising children in Christian Faith.” This is probably our number one challenge. Prior to Covid, there was a broad range of ages that attended on a regular basis. Post-Covid, many of those families have not returned or only occasionally attend worship service in person.

We have valued distinctive skills from our previous pastors from which we have learned and grown. We welcome the opportunity to continue to grow, share, and learn from working with the new pastor.

Core Competencies:

We are looking for a Christ-centered person who is:

1. Sociable; can easily communicate with congregants and staff.
2. Organized; the ability to juggle multiple tasks and activities of a medium sized congregation.
3. Dedicated to the church and community.

1c. COMPENSATION AND SUPPORT

Salary Basis:

Salary plus Housing Allowance will meet or exceed the Illinois Conference Guidelines based on experience.

Benefits:

Salary plus 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*)?

Living nearby with a housing allowance.

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

Living within 30 minutes of the church.

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

None anticipated.

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

The Illinois Conference makes Communities of Practice available to any clergy who wish to join. St. John is also part of Cluster 1, and there is a clergy group which meets every two months at rotating churches.

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

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

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

St. John is dedicated to increasing our presence in the surrounding area through inter-faith dialogue, support of the LGBTQ+ community, and participating in hands on experiences to serve others locally, nationally, and internationally. We are looking for a Pastor who can craft creative, engaging, and challenging worship experiences. Music is an integral part of our Sunday

services, as are relevant sermons and progressive interpretation of scripture. Our ideal Pastor will support and guide activities within the church that foster engagement and participation, such as bible study, book club, and children's ministry.

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

We want to make an impact beyond the walls of our church building by extending an extravagant welcome to all and responding to the needs of our neighbors near and far, inter-faith and secular. Many members have highlighted our welcoming nature as one of our strengths, and we embrace our open and affirming status. We are seeking a Pastor who will encourage and energize the congregation to participate in mission activities. For example, our Called to Care Ministry, PADS program (a collaboration with other local churches providing food and shelter for the homeless), and regular donations to Heifer International. While we are proud of the mission programs already in place, we also look forward to embracing new ideas and opportunities brought to us by our new Pastor.

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

St. John UCC is currently a fully English-speaking congregation. However, within the local community many languages are spoken, including Spanish, Polish, and Ukrainian. Our Sunday morning worship services are interpreted in ASL when needed. There is a future possibility of an outreach program with the deaf community, through a collaboration with a hearing-impaired congregant. We are a progressive and liberal congregation, therefore awareness of and sensitivity to language use in relation to our open and affirming status is important.

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.

- Strengthening inter- and intra-personal assets
- The ability to understand and minister to all stages of human development across the life span is particularly important to our congregation. We are looking for a Pastor who demonstrates excellent communication skills and displays strong moral character.

- Working together for justice and mercy

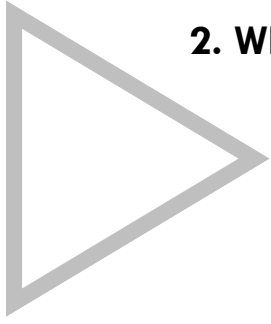
Our congregation is passionate about engaging in mission and outreach. We are proud to share our church building with the local community. For example, we are a PADS site and have recently rented space to a Christian pre-school. A music group, Girl Scout troop, and Love of Jesus Korean congregation also meet at St. John. We want to hire a Pastor who will lead us in practicing the radical hospitality of God, drawing on the ministry of Jesus Christ to confront injustice and oppression.

- Building transformational leadership skills

We strive to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit. In strategically creating the future of God's church, we highly value an attitude of openness to continued education and life-long learning.

- Engaging sacred stories and traditions

We are searching for a Pastor who will bring life to sacred stories and traditions in worship, proclamation, and witness effectively across all generations. The congregation is hoping for engaging sermons with a relevant message, and a willingness for the new pastor to mature in effective proclamation and preaching.



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?

