



Name	Pilgrim Chapel (Mt. Adams Pilgrim Chapel)
Share Post	
City	Cincinnati
State	OH
Website	https://pilgrimchapelmtadams.org ; www.facebook.com/mtadamspilgrimchapel
Church Size	60
Part Time / Full Time	1/2 time
Duration	Settled
Type of Position	Pastor part time
Salary Basis	Conference Guidelines 1/2 time
Benefits	Salary and Allowances
Housing	None
Language	English
Ministry Description	<p>Pilgrim Chapel is located along Mt. Adams' westernmost ridge overlooking downtown Cincinnati. Founded in 1886 as Pilgrim Presbyterian Church, it served the community of what was then a predominantly working-class Catholic neighborhood. For a brief time in its long history, the church closed in the 1980's at the order of the Presbytery; it reopened in the 1990's newly affiliated with the United Church of Christ. Since then the Pilgrim Chapel community has demonstrated its deep commitment to service, reaching out to our neighbors by supporting activities and missions in Mt Adams, greater Cincinnati and Northern Kentucky. We believe God is at the center of what we do and who we are. We are a warm, inclusive community where everyone is known by name and newcomers are welcomed as family. Our beautiful building is both accessible and inviting (well-behaved dogs are welcome too)!"</p>

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

Pilgrim Chapel
(Mt. Adams Pilgrim Chapel)
Cincinnati, Ohio

Settled Pastor

Heartland Conference
Southwest Ohio Northern Kentucky Association

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)

1. POSITION POSTING

1a. LISTING INFORMATION

Church name: **Mt. Adams Pilgrim Chapel**

Street address: **1222 Ida Street, Cincinnati, Ohio 45202**

Supplemental web links: **<https://pilgrimchapelmtadams.org>**

www.facebook.com/mtadampilgrimchapel

Additional ecumenical affiliations: **SONKA Region 513:**

Conference: **Heartland Conference**

Association: **Southwest Ohio-Northern Kentucky (SONKA)**

UCC Conference or Association Staff Contact Person

Rev. MiMi Chamberlin, Association Minister.

(513+218-7164; mimic@sonkaucc.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?

Photographs:



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

Current size of membership: **65**

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

Position Title: **Pastor**

Position Duration:

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

Compensation Level: ½ **Time**

Does the total support package meet conference compensation guidelines?

1b. SCOPE OF WORK

(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.)

Caring, Spiritual, Sociable, Organized

1c. COMPENSATION AND SUPPORT

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

Benefits: **Salary includes optional Benefits/Allowances**

What is the expected living situation for your next minister: **Living nearby**

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

Must live within a reasonable commuting distance from the church (prefer ~30 mins.)

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

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

The Regions of the Southwest Ohio Northern Kentucky Association, the Association activities, and Bible Study groups in the region we are a part of, either in our Association or ecumenically for his/her own continued growth and support.

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

We are flexible about the days and times spent at the church during the week. However, on Sunday mornings, a minimum of three hours is required. Out of these three hours, two should be dedicated to pre-service and post-service fellowship and brief meetings with individuals.

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.

Growth of active, committed parishioners; attracting younger folks including children; support of local missions; baptisms/funerals/visitation of the sick; supportive of SONKA and the SONKA Region; promotion of church sponsored events.

Describe how your vision of the minister you are now seeking will assist the congregation in

making an impact beyond its walls.

Attending local community association (Mt. Adams Civic Assoc.); supporting community activities; seeking mission opportunities.

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

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 practice;

Building transformational leadership skills;

Caring for all creation;

Strengthening inter- and intra- personal assets.

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?

A friendly and welcoming community to all; a safe place to worship; an orientation to supporting local missions.

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 challenged by having a small number of active parishioners who do most of the work. And the majority are older than 50 years of age.

3. WHO ARE WE NOW?

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

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?

Welcoming/friendly to all; grow in faith; love and serve God; supportive.

Describe several strengths or positive qualities of your congregation.

