

## 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. Paul's United Church of Christ  
Downers Grove, IL

Part Time- Senior Minister

Illinois Conference, Fox Valley Association

[November 14, 2024]

### LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- 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.

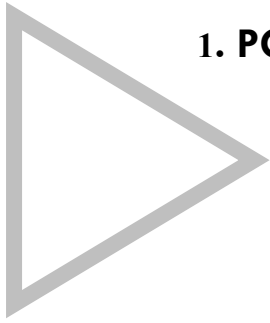
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

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Church name: St. Paul's United Church of Christ

Street address: 5739 Dunham Road, Downers Grove, IL 60516

Supplemental web links:

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

Conference: Illinois Conference of the United Church of Christ

Association: Fox Valley Association

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

Rev. Shernell Edney Stilley, Associate Conference Minister for Pastoral Transitions

IL Conference United Church of Christ, 708-344-4470, [shernelledneystilley@iluss.org](mailto:shernelledneystilley@iluss.org)

Summary Ministry Description:

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

We seek to continue to be a faithful and nurturing spiritual presence in our community. Reaching out to help those in need, we seek to grow spiritually and numerically to build on our sense of purpose and vitality. We are looking for a minister to share our vision and excitement and help make our goals a reality.

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*):

We are in a vibrant community, surrounded by family homes. This community boasts of 13 elementary schools, 2 middle schools and 2 high schools. Additionally, we are near expressways, and the train to Chicago. A mecca for jobs, shopping, and culture.

Current size of membership:

58

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

Position Title: Senior Minister

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

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 (*choose one, delete the other options listed*):

½ Time

Does the total support package meet conference compensation guidelines? Yes

## **1b. SCOPE OF WORK**

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

Core Competencies:

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

We are a traditional church looking for a minister proficient in preaching, church leadership, and pastoral care.

## **1c. COMPENSATION AND SUPPORT**

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Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$25,000 plus housing allowance

Benefits (*choose one*):

Conference guidelines

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*)?

Without a parsonage the minister would need to live in the community with a housing allowance.

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

We prefer the minister live in close proximity to the church.

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

None at this time. We are open to discussion.

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

As provided by the conference.

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

We would expect a part-time minister to be available on Sundays and other special church days. The balance of his/her time will be worked out to meet the needs of each party.

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

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

We will co-collaborate to find the best direction for St. Paul's, one that offers us growth, inspiration, change, and a future that represents us well. We will co-collaborate through shared knowledge and experiences in an environment where the minister, church leaders, and congregation work well together respecting each other's wants and needs.

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

We expect the minister to assist the congregation to become closer to God and to each other enabling us to make stronger connections beyond our walls. The minister should be willing to be visible in the community. With the minister's guidance and acquired knowledge, we would be better equipped to benefit from the emerging change in the neighborhood adjacent to the church. It is going through a generational turnaround bringing in young families with children. Working together we can capitalize on this change and bring growth to our congregation and Sunday school programs.

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

English is the only language requirement.

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.

### **EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICES**

- Loving God, following Jesus Christ, and being guided by the Holy Spirit. Living a life of discipleship.
- Praying actively and nurturing spiritual practices.
- Being called to authorized ministry by God and the Church.
- Continuing discernment of one's call in community.
- Living in relationships of covenantal accountability with God and the church.
- Understanding the power of the Holy Spirit working through silence, language, art, music, ritual and symbols across generations and contexts.
- Knowing the elements and purpose of Christian worship in nurturing a life of faith.
- Exhibiting a commitment to lifelong spiritual nurture and development.

### **BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS**

- Empowering the Church faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Strategically creating the future of God's church.
- Witnessing in the public square to God's redeeming power.
- Performing necessary and appropriate administrative tasks.
- Working effectively with intercultural awareness and sensitivity.
- Understanding community context and navigating change with a community.
- Encouraging leadership development of self and others through continuing education and lifelong learning.