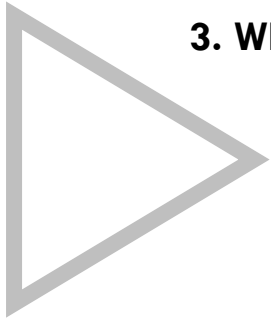
We are called to step outside our comfort zone as we listen to where God is leading us. We seek to live out our beliefs in ways that demonstrate the true essence of the gospel of Jesus Christ. One example of this is our PADS program. This is a collaboration with other local church communities in which we open our building to welcome homeless guests two nights a week, providing safe sleeping accommodation and home-cooked meals. There is a desire to become more of a presence in our community through the use of our physical space. Our Capital Campaign renovated the Sanctuary, Narthex and basement spaces. Our building and its location is a strong asset and an opportunity for us.

Our open and affirming status is very important to us, and we believe we are called to offer inclusive fellowship where all are welcomed and accepted for who they are. We also want to offer our members opportunities for collaborative outreach and friendship with other faith communities, including our Jewish, Muslim, and Sikh neighbors.

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?

See pages 18 and 20.



3. WHO ARE WE NOW?

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

- 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.

We believe that God calls us into the church to accept the cost and joys of discipleship. Our faith is centered around the application of scripture to our daily lives, and we seek to be open to the voice of the Holy Spirit challenging us to step beyond our comfort zone as we branch out into new avenues of love and service. We would like to up-date our statement of faith and would value the direction of our new Pastor in this process.

Describe several strengths or positive qualities of your congregation.

Many in our congregation have commented on the warm welcome and friendliness at St. John. Our open and affirming status is vital to who we are. We offer inclusive and loving fellowship to all. While we value tradition, we are also non-dogmatic and able to move with the times. There is a strong spirit of volunteerism for mission and outreach, and members also share their talents to help with the church building and internal projects. One example of this is our called-to-care program, which ensures that members who are unable to attend worship and fellowship activities are regularly visited in their homes.

Describe what worship is like when your congregation gathers.

St. John’s recently redesigned sanctuary offers comfortable, movable seating and air-conditioning. Worship is vibrant and inviting, including traditional and contemporary elements. The language of liturgy is accessible and inclusive. Sermons are engaging and dynamic, and our pastors have historically been free to address issues to which they feel the spirit is leading them. We follow the outline of the Christian year, but we are not exclusively tied to the lectionary. Communion is offered monthly. Music is always a key component; a pipe organ and a piano are utilized almost every Sunday. We also have chancel and handbell choirs, a band, and an orchestra which are featured regularly. Following worship, we host a coffee fellowship hour which is well attended.

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

Though our youth ministry is small, we endeavor to offer the children at St. John a welcoming and fun environment where their faith can flourish. Children are invited forward during worship for a short children’s sermon before they leave the sanctuary for Sunday School. We use a curriculum called “A Joyful Path”, which emphasizes behavior-over-belief, respect for nature, forgiveness, and prayer. Currently, the Christian Education Committee members take turns teaching pre-school through 4th grade, though we are advertising a position for a children’s director or permanent lead-teacher. We are privileged to have a member who volunteers to teach our middle and high schoolers. We strive to offer our Sunday School and Youth Group members opportunities to be actively involved in both the church and the wider community. For example, they often make crafts for our homebound members, and they participate in our annual support of Heifer International. We are open to any ideas our new Pastor may have to improve our educational programs.

St. John also offers many opportunities for people to continue to grow in faith throughout their lifetime. We have regular bible study, as well as a women’s spirituality group and an inter-faith “conversations on anti-racism” group between Temple Beth Am in Buffalo Grove and members of St. John. This group meets bi-monthly on Zoom, reads and discusses materials, shares worship several times and has met for four years.

Describe how your congregation is organized for ministry and mission.

We have several committees making decisions relating to ministry and mission at St. John. We have just established a Mission Committee and are excited about the opportunities this offers. We also have several teams of volunteers dedicated to specific ministry and mission activities. For example, our Called to Care program. Decisions are communicated through the sharing of meeting minutes. Announcements are made during worship services, written in our bulletin, and e-mailed to the congregation weekly. There is also a quarterly newsletter. Our website is being revised and improved for better communication of who we are and what we offer.

Estimated hours spent in meetings per month is less than 10. Please refer to attached Annual report.

A time when action had to be taken quickly was in response to the Covid 19 pandemic. Church members worked together to ensure worship took place despite the circumstances, establishing on-line services early on followed by opportunities to meet outdoors.

