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 IINITED CHIIDCH



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE



St. Paul's UCC Hinckley, IL

Pastor

Illinois Conference, Prairie Association

[August 16, 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 story-tellings 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: St. Paul's United Church of Christ Street address: 324 W. McKinley Ave. Hinckley, IL

Supplemental web links: WWW.STPAULSHINCKLEY.ORG

Facebook @ STPAULSUCCHINCKLEYILLINOIS

Instagram @STPAULSHINCKLEY

YouTube @ST.PAULSUCC-HINCKLEY6859

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

Conference: Illinois Association: Prairie

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

Reverend Shernell Edney Stilley; Associate Conference Minister

shernelledneystilley@ilucc.org

Illinois Conference (708) 344 - 4470

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. Paul's UCC is a small congregation of compassionate, dedicated, and welcoming individuals. For over 25 years, the church has housed a private preschool owned by one of our members. Our church membership is declining somewhat due to an aging congregation and very few youth. The church is located in a small town, 60 miles west of Chicago. We are a farming community that is close to larger towns with easy access to shopping, hospitals, colleges, and other amenities.

We are looking to build a younger, more active congregation and a pastor who is willing to take on the challenge. We are looking for a leader who will partner with us and guide us on our journey as we explore becoming ONA and/or WISE. We are seeking a pastor whose meaningful sermons can relate the bible to today's world. We are seeking a Pastor who has

strong organizational skills; someone who uses multi-media in their sermons, with a mixture of traditional and non-traditional music; will bring new ideas to the congregation and is socially active within the church and the community. Our church is exploring and wrestling with yoking, sharing, and merging.

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):

Hinckley is a small town of about 2,000 people. Hinckley offers small town living at its best, with quiet tree-lined streets. The school district offers small class sizes with caring teachers. We are a community that comes together to celebrate and help neighbors in need.

Current size of membership: The Church's current membership is fairly small. There are currently around 50 - 75 active members with approximately 25 attendees at weekly services.

Languages used in ministry (other than English): none

Position Title: Pastor

Position Duration (choose one, delete the other options listed):

<u>Settled</u> – 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 (choose one, delete the other options listed):

½ 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)

Scope of work for half time PASTORAL POSITION (20-25 hours weekly / 5-6 units)

- preparation and leadership of Sunday worship including scripture study, crafting of liturgy, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- pastoral care in collaboration with lay people (at least to those who are sick, elderly, or grieving)
- participate in wider church activities such as conference and association meetings as time permits
- study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- energizing and deepening the spiritual connections and faith understandings of others in all they do

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 <u>caring</u>, <u>sensitive</u> and <u>sociable</u>, while a church seeking an executive minister might want an <u>organized</u>, <u>detail-oriented</u> and <u>time-conscious</u> person.)

<u>Socially active within Church and Community</u> – We would like the pastor to participate in the majority of church functions. For example, dinners, church clean-up days, garage sales, etc. It is also important to the congregation that our pastor attends various community events throughout the year.

<u>Organized</u> – We are seeking a pastor who is good at managing time, space, and resources. <u>Media/tech savvy</u> – We are looking for a pastor who can use social media to enhance the church's community presence. We are also looking for a pastor who is comfortable with using projectors, computers, and other technology in worship and fellowship.

1c. COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance): \$32,800

Benefits (choose one):

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)? **Parsonage**

Comment on the residential/commuting expectations for your next minister. Parsonage is next door to Church

State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position): after 2 years of employment, help with school debt reduction and/or a \$500 bonus will be discussed.

Describe peer and professional supports available for ministers in your association/conference: Sandwich/ Somonauk Clergy Group; ACM at Prairie Association; Illinois Conference supports

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

We understand that a minister may need to supplement their income and we are willing to work with you to negotiate a schedule that works for all.

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.

- Growing our membership
- We are looking to increase our active membership of 30 to 60+ year olds. We would love to have young families join us but feel that it is a goal for further down the road.
- Serving our community
- Our church is famous for our dinners. Our Congregation has partnered with a local Girl Scout troop to provide two blessing boxes located outside between the church and the parsonage. One is a small free library, and the other is a mini food pantry.
- Guiding our congregation in expanding our perceptions
- As a congregation we are exploring becoming ONA and/or WISE. We are only in the beginning stages of this process but look forward to becoming more active in our exploration.

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

We envision a pastor who is actively involved in the community and church events. The minister will actively lead/guide the congregation in recruiting new members and retaining the existing members. We welcome new ideas to increase our membership and better serve the underserved people in our community. We envision a pastor who will lead us in our exploration towards becoming an Open and Affirming and WISE church.

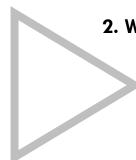
Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

We don't have any requirements regarding language or culture.

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.

CARING FOR OTHERS

NURTURING UCC IDENTITY STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICES



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?

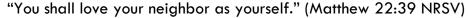
God is calling us to become a stronger congregation who takes care of our current members' needs while trying to attract more people by meeting their needs. In order to do this, we believe that God is calling us to provide education to our current members on becoming a WISE and ONA church. We would like to create more social events for the youth, the elderly and the underserved groups in our community. We will continue being attentive to the community and its needs, while finding ways to provide support.

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?

We currently stream our Sunday services live on Facebook and upload the videos to our YouTube channel. Our church has a prayer garden with a labyrinth and this year we added outdoor musical instruments. We have collaborated with area churches to hold infant and pregnancy loss memorial services, growing hope, pet blessing/memorial, longest night service.

3. WHO ARE WE NOW?



- 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 believe in a loving and forgiving God.

Describe several strengths or positive qualities of your congregation.