### **CARING FOR OTHERS**

- Nurturing care and compassion for all God's creation.
- Maintaining a basic understanding of mental health and wellness.
- Understanding and ministering to stages of human development across the life span.
- Providing hope and healing to a hurting world.

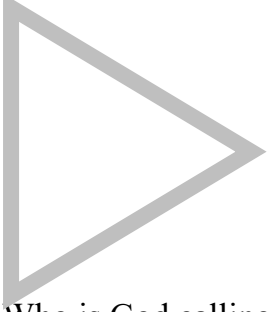


- Attending to one's own spiritual and pastoral care and engagement in supervision, as appropriate.

## **STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS**

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Respecting the dignity of all God's people.
- Exhibiting strong moral character and personal integrity.
- Demonstrating excellent communication skills.
- Practicing self-care and life balance.

## **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 grow spiritually with Him and each other. To be a vital and nurturing center in our community. A magical place where God's light and love helps us to grow and be better caretakers of our neighbors and ourselves. A safe place where people want to come and where our facilities can be utilized by the many groups and organizations in the surrounding area.

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

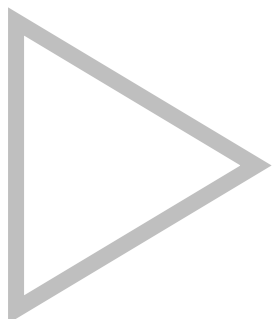
*For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

We are excited for the challenges and opportunities that God has for us. We are excited to grow and build on the strengths of our church. We believe the world would be a better place if we let our light shine.

During the past year we discussed and began the process to start a preschool housed in our church. Currently the school is scheduled to open January 6, 2025, with an open house this November.

Additionally, we have worked hard to expand our digital services.

### 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

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Describe your congregation’s life of faith.

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

We are a congregation working hard to bring our faith into everyday living. We sing, pray, have fun, and enjoy being together. We have formed a strong fellowship in a friendly, caring, and welcoming environment.

Describe several strengths or positive qualities of your congregation.

We work well together, listen to each other, and enjoy being together. We are very supportive and nurturing regarding each other’s needs. We use lay leaders in worship, we take pride in our music program which consists of a choir, contemporary praise group, bells, and many soloists. Additionally, we have a care group for congregational love and support, and a large active women’s group.

Our location stands out as one of the best. We are in a neighborhood with lots of families in a village with great schools. The corporate world is all around us and easy to get to. Travel to and from our area can be accessed from several expressways. Chicago is just a train ride or short drive away bringing more corporate prospects and many cultural opportunities too numerous to mention.

Additionally, our women's groups remain very active with congregational care and community outreach projects.

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?*

Worshiping in a newly updated sanctuary, we are a place of joyful music with a family of people gathered together based on common interest, needs, and goals. Our services are inspiring, thought provoking and full of hope. God is present amongst us, and all are welcomed.

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 are committed to having vital programs and excited to be positioned in a community where young, new families can make our vision a reality. It's a dream just waiting to be born.

It is our hope to bridge the gap to the community through our newly formed preschool.

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?

Meetings are dependent on the needs of the church, with the church council typically meeting monthly.

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

COVID is the most recent crisis. We quickly formed a committee to understand the concerns and restrictions that COVID brought to the church. Action was immediately taken to follow all guidelines and protect the members of the congregation. Services were conducted digitally.

- 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]

### 3b. 11-YEAR REPORT

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

Attached

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	58	√
Number of active non-members:	101	√
Total of church participants (sum of the numbers above):	161	√

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	50	√
Less than 10, more than 5 years:	8	√
Less than 5 years:	2	√

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
2	0	2	2	3	0	10	24	16	√

Percentage of adults in various household types:

	<i>Is this number an estimate? (check if yes)</i>

Single adults under 35:	2	√
Households with minors:	2	√
Single adults age 35-65:	2	√
Joint households with no minors:	25	√
Single adults over 65:	8	√

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	15%	√
College:	34%	√
Graduate School:	21%	√
Specialty Training:	unknown	
Other (please specify):	unknown	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	25%	√
Adults who are retired:	55%	√
Adults who are not fully employed:	20%	√

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

Both white- and blue-collar professionals with many retirees

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?

