



**Name of Church**

Saint John UCC

**Address**

PO Box 147  
Emma, MO 65327

**Conference:**

Missouri Mid-South

**Association:**

Western

**Title**

Minister

**Start Date**

Jun 2, 2025

**Description**

We are a small church located outside of Kansas City. We are a dedicated and faithful congregation with a desire to continue to be a presence in our community. We are seeking a new minister to come and join us on our spiritual journey.

**Church Contact Information**

(314) 918-2605 (Business)

damien@mmsucc.org (Email Address)

**Listing Information**

**Web Presences**

<https://www.facebook.com/stjohnsucc.emma.mo>

Type: Other

**Additional Formal Ecumenical Affiliations**

*No response*

**UCC Conference or Association Staff Contact Person**

**Name:**

Rev. Damien Lake

**Title:**

Associate Conference Minister

**Phone:**

314-918-2605

**Email:**

damien@mmsucc.org

**Summary Ministry Description**

St. John UCC is seeking a part time settled minister to serve our congregation, primarily leading weekly Sunday morning services. Duties could also include baptisms, weddings and funerals as needed, as well as confirmation classes for potential confirmands.

We are located in the small town of Emma, Missouri, right off of Interstate 70, about an hour east of the greater Kansas City area. Our church serves people from Emma as well as the neighboring communities of Concordia and Sweet Springs.

**Church pictures****What we value about living in our area.**

We greatly value the fact that the residents of this rural area predominantly hold Christian values.

**Current size of membership**

132

**Average in person attendance**

40

**Does your church hold virtual worship services?**

No

**Languages used in ministry**

English

**Position Title**

Minister

**Position Duration**

Settled

**Compensation Level**

1/2 Time (approximately 20-22 hours/week)

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

No

## Scope of Work

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Some fields reference [The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ](#).

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the [Call Agreement Workbook](#).

*No response*

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

A) What is expected of a Settled Minister?

A Half-time Settled Pastor's duties include:

1. Weekly Sunday morning services.
2. Offer confirmation classes.
3. Provide services for weddings, funerals, and baptisms.
4. Attend monthly church council meetings.

B) What may the Settled Minister do is agreed upon?

1. Make hospital calls, nursing home, and shut-in visits.
2. Join in on church congregational activities such as church picnics, wiener roasts, and other activities that don't necessarily meet on Sunday mornings.

Second:

Core Competencies:

1. Caring Person
2. Good Preacher
3. Approachable

Third:

Help our church with growth and understanding who we are as Christians.

## Compensation and Support

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The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE (IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	10560	<input type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	4440	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 15000			
Pension/Annuity	3200	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	5300	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

If needed, please comment further on your church's salary and benefits for the minister.

Car Allowance 4,000.00

The expected living situation for our next minister.

We would anticipate that the minister can live within a reasonable drive on a Sunday morning from the church.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

No response

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

We are willing to work with a minister's schedule.

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Conference and/or Association meeting registrations

Peer and professional supports available for ministers in our association/conferences.

1. Lafayette Area Cluster Group which is comprised of local UCC pastors and lay people that meet quarterly, usually at Salem UCC in Higginsville.
2. Sweet Springs Ministerial Alliance.
3. Tuesday Morning Clergy Gathering for all Conference clergy via Zoom

## Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

At the minimum three ministry goals we envision our next Settled Pastor/minister collaborating with the congregation to achieve:

1. Increase membership participation in church activities.
2. Establish and encourage interest in youth.
3. Strive toward the growth of our congregation.

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

Our congregation would like someone to reach out and be involved in community activities.

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

*No response*

Based on what we have learned about who our church is, who our church's neighbor is, and who God is calling the church to become, these are four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that our next minister will display to further equip the congregation's ministry in these areas.

*No response*

## Who Is God Calling Us to Become?

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"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 God is calling us to become as a congregation.

Servants of our Lord Jesus Christ.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

*No response*

## Congregation Reflections

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We would describe our congregation's life of faith as...

We have the opportunity to serve God and our brothers and sisters as we are faced with new challenges and responsibilities in a changing world.

Strengths or positive qualities of our congregation.

We are a caring, thoughtful, and respectful congregation. We welcome one another to worship with us.

A growing edge for our congregation and what we plan to strengthen as a congregation

We need to find a way to open ourselves up to other's ideas and opinions.

What worship is like when our congregation gathers.

The atmosphere is relaxed and comfortable.

The educational program/faith formation vision of our church.

We offer Sunday School two Sundays a month. It is led by several members of our congregation during the worship service. There is no adult Bible class but it has been discussed starting it up again.

How our congregation is organized for ministry and mission.

We have a monthly newsletter that is mailed to all members. The church council lets members know of new items during announcements at the worship service. We have an annual meeting following a worship service and reports from all departments are given out and discussed.

When it comes to decision-making, 1 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

*Yes*

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

An emergency church council meeting was called and the council met and decided on what plan of action was to be taken.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

[!\[\]\(12a8985c56a42f60f1792029977b51c5\_img.jpg\) St. John Annual Report \(partial\).pdf](#)

## 11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

*No response*

## Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	40
NUMBER OF ACTIVE NON-MEMBERS:	20
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	60

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	50%
LESS THAN 10, MORE THAN 5 YEARS:	25%
LESS THAN 5 YEARS:	25%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	0
12-17	0
18-24	0
25-34	0
35-44	0
45-54	0
55-64	0
65-74	0
75+	0

ARE THESE NUMBERS ESTIMATES?