Hardworking, friendly, loyal

Even though we are small, we always come together to get things accomplished.

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?

Worship is fairly traditional. We have a prelude, candle lighting, sharing of happy money and prayer concerns, hymns, scripture reading, sermon, and postlude. Followed by coffee fellowship. Communion is shared monthly and on special events. Worship is traditionally in the sanctuary. Worship is mainly based on Biblical teachings. When a baby is born, a rose is placed on the alter and then given to the family. When a child enters 3rd grade, they are given a Bible during a church service.

Baptisms are within the worship service traditionally and involve special music, with the parents and godparents standing up front. A baptismal font is used. Often, baby is introduced to the congregation with a gathering/placing of hands on the family to bless baby.

We would describe good preaching as being nonpolitical, motivating, and enlightening.

We would like to remain contemporary traditional in our worship service. We have enjoyed a lot of different worship styles, so we are open to experimenting with worship styles and adding more technology.

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?

We have one young adult who is very involved in the church, he acolytes, ushers, and is on the council. Our church members participate in Lenten Bible studies. Last year we did a book study with the book <u>Towards the Cross</u> by Taylor Mills. This year we are focusing on understanding our neighbors in a bible study based off of the UCC <u>Join The Movement</u> program.

Describe how your congregation is organized for ministry and mission.

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?
- Council meetings last 1-2 hours per month. The council and other committees meet on occasion for approximately an hour to an hour and a half monthly. Other informal meetings occur on an as needed basis.
 - Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
- Phone calls, emails and emergency meetings.
 - 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)

Church#:	162190
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Assoc:	208	Schedule: 0	Saint Pau	ul's UCC			Hinc	kley	IL	60520	
YEAR	AV MEMBERS AT	CH EI G WEEKLY FAIT FENDANCE FOR) /	MATION	CONFE		RANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS- REMOVED	
2012	284	45	0	1		0	0	4	0	-3	
2013	279	41	2	2		0	0	7	0	-5	
2014	277	34	0	0		0	1	3	0	-2	
2015	278	32 1	5	0		1	2	2	0	1	
2016	275	30 1	5	0		0	0	3	0	-3	
2017	272	32 1	3	3		0	0	6	0	-3	
2018	200	28	6	0		0	0	4	0	-4	
2019	150	25	3	0		0	0	4	0	-4	
2020	95	17	0	0		0	0	5	50	-55	
2021	92	14	6	0		0	0	3	0	-3	
2022	88	19	3	1		0	0	5	0	-4	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS SU	BASIC		TOTAL OCWM		WIDER MISSION	BASIO SUPP CURI LOCAL	, к то	PLEDGE TAL AN END OFFERING	D
2012	\$89,200	\$0	\$2,200	\$1,412	\$3,612	\$2,520	\$6,132	2.4	7 \$95	,332 \$85,28	36
2013	\$83,601	\$0	\$2,600	\$2,244	\$4,844	\$1,679	\$6,523	3.1	1 \$90	,124 \$94,56	37
2014	\$76,619	\$0	\$2,600	31,391	\$3,991	\$1,142	\$5,133	3.3	9 \$81	,752 \$88,61	12
2015	\$85,923	\$0	\$2,200	\$2,110	\$4,310	\$1,674	\$5,984	2.50	6 \$91	,907 \$86,40)8
2016	\$91,943	\$0	\$2,400	34,319	\$6,719	\$4,173	\$10,892	2.6	1 \$102	,835 \$80,73	30
2017	\$106,095	\$0	\$2,400	\$1,339	\$3,739	\$2,720	\$6,459	2.20	•)5
2018	\$97,996	\$0	. ,	\$1,785	\$4,185	. ,	\$6,442	2.4	•		
2019	\$108,401	\$0		31,387	\$4,087		\$6,365	2.49	•		
2020	\$92,290	\$0	\$2,400	\$595	\$2,995		\$5,116	2.60		,406 \$74,77	' 4
2021	\$96,242	\$0	\$2,400	\$890	\$3,290		\$5,760	2.49			
2022	\$95,554	\$0	\$2,400	\$1,318	\$3,718	\$2,105	\$5,823	2.5	1 \$101	,377 \$70,87	′3
% CHANG	E MEMBER	AVG WEEKLY S ATTENDANCE	CHR ED/ FAITH FORM	TO	OTAL IONS	TOTA REMOVAL	AL CURR LO		OTAL CWM EX	TOTAL PENDITURE	
2017-20	22 -67.6	-40.63	-76.92	-(66.67	-16.6	67	-9.94	-0.56	-9.93	
2012-20	22 -69.0	-57.78	0.00		0.00	25.0	00	7.12	2.93	6.34	

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	30	Yes
Number of active non-members:	5	Yes
Total of church participants (sum of the numbers above):	35	Yes

Percentage of total participants who have been in the church:

		Is this number an estimate? (check if yes)
More than 10 years:	100%	No
Less than 10, more than 5 years:		
Less than 5 years:		

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Are these numbers an estimate? (check if yes)
	1		3	3		7	6	15	yes

Percentage of adults in various household types:

	31	Is this number an estimate? (check if yes)
Single adults under 35:	12	Yes
Households with minors:	8	Yes
Single adults age 35-65:	4	Yes
Joint households with no minors:	32	Yes
Single adults over 65:	40	Yes

Education level of adult participants by percentage:

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		Is this number an estimate? (check if yes)		
High school:	100	Yes		
College:	50	Yes		

Graduate School:	5	Yes
Specialty Training:	20	Yes
Other (please specify):		

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	50	Yes
Adults who are retired:	50	Yes
Adults who are not fully employed:		

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

Farmers, trade workers, professionals, and teachers

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?