3b. 11-YEAR REPORT

UNITED CHURCH OF CHRIST
 ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS



Church#: 160090

Assoc: 204

Schedule: 0

Saint John UCC

Arlington Heights

IL

60004

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2012	285	155	96	10	0	18	4	0	24
2013	277	155	79	3	0	21	9	23	-8
2014	281	151	81	4	0	4	4	0	4
2015	288	119	94	10	0	2	5	0	7
2016	287	124	67	2	0	8	5	6	-1
2017	292	118	72	9	0	2	6	0	5
2018	295	117	68	3	0	5	5	0	3
2019	300	119	75	3	3	8	9	0	5
2020	295	119	75	0	0	6	11	0	-5
2021	297	75	60	3	0	2	3	0	2
2022	298	73	60	0	0	9	8	0	1

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	\$256,219	\$0	\$6,000	\$2,058	\$8,058	\$5,257	\$13,315	2.34	\$269,534	\$251,718
2013	\$262,120	\$0	\$7,508	\$3,916	\$11,424	\$5,751	\$17,175	2.86	\$279,295	\$263,297
2014	\$276,260	\$24,031	\$6,998	\$3,242	\$10,240	\$7,466	\$17,706	2.53	\$317,997	\$259,199
2015	\$275,435	\$14,954	\$5,573	\$1,700	\$7,273	\$5,000	\$12,273	2.02	\$302,662	\$262,677
2016	\$262,519	\$0	\$5,445	\$500	\$5,945	\$8,972	\$14,917	2.07	\$277,436	\$0
2017	\$292,325	\$15,470	\$5,500	\$4,698	\$10,198	\$6,027	\$16,225	1.88	\$308,550	\$279,902
2018	\$299,685	\$13,479	\$6,600	\$4,515	\$11,115	\$6,331	\$17,446	2.20	\$317,131	\$272,932
2019	\$300,378	\$5,995	\$6,335	\$4,344	\$10,679	\$5,821	\$16,500	2.11	\$316,878	\$259,164
2020	\$263,386	\$41,628	\$6,016	\$2,565	\$8,581	\$5,908	\$14,489	2.28	\$277,875	\$369,250
2021	\$268,850	\$275,474	\$7,449	\$3,050	\$10,499	\$5,450	\$15,949	2.77	\$284,799	\$524,833
2022	\$298,165	\$155,249	\$6,504	\$5,847	\$12,351	\$5,050	\$17,401	2.18	\$315,566	\$372,145

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	2.05	-38.14	-16.67	-18.18	33.33	2.00	21.11	2.27
2012-2022	4.56	-52.90	-37.50	-67.86	100.00	16.37	53.28	17.08

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	199	
Number of active non-members:	44	
Total of church participants (sum of the numbers above):	243	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	66%	
Less than 10, more than 5 years:	18%	
Less than 5 years:	16%	

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>
15	14	21	19	15	29	35	54	41	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	3%	
Households with minors:	17%	
Single adults age 35-65:	10%	
Joint households with no minors:	35%	
Single adults over 65:	35%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	15%	Estimate
College:	70%	Estimate
Graduate School:	10%	Estimate
Specialty Training:	5%	Estimate
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	46%	
Adults who are retired:	39%	
Adults who are not fully employed:	15%	

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

The working adults in the congregation consists of doctors, nurses, engineers, administrative assistants, accountants, teachers, marketing, occupational therapist, lawyers, professors and small business owners.

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?

The vast majority are of European heritage with a smaller number with Asian heritage and an even smaller number of Hispanic heritages. We believe we are fortunate that the heritage mix of our congregation reflects the makeup of the Village of Arlington Heights and surrounding area.

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:

While we begin each Sunday morning service with a welcoming statement to all those who attend in person and virtually, we have not embarked on a formal program about welcoming diversity. Any visitor attending is talked to, ensuring that they feel welcome, no matter their background.