Primarily mono-cultural.

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:

We have not but are very open to learning more about it.

### 3d. PARTICIPATION AND STAFFING

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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	18	Women's group - lay leaders
Baptisms <i>(number last year)</i>	0	
Children's Groups or Classes	2	Sunday School
Christmas Eve and Easter Worship	68	
Church-wide Meals	24	
Choirs and Music Groups	16	
Church-based Bible Study	On hold	
Communion <i>(served how often?)</i>	30	First Sunday of the month & holidays
Community Meals		
Confirmation <i>(number confirmed last year)</i>	0	
Drama or Dance Program		
Funerals <i>(number last year)</i>	1	
Intergenerational Groups		
Outdoor Worship		

Prayer or Meditation Groups		
Public Advocacy Work		
Retreats	15	Women's group
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	0	
Worship (time slot: _____)	10 am Sunday	
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation). N/A

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)

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 staffperson serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Office Manager	no	Part time	Minister	6 months
Bookkeeper	no	Part time	Minister	6 months

We are currently interviewing for a Music Director and a Piano/Organist. They will both be part time and will report to the minister.

### REFLECTION

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

We are a very busy and active church with a strong music program.

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$95,717
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$ varies, no cap
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$113,000
Fundraising Events	\$935
Gifts Designated for a Specific Purpose	\$25,000
Grants	\$0
Rentals of Church Building	\$9,783
Rentals of Church Parsonage	\$0 Building sold



Support from Related Organizations (e.g. <i>Women's Group</i> )	\$1,463
Transfers from Special Accounts	\$0
Other (specify): Benevolence	\$2,435
Other (specify): Building Fund	\$2,872.75
TOTAL	\$262,259

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 262,259

*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.*

Current Budget is attached.

Note: Revised budgeting is in process since the sale of the parsonage in April 2024. Also, due to the hiring of new current or future staff; Minister, Bookkeeper, Digital AV Specialist, Music Director, Accompanist, and Office Manager, and the approval of a Pre-School and related staff.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 85% all staff

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
- ☐ 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%)* It is currently based on availability of funds. 1%

What is the church's current indebtedness?

Total amount of loan debt: N/A

Reason for debt:

Are capital and other payments current? Yes

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

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

Year(s)	Purpose	Goal	Result	Impact
2018-2019	Parking lot up grade, sanctuary changes, chairs, flooring, parlor furniture and painting	\$	\$	All expenses were covered by donations or budget
		\$	\$	

If a capital campaign is underway or anticipated, describe: Not at this time

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

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

Infrastructure improvements

Does your church have an endowment? Yes

What is the market value of the assets?

St. Paul's current footprint (including 3 undeveloped and adjoining properties) are currently valued between \$2.5M and \$4M in hard real estate assets.

The congregation has authorized the preparation of one property for subdivision. When preparations are complete, approximately 12-18 months in the future, subdividing will require funding at a cost of \$25,000, payable to the Village of Downers Grove.

Expected proceeds, if a sale was also authorized by the Congregation (sometime in the next 18-months to 3+ years), net proceeds would total approximately \$300,000 - \$350,000.

Note: No sales of additional properties has been authorized by the Congregation. Only the preparation of one such property for sale.

Endowment Fund Balance as of August 31, 2024: \$ 475,262.88.

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)?

2023: 49%, 5 years ago: 14%

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

We have increased the draw-down on the Endowment fund each of the past 5 years to meet normal, everyday operating expenses.

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

Depends on the success of the Pre-School to bring in new members from the surrounding community, the sale of the property, increases in Rents from existing groups, and continued discipline for St. Paul's to control unexpected expenses, outside of normal budgets.