We are mostly Caucasians of European descent.

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

YES, we continue to have these conversations.

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? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	8	Pastor

	T_	
Baptisms (number last year)	2	Pastor and family
Children's Groups or Classes		
Christmas Eve and Easter Worship	25+	Pastor, Church Council, Musicians, and committee
Church-wide Meals	25+	Committee
Choirs and Music Groups	5	Pastor, Choir and Musician
Church-based Bible Study	8	Pastor
Communion (served how often?)	1 a month, plus Christmas and Easter	Pastor
Community Meals	150+	Committee
Confirmation (number confirmed last year)	No confirmands last year	
Drama or Dance Program		
Funerals (number last year)	2	Pastor and Family
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (number last year)		
Worship (time slot:9:30)	20	
Worship (time slot:)		
Young Adult Groups or Classes		
Youth Groups or Classes		
	ı	1

Other		
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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)
N/A				

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

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Secretary		Part-time	Council	10+ years
Musician		Part-time	Council	1 year
Cleaning People		Part-time	Council	1 year

REFLECTION

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

We are a small aging congregation who are doing their best to keep the church active and engaging. The people that attend on Sundays are active participants in the church's daily life and events.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$71559
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	\$1063
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations (e.g. Women's Group)	\$0
Transfers from Special Accounts	\$0
Other (specify): Preschool donation	\$2253
Other (specify):	\$0
TOTAL	\$74875

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

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 32%

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

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

- _x_ Our Church's Wider Mission (OCWM Basic Support) YES our Church is 5 for 5
- _x_ One Great Hour of Sharing
- x Strengthen the Church
- _x_ Neighbors in Need
- x Christmas Fund

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

OCWM is part of the approved Church budget

What is the church's current indebtedness?

Total amount of loan debt: NONE

Reason for debt:

Are capital and other payments current?

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.

The Parsonage and garage are being re-sided in the Fall of 2023. \$30,000

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

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

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.

Does your church have an endowment? YES

What is the market value of the assets? \$ 370,000

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)?

No difference, we have not drawn from our endowment

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

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

N/A

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$ no

Investments (other than endowment): **\$ no** Does your church have a parsonage? **YES**

Fair market rental value of the parsonage: \$15,000 - 19,000

How is the parsonage used? Pastor's residence

Street / City / State / Zip: McKinley St., Hinckley, IL

Finished square footage: 2,000 estimated

Number of Bedrooms, 4 Number of Bathrooms: 2 full Assessed real estate value:

Available for minister residence: **YES** Expected minister residence: **YES**

Condition of structure, systems and appliances; Updated in last 5 years

Entity in the church responsible for review and needed repairs

Building and Grounds Committee

Describe all buildings owned by the church:

- 2 story brick Church Building built in the early 1900's with education wing added in the 1970's. Elevator provides access to basement, narthex, and sanctuary. Sanctuary has main floor seating and balcony seating where pipe organ is located. Education wing includes 5 classroom/meeting rooms, two bathrooms, a pastor's office and secretary's office. The 2 kitchen areas, a stage area, and fellowship hall are located in the basement as well as 2 additional bathrooms. A preschool is in a separate section of the basement as well as storage rooms and boiler rooms. An additional storage area is above the alter, and other small storage closets throughout the church. The church also has a bell tower
- 2 story Parsonage with basement and a detached garage

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

N/A

Which spaces are accessible to wheelchairs? (worship space, pulpit, fellowship space, facilities, etc.) The Sanctuary, Fellowship spaces, Bathrooms, Kitchen, etc. are wheelchair accessible. An elevator provides access between floors. The pulpit is not currently wheelchair accessible, but a ramp could be added and other adjustments made.

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?

We are financially stable but struggling. We do not have a mortgage on the church or parsonage. Because of recent updates/replacements to the buildings, we have had to draw some money from our investments to help cover our bills. The congregation works hard to raise funds for projects and to keep costs down when possible. Budgeting is done at the annual congregational meeting but is not based on actual pledges.

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.

- We have had several women pastors beginning in the 1960's.
- A profound disagreement between a longtime member and a pastor occurred that caused a lot of strife in the church and community.
- Covid had a big impact on our congregation.

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

We as a church recently voted to begin exploring to become an Open and Affirming and WISE congregation.

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?)

We are not confrontational as individuals or a whole. Sometimes this causes complaints to build up before they are addressed. We try to solve things through planning and forethought. We have policies and procedures to help deal with conflict. Generally, we use meetings and communication (emails, face-to-face conversations, and phone calls) to work out conflicts. We are open to using mediation at an individual and/or organizational level.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Kate Feeny Bastian	1987 - 1999	Y
Rev. Jean Carmine	2000	Y
Rev. Tim Ashley	2001	Y
Rev. Fay Quanstrom	2002 – 2005	Y
Rev. Pat Kitner	2006 – 2007	Y
Rev. William Nagy	2007 – 2009	Y
Rev. Dan Borchers	2009 - 2011	Y
Rev. Kristine Delmore	2011 - 2014	Y
Rev. Charlene Hinckley	2015 - 2022	Y
Rev. Nancy Fraley	2022 – 2024	Y

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: Our past ministerial leadership has helped us explore more worship styles. We have had pastors that have who used a lot of technology and those who haven't. We prefer a combination of projected and printed materials. We have also explored different styles of music and musicians. Our worship musicians have included organists, a violinist, a harpist, electric pianists, a guitarist for nearly 2 years, and during Covid, much of our music was from You-tube.

We learned that we enjoyed different worship styles and music styles. We are willing to continue exploring new and different ways to worship. We are open to worshipping in other locations around our church.