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		
Baptisms <i>(number last year)</i>	2	Pastor with assistance from Spiritual Life Committee (baptisms are during Sunday morning service)
Children's Groups or Classes	3	Christian Education Committee
Christmas Eve and Easter Worship	140	Pastor and Spiritual Life Committee
Church-wide Meals	25	Monthly pot-luck Saturday night dinners - Lay Leaders
Choirs and Music Groups	15 8 15 6	Choir - Choir Director Orchestra - Members Handbell Choir - Lay leader Worship Band - Members
Church-based Bible Study	5	Pastor
Communion <i>(served how often?)</i>	1st Sunday of each month plus special days	Pastor and Spiritual Life Committee
Community Meals	25 (PADS)	Lay Leaders
Confirmation <i>(number confirmed last year)</i>	4	Pastor and Lay Leader
Drama or Dance Program		
Funerals <i>(number last year)</i>	6	Pastor
Intergenerational Groups		

Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work	10	Mission Team
Retreats	5	Spiritual Life Committee
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	0	
Worship (time slot: ___10am___)	85 + 25 avg streaming views	Pastor and Spiritual Life Committee
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other	Varies	Various discussions throughout the year on current events led by Lay Leaders

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Paris Donehoo	No	Substitute Pastor	None	Yes
Martha Ross-Mockaitis	No	Substitute Pastor	None	Yes

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

Rev. Donehoo, D. Min. is a retired UCC minister and active participant. He is a member of the Worship Band and fills in for the current pastor when needed by leading worship on Sunday mornings and providing ministerial support. Rev. Ross-Mockaitis is a retired pastor with the Presbyterian Church. She is an active non-member who participates on a church committee and has assisted and substituted in worship on Sunday mornings. She has also led the Women's Spirituality Group.

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
Interim Pastor, Judy Wang		Full Time	Church Council	1 year
Janice Gilligan, Church Administrator	No	Part Time	Pastor	5 years
Dr. J. Paul Cochran, Organist & Orchestra Director	No	Part Time	Music Committee	15 years
Linda Styzek, Pianist & Worship Band Coordinator	No	Part Time	Music Committee	21 years
Alberto Mantovano, Choir Director & Livestream Coordinator	No	Part Time	Pastor	7 years
Carin Zachar, Bell Choir Director	No	Volunteer	Music Committee	20 years

REFLECTION

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

St. John is active in both the life of the congregation and in the community. The Mission Team provides supplies for the homeless through the Little Free Pantry located on the church grounds. Several lay people lead the effort to host PADS nights at St. John during the cold weather season. In addition to the leaders, numerous others contribute their time by volunteering to bring food and serve at various times during the nights. The church building is utilized by neighborhood organizations such as the Girl Scouts, music classes, a preschool, and other groups.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 243,747.00
Endowment Proceeds (<i>4% is permitted, but not planned to use unless necessary</i>)	Budgeted for \$6,560 but won't withdraw
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ 0.00
Fundraising Events	\$ 0.00
Gifts Designated for a Specific Purpose	\$ 14,478
Grants	\$ 0.00
Rentals of Church Building	\$ 32,272
Rentals of Church Parsonage	N/A
Support from Related Organizations (<i>e.g. Women's Group</i>)	N/A
Transfers from Special Accounts	\$ 0.00
Other (specify): Misc Income	\$ 13,097.00
Other (specify):	N/A
TOTAL	\$291,884.00

Current annual expenses (dollars budgeted for most recent fiscal year): **\$ 280,756.00**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **37% \$111,836**

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

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

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*) **2%**

What is the church's current indebtedness?

Total amount of loan debt: **130,000** (to the church endowment fund)

Reason for debt: **Capital Campaign**

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.

St. John initiated a Capital Campaign in 2018. An architect was hired, and a priority list was given to them to develop plans and costs based on the requested improvements. As the Capital Campaign Committee moved the project forward with input from the congregation, four main goals were developed.

1. Install a lift to enable ADA access to the basement from the main floor.
2. Install air conditioning in the Sanctuary.
3. New carpeting, altar work, and new chairs in the Sanctuary.
4. Completely redo the lobby area with new lighting, air conditioning, new carpeting, expanding the lobby area into a formerly little used room, and new furniture.

Based on the accepted low Contractor bid, all items were completed.

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

Year(s)	Purpose	Goal	Result	Impact
2018 - Present	Provide ADA access, air conditioning, and renovation of the Sanctuary and lobby	\$500,000	\$567,000	All goals accomplished.
		\$	\$	

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

We now have ADA access to the lower floor along with air conditioning in the Sanctuary which increased the use of the premises by non-church-affiliated organizations.

Does your church have an endowment?