No

**Percentage of adults in various household types:**

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	0%
HOUSEHOLDS WITH MINORS:	0%
SINGLE ADULTS AGE 35-65:	0%
JOINT HOUSEHOLDS WITH NO MINORS:	0%
SINGLE ADULTS OVER 65:	0%

ARE THESE NUMBERS ESTIMATES?

No

**Education level of adult participants by percentage:**

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	0%
COLLEGE:	0%
GRADUATE SCHOOL:	0%
SPECIALTY TRAINING:	0%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

No

**Percentage of adults in various employment types:**

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	0%
ADULTS WHO ARE RETIRED:	0%
ADULTS WHO ARE NOT FULLY EMPLOYED:	0%

ARE THESE NUMBERS ESTIMATES?

No

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

*No response*

**The mix of ethnic heritages in our congregation, and the overall racial make-up.**

Most of the congregation is white, with a German ancestry.

**What diversity means in our context?**

*No response*

**Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future**

No

**Participation and Staffing**

## Participation and Planning of Gatherings

*No Response*

### Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
9:00	40	Pastor

### Additional comments:

*No response*

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

*No Response*

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

*No response*

### List of all current staff:

*No Response*

Reflection: What this information reflect about our congregation's overall ministry:

*No response*

## Church Finances

### Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	64719
Fundraising Events	825
Gifts Designated for a Specific Purpose	900
Rentals of Church Parsonage	5400
Support from Related Organizations (e.g. Women's Group)	432
Total	72276

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

65301

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.

*No response*

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

42

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

No



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

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

In what way is OCWM (Basic Support) gathered?

Designated gifts.

If calculated as a percentage of operating budget, this is the percentage?

No response

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

No

## Capital Campaigns

Description of any building programs projected or underway.

We are looking at some major foundation repairs this upcoming year. Currently taking quotes.

Pictures

Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

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

No response

Does your church have an endowment?

No

Other Assets

No response

Reserves (savings):

No response

Investments (other than endowment):

*No response*

Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

*No response*

How is the parsonage used?

Rental

Street

Elm St

City

Emma

State

MO

Zip

65327

Finished square footage:

*No response*

Number of Bedrooms:

*No response*

Number of Bathrooms:

*No response*

Assessed real estate value:

*No response*

Available for minister residence?

No

Expected minister residence?

No

Condition of structure, systems and appliances

*No response*

Entity in the church responsible for review and needed repairs

*No response*

Parsonage pictures

Description of all buildings owned by the church:

The parsonage and an unattached single car garage.

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

Office space for the council meetings and secretary.

**Accessibility features of our building(s):**

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance  
Accessible parking spaces  
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)

Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids  
Handrails on all stairs

**Which spaces are accessible to wheelchairs:**

The sanctuary.

**Policies regarding financial practices of the church:**

*No response*

**Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:**

*No response*

## Historical Information

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**Significant happenings in the history of our church that have shaped the identity of our congregation.**

*No response*

**A specific change our church has managed in the recent past.**

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

*No response*

**The most recent major conflict through which our church has navigated.**

**Ministerial History:**

*No response*

**What our church has learned about itself and its relationship with people who provided ministerial leadership.**

We have learned that we as a group we need to do a better job of vetting someone before welcoming them into our church family as the leader.

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

No

**Has your church been involved in a Situational Support Consultation?**

No

**Has a past pastor been the subject of a Fitness Review while at your church?**

No

**Has a previous minister been a contributor to conflict following their tenure as pastor?**

No

## Community Vision

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**How the relationships and activities of our congregation extend outward in service and advocacy.**

We have contributed to the Food Pantry and gather school supplies for the local schools. We are also discussing trash pickup along the highway into town or painting picnic tables at the Emma City Park.

**Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.**

It has been several years since anyone from our congregation has been to the annual conference. We do participate in the Lafayette County Women's group meetings.

**How our church engages with the community organizing movements in our community.**

*No response*

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, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

None.

**What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.**

*No response*

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

We join in the community Thanksgiving service and sunrise service for Easter. It is held at a different local church each year.

**How our mission statement compares to the actual time spent engaging in different activities.**

*No response*

The scope of work assigned to our pastor(s). How their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time.

*No response*

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**The ARDA or MissionInsite Reflection**

ARDA/MI File

No response

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

*No response*

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

*No response*

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

*No response*

What we hear when we talk to community leaders and ask them what our church is known for.

*No response*

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

*No response*

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**References**

☒ Ricki Kirchhoff

Completed: Friday, Mar 7, 2025

Former member

Personal: 8167265328

#### Reference Response

This small, intimate congregation is very welcoming. We transferred our membership because we moved.

☒ Cliff Caton

Completed: 2 days ago

I am an ordained minister in the Disciples of Christ Church. I retired from full time clergy a few years ago and now serve St. John as part time Pastor

Primary Email Address: cliffcaton@gmail.com

Mobile Phone: 8168321194

#### Reference Response

I have been at St. John for seven months as their part time pastor. I find the congregation to be healthy, well balanced and invested in their history and ritual. They are looking for a pastor to join them, not change them. I believe the majority would consider themselves conservative. Average attendance is 30 to 45 on Sunday. They are a warm and welcoming congregation with a well defined set of priorities. First among those priorities is a worship service consistent with their history. There is little interest in trying out new ideas and should be vetted before attempted. The Church Council (Board of Directors in my denomination) provide oversight and daily management of the church, and they appear to work well together. In my opinion, this is a healthy, happy, well established rural family church.

#### Closing Prayer

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*No response*

#### Statement of Consent

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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.*

Search Committee

2. Additional comments for interpreting the profile:

*No response*