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

Yes

Has your church been involved in a Situational Support Consultation?

Yes

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?

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?

CROP Walk, Grow Mobile, Growing Hope, Hinckley Area Food Pantry

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

Members and Pastors of our church participate in the Association, IL Conference, and National 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)	Just Peace
Creation Justice	Global Mission Church
Economic Justice	Open and Affirming (ONA)
X Faithful and Welcoming	WISE Congregation for Mental Health
X God Is Still Speaking (GISS)	Other UCC designations:
Border and Immigrant Justice	Designations from other denominations
Inter-cultural/Multi-racial (I'M)	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 as a congregation have been exploring becoming a congregation that is Open and Affirming and WISE. We may be willing to work towards others if they were explained to us.

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

We have partnered with the other local churches (of other denominations) for shared Good Friday Services, Pet Blessings, Infant and Pregnancy Loss Memorials, Longest Night (Blue Christmas) service and other community religious events.

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 are "Rooted in Love" Where following Jesus means loving God and loving our neighbors.

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 pastor is expected to conduct worship and rites as needed. They should provide visitations to the ill and home bound. The pastor is also expected to participate in community and church events.

Other ministerial responsibilities/expectations would be discussed with the church council when negotiating the call agreement.

4b. MISSION InSite

The QuickInsite Report

Prepared for: Illinois Conference, UCC

Study area: Geography: Zip Codes - 60520 (IL)

Date: 3/6/2024 Semi-Annual Projection: Spring

About the Quicklinsite Report

The QuickInsite report is designed to provide a quick look at a geography defined by a user. It provides an initial impression of a study area through a set of primary demographic variables and Mosaic segments.

Two Sections

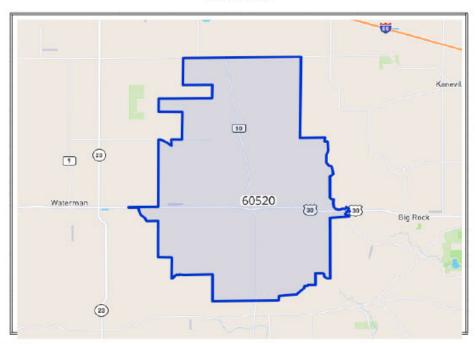
Two reports are provided on the following pages.

- The StoryView section presents 9 key demographic indicators of your study area.
- The ThemeView section presents greater detail about those indicators organized by themes.

NOTE: Not all of the demographic variables available in the MI System are found in this report. The ExecutiveInsite report or custom reports can give a more comprehensive view of an area's demographics. The MinistryInsite or ReligiousInsite reports can provide a view of its beliefs and preferences.

For more information on interpreting the various data on this report, please refer to the Supporting Information on the final page.

THE STUDY AREA



More Information

Please refer to the last page of the report for additional notes and interpretation aides in reading the report.

Sources: US Census Bureau, Synergos Technologies Inc., Experian

StoryView

Significant Demographic Indicators of the Study Area's Story

	Population Change					
1	In the 10 year future, how is this area expected to change?	Significant Decline	Moderate Decline	Little Change	Moderate Growth	Significant Growth
	(See Population and Families Theme)				- CHOMAII	100000000000000000000000000000000000000
	School Age Change		dia			
2	In the 10 year future, how is the population of school age children in this area expected to change? (See Age Theme)	Significant Decline	Moderate Decline	Little Change	Moderate Increase	Significant Increase
	Families with Children					
3	Compared to the state, are families with children more or less likely to live in two parent households? (See Population and Families Thame)	Significantly Less	Somewhat Less	About the Same	Somewhat More	Significantly More
	Adult Educational Attainment					
4	For this area, what is the general level of education of the adults 25 and older?	Very Low	Low	Mixed	High	Very High
	(See Education and Career Status Theme)					
	Community Diversity Index					
5	How diverse is the racial/ethnic mix of this area?	Very Homogeneous	Homgeneous	Moderately Diverse	Very Diverse	Extremely Diverse
	(See Community Diversity Theme)		18			- 1
	Median Family Income					
6	How does the median family income compare to the state for this area?	Significantly Less	Somewhat Less	About the Same	Somewhat Greater	Significantly Greater
	(See Financial Resources Theme)				-	
_	Poverty					
7	Compared to the state, is the number of families in poverty above or below the state average? (See Financial Resources Theme)	Significantly Below	Somewhat Below	About the Same	Somewhat Above	Significantly Above
	Blue to White Collar Occupations					
8	On a continuum between blue collar and white collar occupations, where does this area fall? (See Education and Career Status Theme)	Very Blue Collar	Somewhat Blue	Closely Split	Somewhat White	Very White Collar
	Largest Racial/Ethnic Group		and a			
9	In this area, which racial/ethnic group is the largest percentage of the population? (See Community Diversity Theme)	Asian (NH)	Black/Afri American (NH)	White (NH)	Hispanic or Latino	Pac Is/Amer Ind/Other

Sources: US Census Bureau, Synergos Technologies Inc., Experian

ThemeView

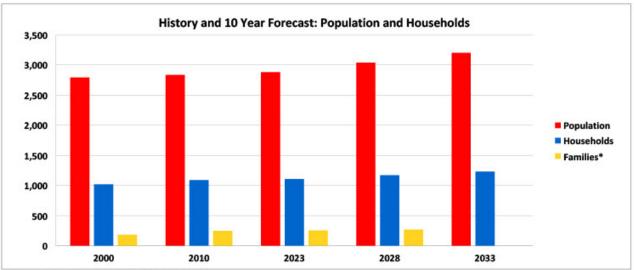
Demographic Descriptions of the Study Area

Study area: Geography: Zip Codes - 60520 (IL) Date: 3/6/2024

Population and Households Theme

Population is the most basic demographic characteristic. It indicates how many persons reside within an area and how that total changes over time. In addition, future population is forecasted looking out 10 years.