Based on current cash and other liquid assets, the estimate is 2.0 - 2.6 years, maximum. If additional property sales were to occur, please add another 1-2 years, maximum.

Please comment on the above calculations or estimates:

The annual church budget is approximately \$260,000 to \$280,000.

Donations, Gifts, Rents, etc., total approximately \$100,000, per annum.

Costs and inflation are increasing.

The draw down of \$475,000 minus \$160,000 to \$180,000, per year, with no other changes, supports the above estimates of 2.0 – 2.6 years.

Note: This does not factor in any current growth targets based on the Pre-School launch in January 2025. Initial budget estimates are for the school to add \$25,000 - \$50,000 in annual revenue. Membership increases are pegged at 1%-5% of the children enrolled.

Other Assets

Reserves (savings): \$ 0

Investments (other than endowment): \$

Does your church have a parsonage? No

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church: Church only

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

The church currently owns 3 additional lots. One lot is adjacent to the church and can be sold as a residential lot once a subdivision of the lot is completed. St. Paul's also owns two lots that run parallel to the parking lot and are directly next to each other.

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

All, with use of the lift

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?*

Our congregation has faced challenges that have led us to our current financially reality. We are hopeful based on demographic changes in our neighborhood and with the right leadership we can once again be a vital ministry presence in our community.

### **3f. HISTORICAL INFORMATION**

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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.

Introduced contemporary music

Added digital online presence

In 2017 St. Paul's celebrated a 125th birthday!

Additionally, we modernized the sanctuary, removing original carpet and pews and replacing with updated carpet and chairs.

In 2012, a little older than 10 years ago, our church became Open and Affirming

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

As with all churches COVID forced many changes including but not limited to an expanded digital presence.

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 try to listen to and trust each other to work through the problems that arise. There is a lot of open communication, and we have been able to keep conflict to a minimum. We trust the congregational process.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Kirk Moore	10	Y
Rev. Phil Schairbaum	9	Y
Rev. Roland Bizer	24	deceased

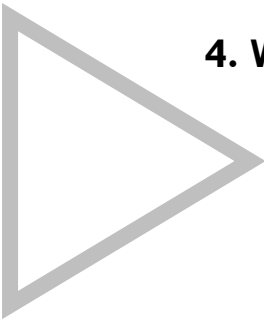
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Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Has any past leader left under pressure or by involuntary termination?  
 Y/N/Ask us

Has your church been involved in a Situational Support Consultation?  
 Y/N/Ask us

Has a past pastor been the subject of a Fitness Review while at your church?  
 Y/N/Ask us



**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**

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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?*

We engage the community with the support of several Scout Troops, Jazzercise, a model railroad group, a leather guild, a symphony orchestra, a senior orchestra, AA groups, NA groups, children’s theater, and many private music lessons. We donate to our local FISH pantry and have held a yearly Christmas Party with gifts for the Ray Graham association for people with disabilities and are a designated polling place for all elections. Our benevolence committee has made donations to many other organizations.

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

We support the United Church of Christ globally and locally to the best of our ability.

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](http://ucc.org).)

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

- |  |   |
|--|---|
| <input type="checkbox"/> Accessible to All (A2A)                 | <input type="checkbox"/> Just Peace                                       |
| <input checked="" type="checkbox"/> Creation Justice             | <input checked="" type="checkbox"/> Global Mission Church                 |
| <input type="checkbox"/> Economic Justice                        | <input checked="" type="checkbox"/> Open and Affirming (ONA)              |
| <input checked="" type="checkbox"/> Faithful and Welcoming       | <input type="checkbox"/> WISE Congregation for Mental Health              |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input checked="" type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Border and Immigrant Justice            | <input checked="" type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M)       | <input type="checkbox"/> None   |

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

We are open to being led into faithfulness and service.

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

We are open to opportunities that may present themselves in the future.

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 in the process of evaluating and changing our mission statement.