What is the market value of the assets? \$181,899

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

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

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: Zero last year, 4% five years ago

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

Please comment on the above calculations or estimates: N/A

Other Assets

Reserves (savings): \$

Investments (other than endowment): \$

Does your church have a parsonage? No

Describe all buildings owned by the church: The church building.

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

Which spaces are accessible to wheelchairs?

The entire building is now accessible to wheelchairs with the recent installation of the lift. ADA parking is present in the rear parking lot with direct access into the building through the ADA compliant doors.

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?

St. John has come through Covid in very good financial condition. In addition to having oversubscribed Capital Campaign with a high request, the annual giving has remained strong. As a result, St. John has been able to exceed the budgeted contributions to local and UCC charities.

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.

St. John officially became an ONA congregation in 2012. We also survived Covid and emerged as a thriving, financially stable congregation.

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

The onset of Covid presented a significant change in how St. John was able to function. The Sunday morning service was quickly transformed into an on-line, taped service without missing a single Sunday. Within a few weeks, the Pastor, with considerable assistance from the Choir Director and Music Committee, was able to present a "normal" Sunday morning worship on-line complete with music provided by the organist, pianist and worship band. The only thing missing was the choir. Once services became live and in-person, St. John continued presenting the service on-line. We now average 25 views on-line weekly.

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.

St. John has been very fortunate in that there have been few conflicts over the last 10 years. A recent area of disagreement was whether money should be spent on air conditioning the sanctuary. It was explained that by installing air conditioning, not only would services be able to be held in the Sanctuary on hot summer days (instead of the previously air-conditioned Fellowship Hall) but the Sanctuary could be utilized for other events during the summer, like weddings and concerts, as well as use by other organizations. The only real conflict was 10 years ago when the members decided to officially become ONA. After an explanation of ONA, through several congregational meetings, the vast majority of the members approved that St. John officially become an ONA congregation. We had a small number of members who left the church.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. James A. Winters	1988-1996	Y
Rev. Dr. Shawn Kafader	1998-2002	Y
Rev. Jeffrey Philips	2003-2014	Y
Rev. Michael Jones	2016-2023	Y

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

The relationship between the pastors and the congregation has been good. The congregation has been very supportive of the pastors.

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

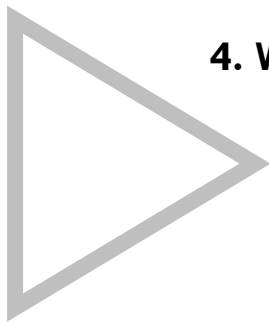
No

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 NRSV)

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

In the past year St. John has participated in a variety of service and advocacy activities. We support, both financially and through volunteer time, local agencies assisting the homeless, low-income families, and victims of domestic violence. We collected donations to help re-settle refugees in the Chicagoland area and donated to Heifer International, an organization creating long term solutions to hunger and poverty. Many enjoy volunteering with a local Christian non-profit agency called Feed my Starving Children, which sends nutritious meals to children all over the world. We share our church building with the Love of Jesus Mission Church, and we gave a monetary gift towards their mission trip to Mexico. St. John has an annual presence at a local Pride parade. We have others who serve on the boards of Family Forward (<https://www.family-forward.org/>) and Refugee One (<https://www.refugeeone.org/>).

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

Our former Pastor chaired the Chicago Metropolitan Association Committee on Ministry, and participation in Conference and National meetings would be encouraged in our new Pastor. We currently have a council member who serves on the Conference Committee on Ministry.

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

Check any statements below that apply to your UCC faith community.

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

WISE Congregation for Mental Health
 Other UCC designations:

Designations from other denominations
 None

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

We would like to pursue becoming a WISE congregation for mental health.

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

The PADS program we participate in is a collaboration with other Christian and non-Christian congregations. We are also in the fourth year of an on-going inter-faith dialogue and book study with a local synagogue.

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.

We have a mission statement which we consider outdated. As a priority, we seek to work with our new Pastor to update it.

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?

Ten percent of overall time is expected to be used by the pastor in ecumenical, inter-faith, and non-religious activities in and around our community.

4b. MISSION InSite

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

Key trends that are important for people looking for a faith community in the St. John area are warm and friendly encounters, quality sermons, and traditional worship experiences. We feel St. John provides all of these in its current iteration. The top reason for non-church attendance is that people couldn't find the right faith community in the area (25.1%). This highlights an opportunity to increase our presence in the community and promote our church message of inclusion and acceptance. The ongoing impact of COVID-19 remains a key concern for people, highlighting the importance of our continued livestreaming and virtual outreach.