Population and Household History with 5 and 10 Year Projected Change



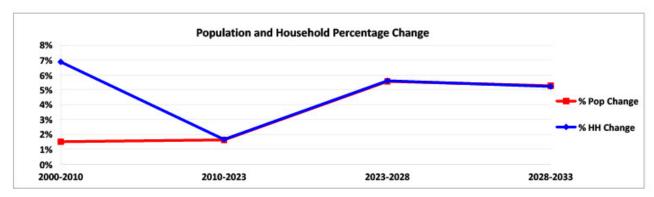
NOTE: Family Household data is not projected out 10 years.

Population, Households	& Families				
	2000	2010	2023	2028	2033
Population	2,793	2,835	2,881	3,041	3,201
Population Change		42	46	160	160
Percent Change		1.5%	1.6%	5.6%	5.3%
Households	1,020	1,090	1,108	1,170	1,231
Households Change		70	18	62	61
Percent Change		6.9%	1.7%	5.6%	5.2%
Population / Households	2.74	2.60	2.60	2.60	2.60
Population / Households Cha	inge	-0.14	-0.00	-0.00	0.00
Percent Change		-5.0%	0.0%	0.0%	0.0%
Family Households	184	248	252	266	
Family Households Change		64	4	14	
Percent Change		34.8%	1.6%	5.6%	

Sources: US Census Bureau, Synergos Technologies Inc., Experian

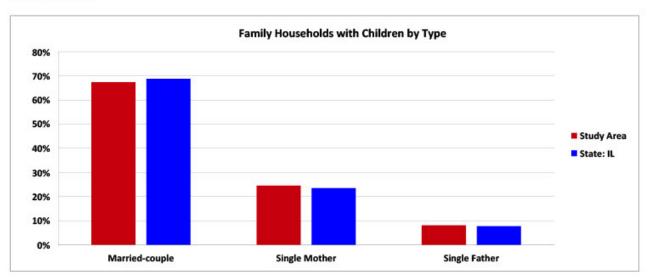
Population and Households Theme

Population and Household History with 5 and 10 Year Projected Percentage Change



Family Households

Family households with children are changing. The traditional married couple structure is evolving into many different family expressions in which children are being raised. These data provide an insight into the family structures within the study area and then compares them to the state.



This table presents both the history and projections for family structures in the study area. Take note of the change column to discern how these family structures have changed and are projected to change in the future.

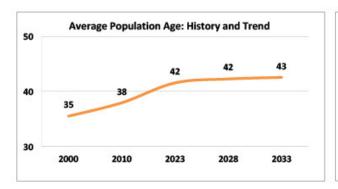
Households with Children		Actual Hhlds by Year			2010 to 2028	Percent of all Hhlds by Year 2010 to 2028 %			
		2010	2023	2028	Change	2010%	2023%	2028%	Change
Family: Married-couple		287	233	234	-53	81.8%	67.3%	62.2%	-19.5%
Family: Single Mother		43	85	110	67	12.3%	24.6%	29.3%	17.0%
Family: Single Father		21	28	32	11	6.0%	8.1%	8.5%	2.5%
	Total:	351	346	376	25	100.0%	100.0%	100.0%	

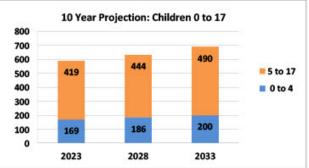
Sources: US Census Bureau, Synergos Technologies Inc., Experian

Age Theme

10 Year Average Age and Children 0 to 17 Trends

The age history and forecast reflect changes in a community. For example, two demographic trends currently in play are the aging of the Baby Boom generation and the decline in live births in the late 20th and 21st centuries.





Phase of Life

The Phase of Life 10 Year Change graph highlights life phases that will increase or decrease as a percentage of the total population in the forecasted 10 year future.



Phase of Life presents how a community changes and people age through their various life phases.

Phase of Life	Actual Population by Year & Phase				Percent of Pop by Year & Phase			
	2010	2023	2028	2033	2010%	2023%	2028%	2033%
Before Formal Schooling: 0 to 4	159	169	186	200	5.6%	5.9%	6.1%	6.2%
Required Formal Schooling: 5 to 17	520	419	444	490	18.3%	14.5%	14.6%	15.3%
College/Career Starts: 18 to 24	239	265	247	242	8.4%	9.2%	8.1%	7.6%
Singles & Young Families: 25 to 34	331	377	398	392	11.7%	13.1%	13.1%	12.2%
Families & Empty Nesters: 35 to 54	877	634	674	745	30.9%	22.0%	22.2%	23.3%
Enrichment Yrs Singles/Cpls: 55 to 64	377	446	385	337	13.3%	15.5%	12.7%	10.5%
Retirement Opportunities: 65 & over	332	571	707	795	11.7%	19.8%	23.2%	24.8%
Total:	2,835	2,881	3,041	3,201	100.0%	100.0%	100.0%	100.0%

Sources: US Census Bureau, Synergos Technologies Inc., Experian

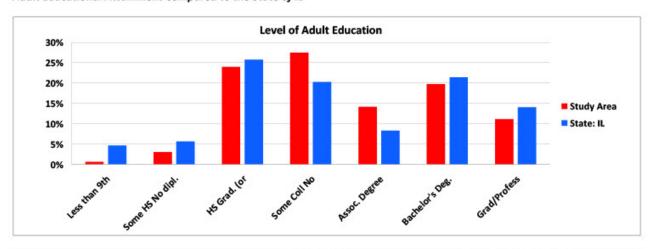
Education and Career Status Theme

The Education/Career Status theme portrays the level of education and the career types by the categories of Blue Collar and White Collar in the study area.