Welcoming and friendly.

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?

Sanctuary doors remain open during the service; Pastor (retiring) uses some notes but leaves the pulpit and speaks from in front of the pews; sermons reflect on living in today’s world; are not necessarily lectionary based; Baptism involves immediate and extended family at the baptismal; services are “broadcast” live on Facebook.

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 do not currently have adult or child bible study (no children);

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?
< 2 hours per month average.

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

By phone or Zoom

- 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] **By-Laws were revised/adopted in Feb. 2025. The President and Pastor provide an annual report to the congregation.**

3b. 11-YEAR REPORT

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

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

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:		
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+	<i>Are these numbers an estimate? (check if yes)</i>

Percentage of adults in various household types:

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

Education level of adult participants by percentage:

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

Percentage of adults in various employment types:

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

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

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?

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:

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	7	Sue Zimmerman
Baptisms (<i>number last year</i>)	1	Pastor
Children's Groups or Classes	0	
Christmas Eve and Easter Worship	40	Pastor
Church-wide Meals	1	Pastor
Choirs and Music Groups	0	
Church-based Bible Study	0	
Communion (<i>served how often?</i>)	24	Pastor - Monthly
Community Meals	16	Washington UCC
Confirmation (<i>number confirmed last year</i>)	0	
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	3	Pastor
Intergenerational Groups	0	
Outdoor Worship	0	
Prayer or Meditation Groups	5	Pastor/Lay Leader
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	1	Pastor/parishioner
Worship (time slot: <u>10:30</u>)	19-24	Pastor

Worship (time slot: <u> n/a </u>)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
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).

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

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
n/a				

REFLECTION

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

We have very few folks younger than 50. Who will "run" the church in the future?

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$68,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$14,400
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$82,400

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?

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

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

What is the church's current indebtedness?

Total amount of loan debt: ~\$70,000

Reason for debt: Mortgage

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.

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

Year(s)	Purpose	Goal	Result	Impact
2026	Step Repair	\$8,000	\$3,000	
		\$	\$	

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?

No.

What is the market value of the assets?

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

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

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?

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$

Investments (other than endowment): \$

Does your church have a parsonage? **Yes.**

Fair market rental value of the parsonage:

How is the parsonage used? **Rental**

Street / City / State / Zip: **1220 Ida St., Cincinnati, OH, 45202**

Finished square footage:

Number of Bedrooms, Number of Bathrooms: **1**

Assessed real estate value:

Available for minister residence: **Y/N**

Expected minister residence: **Y/N**

Condition of structure, systems and appliances **Fair to Good**

Entity in the church responsible for review and needed repairs **Bldg. Manager**

Describe all buildings owned by the church: **Church and House (former parsonage)**

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.*)

Worship space, fellowship space.

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?

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.

Covid pandemic eliminating the annual community spaghetti dinner. While not a money-maker it made us visible to the Mt. Adams community. Becoming an Open and Affirming congregation.

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

We have had 2 settled pastors in the past eight years.

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?)

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Dr. Richard Jameson	~8 (ret./deceased)	Y
Rev. Dr. Robert W. Croskery	~15 (ret./deceased)	Y
Rev. Dr. David Schwab	~3 (ret./deceased)	Y
Rev. John H. Pohlman (current/retiring)	3+	Y

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 N

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us N

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

Y/N/Ask us N

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?

Washington UCC, Esther Marie Hatton Center for Women

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

Southwest Ohio Northern Kentucky Association of the Heartland Conference

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

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

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

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

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

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.

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?

4b. MISSION InSite

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

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

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

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

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

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

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

REFERENCE 2

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

REFERENCE 3

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.

6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

—————

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

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.*)
2. Additional comments for interpreting the profile:

Signed: _____ Date:

James Sheff, President

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: 

Name / Title: MiMi Chamberlin, SONKA Association Minister

Email: mimic@sonkaucc.org

Phone: 513.218.7164

Date: 4.18.26