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?

St. John’s internal demographics reflect the surrounding area both in ethnic and socio-economic makeup. A large percentage of the congregation is non-Hispanic white, with college education. Married households with or without young children make up the majority of both the congregation and the area. The age range of the surrounding area skews somewhat older and the congregation reflects this as well.

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

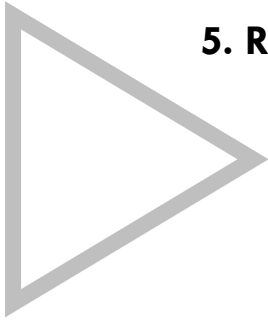
We minister to the homeless through the PADS program and the Little Free Pantry. We also minister to low-income families, survivors of domestic violence, and refugees through Family Forward, Wings, and Refugee One (see p. 24).

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

We had conversations with several community leaders at the beginning of our capital campaign, and we seek to further these partnerships as a resource for St. John.

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

New participants often say that they felt very welcome when they first visit, and that existing congregants spoke to them directly to welcome and get to know them.



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

Blake Mosser

(847.400.4441 / blakemosser@gmail.com / Husband of former settled pastor)

REFERENCE 2

Steven Welker / Interim Pastor / Congregational UCC Arlington Heights

(847-345-0443 / pastorman91@hotmail.com / Neighboring UCC Congregation)

REFERENCE 3

Laura Janus / Position / Setting

(847-533-7290 / laura@ljtwins.com / Neighboring UCC Congregation)

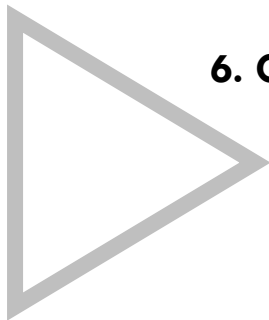
PROMPTS FOR REFERENCES

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

Matthew 6: 25-34

“Worry about necessities” Therefore I say to you, don’t worry about your life, what you’ll eat or what you’ll drink, or about your body...Look at the birds in the sky. They don’t sow or harvest grain or gather crops into barns. Yet your heavenly Father feeds them. Aren’t you worth much more than they are? Who among you by worrying can add a single moment to your life?...Therefore, stop worrying about tomorrow, because tomorrow will worry about itself. Each day has enough trouble of its own.” CEB

Daily life has enough worries to capture our imagination. It may seem like earthquakes upset the earth upon which we stand and inhabit, the sky may seem to fall, yet our source of comfort doesn’t come from earthly things. Only God can provide the supreme comfort we need to endure hardships life brings us individually and communally. We must find God outside of ourselves and earthly things. Our new pastor will journey with us and help us find that supreme stability and love through example, teaching and preaching. Then, when health and disruption are healed, we give thanks to our God and celebrate healing and well-being in our lives and community.

Prayer: Holy One, hear our prayer for comfort amid life’s distresses. We live amid conflict in foreign lands and in our personal and communal lives. Sustain us as only you can as we search for strength and healing for ourselves, our neighbors and those we don’t know near and far. Strengthened, we seek to serve you and provide hope and comfort to others in our lives. We will praise you daily for your strength and comfort as we seek to be like the ‘lilies of the field’.

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?
 - a. Barbara Blye - chairperson
 - b. Molly Tashima - vice chairperson
 - c. Dave Landeweer - secretary
 - d. Rev. Martha Ross-Mockaitis - chaplain
 - e. Cicely Cooper
 - f. Rev. Paris Donehoo
 - g. Russ Crum
 - h. Jay Virchow

In addition, the entire congregation was invited to participate in Table Talks. The output from those meetings was used as input to respond to many of the profile questions. We were also able to leverage our annual report for the purposes of the profile.

2. Additional comments for interpreting the profile:

We believe our answers are comprehensive and well thought out. Based on the nature of the questions, the committee also believes that some of the answers may at times seem redundant. However, our intent was to be as thorough as possible in our answers.

Signed: Cicely E. Cooper

Name / Title / Date: Cicely Cooper / 2024-03-06

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: March 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

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OF CHRIST**