Adult Educational Attainment

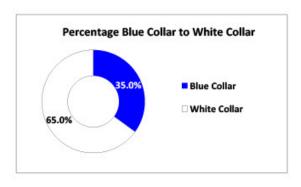
The following graphs array the adult population 25 years of age and older within the study area by their level of education completed.

Adult Educational Attainment Compared to the State of IL



Education Level of Adults 18 Years and Older	Actual Hhids by Year		2023 to 2028	Percent of all Hhld	2023 to 2028	
	2023	2028	Change	2023%	2028%	% Change
Less than 9th Grade	12	13	1	0.6%	0.6%	0.0%
Some High School, No diploma	61	60	-1	3.0%	2.8%	-0.2%
High School Graduate (or GED)	486	483	-3	24.0%	22.3%	-1.6%
Some College, No degree	557	614	57	27.5%	28.4%	0.9%
Associate Degree	287	293	6	14.2%	13.5%	-0.6%
Bachelor's Degree	400	449	49	19.7%	20.8%	1.0%
Graduate or Professional school degree	225	251	26	11.1%	11.6%	0.5%
Total:	2,028	2,163	135	100.0%	100.0%	

Career Types: Blue Collar and White Collar

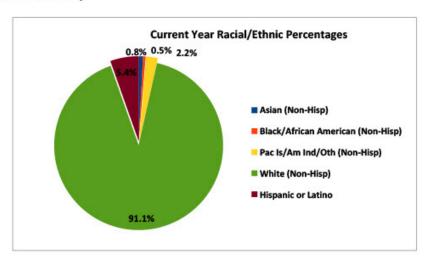


Sources: US Census Bureau, Synergos Technologies Inc., Experian

Community Diversity Theme

The diversity of a community is shaped by the racial/ethnicity of the people who reside in it as well as people's age, income and education.

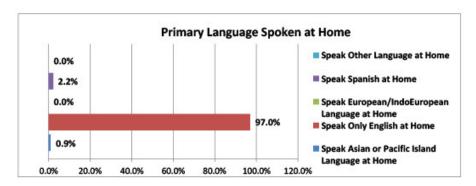
Study Area Racial and Ethnic Diversity



NOTE: Race and ethnicity breakouts are based upon Census Bureau categories. Only those groups for which the Bureau provides extended detail can be reported.

Race and Ethnic History and Trends

Racial/Ethnicity by Year		Actual Population by Year		2010 to 2028	Percent of all Pop by Year 2010 to 2028 %				
		2010	2023	2028	Change	2010%	2023%	2028%	Change
Asian (Non-Hisp)		8	24	30	22	0.3%	0.8%	1.0%	0.7%
Black/African American (Non-Hisp)		11	14	15	4	0.4%	0.5%	0.5%	0.1%
White (Non-Hisp)		2,638	2,625	2,755	117	93.1%	91.1%	90.6%	-2.5%
Hispanic or Latino		140	156	167	27	4.9%	5.4%	5.5%	0.6%
Pac Is/Am Ind/Oth (Non-Hisp)		38	63	74	36	1.3%	2.2%	2.4%	1.1%
	Total:	2,835	2,882	3,041	206	100.0%	100.0%	100.0%	

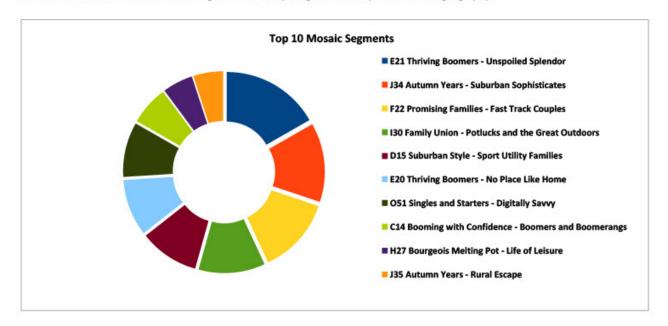


Sources: US Census Bureau, Synergos Technologies Inc., Experian

Community Diversity Theme

Mosaic Lifestyle Segmentation Types

Mosaic Lifestyle Types provides insight into the behaviors, attitudes and preferences of the households within the Study Area. The result is a fuller multidimensional understanding of a community, neighborhood, zip code or other geography.



Mosaic	Study Area		State		Comparative Index	
E21 Thriving Boomers - Unspoiled Splendor	150	13.5%	83,542	1.7%	779	
34 Autumn Years - Suburban Sophisticates	120	10.8%	166,664	3.5%	312	
22 Promising Families - Fast Track Couples	116	10.4%	87,067	1.8%	578	
30 Family Union - Potlucks and the Great Outdoors	101	9.1%	76,155	1.6%	575	
15 Suburban Style - Sport Utility Families	90	8.1%	50,127	1.0%	779	
20 Thriving Boomers - No Place Like Home	86	7.7%	121,402	2.5%	307	
51 Singles and Starters - Digitally Savvy	83	7.5%	96,138	2.0%	375	
14 Booming with Confidence - Boomers and Boomerangs	59	5.3%	83,510	1.7%	307	
127 Bourgeois Melting Pot - Life of Leisure	46	4.1%	29,767	0.6%	671	
35 Autumn Years - Rural Escape	45	4.1%	65,062	1.3%	300	
	896		859,434			

Learn about your Mosaic Households

To access Mosaic Portrait data click on:

Mosaic USA E-Handbook by Experian (To open in a new Tab hold Control key when you click on the link)

Handbook includes Mosaic Overview and two graphic pages for each of the 19 Groups and 71 Segments.