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?

We expect our minister will spend time in the community and for the good of the wider church.

## 4b. MISSION InSite

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

We live our mission statement with commitment and passion.

As our neighborhood changes in many ways, we have the opportunity to reach out to those new to the area and extend an invitation to St. Paul's.

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?

Younger families are moving into the neighborhood so we are looking for creative ways to engage them and welcome them into our congregation. This is one of the reasons we decided to open our preschool.

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

The neighborhood is going through a generational turn around.

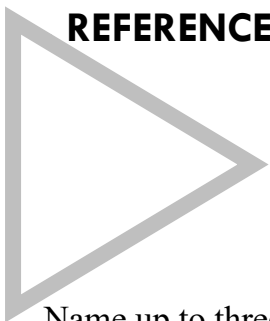
What do you hear when you talk to community leaders and ask them what your church is known for?

We are known for being a friendly/welcoming church.

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

They felt comfortable and at home.

## 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

Name / Position / Setting Rev. Phil Price (972-837-7630)

Interim minister at St. Paul's January, 2023 to January, 2024

(Telephone / Email / Relationship to the Congregation)

#### REFERENCE 2

Name / Position / Setting Marie Charlton (630-361-3408) [mlcharlton1@mac.com](mailto:mlcharlton1@mac.com)

Marie has been teaching Jazzercise classes at St. Paul's for many years. She also offers her time and helps to make improvements to our property.

(Telephone / Email / Relationship to the Congregation)

#### REFERENCE 3

Name / Position / Setting Tim Schubert (630-930-3741) [twshubs@gmail.com](mailto:twshubs@gmail.com)

Tim grew up attending St. Paul's but is not a current member. His parents have been members for many years and they are still active in the church. Currently Tim is the leader of one of the groups that uses our facility for their regular meetings.

(Telephone / Email / Relationship to the Congregation)

#### PROMPTS FOR REFERENCES

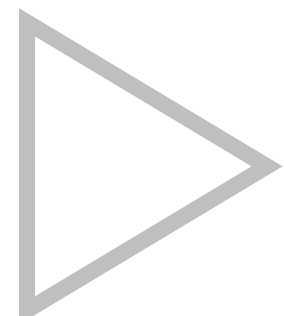
Describe some areas of strength in this church's ministry.

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

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

Anything else you wish to share.

## 6. CLOSING THOUGHTS



a. CLOSING PRAYER

b. STATEMENT OF CONSENT

c. CONFERENCE/ASSOCIATION VALIDATION

## 6a. CLOSING PRAYER

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*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:*

“Here I am Lord. Is it I Lord? I have heard you calling in the night. I will go Lord, if you lead me. I will hold your people in my heart.”

As people of faith, we know God is calling us to continue to grow and minister to those in need.

Our prayer is for God to help us find a leader to guide us and grow with us in faith and community. We hear God’s call, and we know that someone also hears God’s call to join us in our quest to become a vibrant church doing God’s will for God’s people. Amen.

## 6b. STATEMENT OF CONSENT

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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.

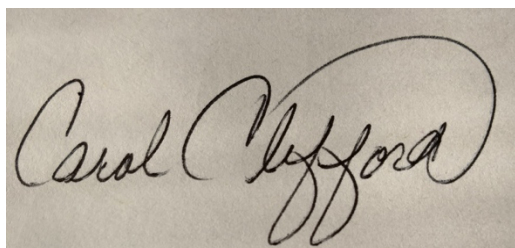
1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*

Pastoral Search Committee

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

A handwritten signature in black ink on a light-colored, textured background. The signature is written in a cursive style and reads "Carol Clifford".

Carol Clifford, President,  
St. Paul's UCC, Downers Grove.  
October 7, 2024

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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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](mailto:shernelledneystilley@ilucc.org)

Phone:

708-701-4933

Date:

November 14, 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*

**UNITED CHURCH**  
OF CHRIST