How to Read and Understand a Mosaic Portrait - Video

Understanding Mosaic Portraits for Mission Planning - Video

Faith based clients: To access the Mosaic application guide click on:

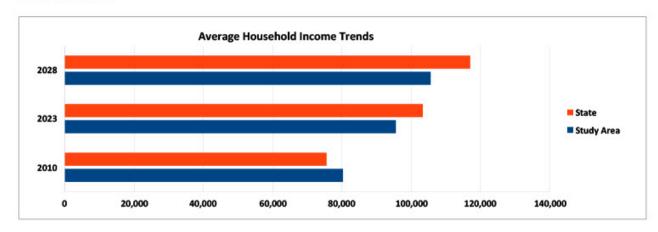
Mission Impact Mosaic Application Guide by Bandy (To open in a new Tab hold Control key when you click on the link)

Sources: US Census Bureau, Synergos Technologies Inc., Experian

Financial Resources Theme

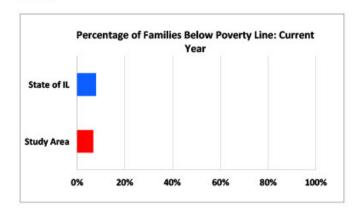
Financial resources available is an indicator of community opportunity or distress. Three variables are presented in this category: 1) Household Income, 2) Family Income and 3) Poverty.

Household Income



Income Trends: Households an	nd Families			2010 to 2028 Change
	2010	2023	2028	2010 to 2028 Change
Average Household Income	80,275	95,490	105,591	25,315
Median Household Income	68,510	82,096	88,735	20,225
Per Capita Income	30,864	36,724	40,625	9761
Median Family Income		99,278	98,852	426

Poverty



Poverty Level	Pop	Area	IL.
		% Pop	% Pop
Above poverty level	675	93.2%	92.1%
Below poverty level	49	6.8%	7.9%
	724	100.0%	100.0%

Sources: US Census Bureau, Synergos Technologies Inc., Experian

Supporting Information

Correlating the StoryView and DetailView Reports

The Detail View Report presents the important demographic detail behind the Demographic Indicators found on the QuickView page. It is organized around six themes.

DetailView Themes	StoryView Number	DetailView Themes	StoryView Number
Population, Households & Families	1&3	4. Community Diversity	5 & 9
2. Age	2	5. Financial Resources	6 & 7
3. Education/Career Status	4 & 8		

Interpreting the Report

The QuickInsite report is formatted to help you interpret data at a glance.

Change over time: Several trend tables have a column indicating a change over time. Generally these tables begin with the last census, include the current year estimate, a five year projection and if available, a 10 year forecast. The data in each cell represents a percentage change up or down.

Color Coding: Both the "Change over Time" and "Comparative Indexes" columns are color coded to easily spot any change and the direction of that change.

Change:	Increasing	Stable	Declining
Index:	Above Ave	Ave	Below Ave.

Indexes: Some variables will have a column called "Comparative Index." An index is an easy way to compare a study area with a larger area. For this report, all comparisons are with the state or states within which the study area falls. The indexes can be interpreted as follows.

- Indexes of 100 mean the study area variable is the same as its base area.
- Indexes greater than 100 mean the study area variable is above the base area. The higher the number, the greater it is above the base.
- Indexes less than 100 mean the study area variable is below the base area. The lower the number, the greater it is below the base.

Variable Definitions

Full variable definitions can be found in the MI Demographic Reference Guide. Download it free from the Help/Documents menu located on the map screen of your study area on the MissionInsite website.

Support

If you need support with this report, please email MissionInsite at misupport@missioninsite.com.

Click to download the QuickInsite Worksheet. To open it in a new tab, press Ctrl when you click.

Sources: US Census Bureau, Synergos Technologies Inc., Experian

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

There will be some moderate growth in the general population and school-age children.

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?

The congregation's internal demographics match those of the neighborhoods adjacent to the church and those with which the church connects.

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

Not a lot has changed or is predicted to change in the demographics of the neighborhood in the near future.

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

The community knows our church for their dinners, the preschool housed within the building, and as the starting point for the annual homecoming parades. We are also known for housing the Hinckley Area Food Pantry for over 30 years. They recently moved to a new location with more space and opportunities for growth.

What do new people in the church say when asked what got them involved? The friendly atmosphere and interest in the activity.

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

Robert Pritchard / Position / Setting (815-761-4058 / <u>Bobpritchard05@gmail.com</u> / Community Member)

REFERENCE 2

Austyn Menk / Position / Setting ((507) 514-3441 / avmenk@gmail.com/ Organist)

REFERENCE 3

Nancy Fraley / Position / Setting (630-334-4582 / fraleynan@gmail.com / Former Interim Pastor)

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:

We pray for the person of God's choosing. We pray that the Lord will continue to use them where they are as they honor the Lord by proclaiming His Word and faithfully serving in their present ministry. We pray that this will be an adventure of faith for their whole family as they seek together to serve the Lord in another place.

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.)

 A search committee made up of members
- 2. Additional comments for interpreting the profile:

Signed:

Shawn McCrea and Betsy Schmidtbauer / co-chairs of search committee/ 6/3/2024 Name / Title / Date:

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: August 16, 2024

Robert W. Pritchard

15105 Duffy Road Hinckley, IL 60520 June 4, 2024

St. Paul's UCC Pastor Search Committee Reference Letter 324 W McKinley Avenue, Hinckley, IL 60520 To Whom It May Concern:

I was asked to provide a reference letter to assist in St. Paul's UCC search for a settled pastor. My understanding and observations of this church and its ministries span three generations and my maternal grandmother and mother were baptized, confirmed, and married in this church. However, I was raised in the Evangelical United Brethren Church and have been a member of the Hinckley United Methodist Church for over 30 years.

St. Paul's has had a strong faith-based catechism program, but unfortunately lacks the number of youth today necessary for a vital program. Young families are looking for church programs with lots of youth to make the programs more exciting and so they can blend in. The number of church-attending youth is a small percentage of the local youth population so there is potential for growth with the right leadership and programs. In this age of ecumenicism, perhaps local churches could share leadership, volunteers, and space. There is need for teen social opportunities in a safe, faith-based environment. The United Methodist Church provided such opportunities decades ago but lacks the leadership to rekindle such a program today.

St. Paul's was a leader in the food assistance program many years ago and was instrumental in starting the Hinckley Area Food Pantry. A lack of suitable local facilities has forced the pantry to move to Waterman which seems to have diminished some of the local volunteers and program

visibility. The DeKalb County Grow Mobile brings free groceries to the community every other month. The Lions Club helps with the food distribution and the United Methodist Church provides sheltered, ground-level space for displaying the items. Again, there is an opportunity for several groups to work together on this important ministry to the community and bring the mobile to town more frequently. The food need in the community is greater than the number participating.

The church has offered space for a preschool program for many years. There is an unmet need for daycare and supervision for youth before and after school. The library has been trying to meet some of this need for older elementary youth, especially during the summer. Churches in other communities have provided all-day daycare and there is an opportunity in Hinckley for

something similar. A key to success would be leadership and facilities.

Many factors are contributing to lower church attendance in Hinckley. A large percentage of the population did not grow-up here so lacks the "family traditions" of attending one of the churches.

Church programs have not been competitive with all the sports and other activities families have available to them today. Evangelism programs are critical to spreading faith in Jesus Christ and the individual's personal growth.

There is a need for individual and family counseling, mental health services, and a spirit of volunteerism in this community. Hinckley reflects national trends and needs. The opportunities for Christians to serve this community has never been greater.

All churches, not just St. Paul's, must counter the image of irrelevance today to attract people of all ages to its programming. Many feel the country is falling apart, has lost its moral compass, and needs a sense of direction. Government has diminished the role of churches, supplanted many of its outreach programs, and contributed to a lack of confidence in basic institutions of society.

There is a need for a faith-based revival in this community, for putting into practice the teachings

of Jesus, and the sharing of God's love. May the Holy Spirit guide you in your ministry and decisions about opportunities at St. Paul's UCC and Hinckley.

Cordially,

Robert W. Pritchard

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Sunday, July 21, 2024 To whom it may concern:

I am thrilled to endorse fully St. Paul's United Church of Christ in Hinckley, Illinois for their ministry and service to the greater community. Since 2021, I have had the privilege of performing at St. Paul's in various capacities; first as a substitute musician and now as St. Paul's full-time organist.

Significantly, St. Paul's UCC has maintained throughout my tenure a progressive and socially relevant overarching message for its congregants. Individual sermons may touch on issues such as the rights of marginalized communities, our changing climate, or political unrest; all of which are found at the forefront of many people's minds today. In every case, these messages provided meaningful and insightful scriptural context for how we might contribute to promoting equality, converging upon solutions, and practicing peace in all of the ways He would desire.

St. Paul's not only fortifies its members but also those individuals and families whose lives are touched by the church's community outreach. As recently as this morning's service, I found myself filled with hope upon witnessing the stairs to our chancel bestrewn with school supplies intended to be shared with those in need. Gestures such as these demonstrate a deep care for our surrounding community and spread the word of God through the act of doing.

Throughout our church year, one hymn in particular remains a staple, having concluded countless services — "Let There Be Peace On Earth." From sanctuary to society, our members serve as practitioners of love, peace, and the word of God. St. Paul's United Church of Christ, through its unified vision and topical teachings, assists not only in making a difference in its parishioners' lives but also in making a difference in the world.

With ev'ry step I take
Let this be my solemn vow
To take each moment and live
Each moment in peace eternally
Let there be peace on earth
And let it begin with me

God Bless, Austyn V. Menk, Organist (507) 514-3441 avmenk@gmail.com July 17, 2024

To Whom it may concern,

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

St. Paul's is a small, friendly congregation who is community minded and involved. They band together when there's a need. Worship is semi-traditional but are willing to try new things. Music is important to them and they have drawn musicians from Northern Illinois University music program. They're open to learning about other people.

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

As an aging congregation, they tend to rely upon a small group to get everything done which puts a lot of stress upon a few.

They have little financial security and rely upon fundraisers to meet long term needs.

There's a need to break the (secret) mindset that church will return to how it was before and take more initiative for the direction of the church rather than relying upon a Pastor to set the direction for them.

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

I introduced the W.I.S.E. and ONA programs to them and they were interested and seemed to enjoy learning about the programs which was encouraging to me as they are a small rural congregation set in traditional values.

The lone teenager in church felt empowered to speak up and have his voice and opinions heard by joining the Council.

Anything else you wish to share.

Previously there was a division over politics but I showed them how religion is for justice and equality among all people, based on Jesus' teachings. I was careful not to name my political persuasions publicly which is what brought about the division in the first place.

Respectfully, Rev. Nancy Fraley fraleynan@gmail.com 630-334-4582



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"Jesus answered them, 'Have faith in God!" - Mark 11:22