

# PILGRIM

UNITED CHURCH OF CHRIST

CHURCH PROFILE 2021



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a just world for all

UNITED CHURCH OF CHRIST  
**LOCAL CHURCH PROFILE**

Pilgrim Congregational Church UCC  
St. Louis, Missouri

Settled Pastor

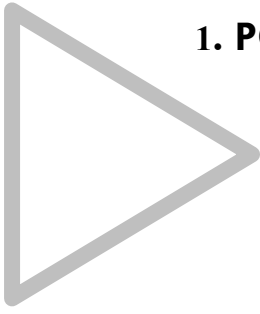
Missouri Mid-south Conference, St. Louis Association

August 14, 2021

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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

- 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: Pilgrim Congregational Church UCC  
Street address: 826 Union Blvd, St. Louis, MO 63108  
Supplemental web links: <http://www.pilgrimucc-stl.org> <https://www.facebook.com/Pilgrim-Congregational-Church-UCC>  
<https://www.facebook.com/PilgrimCongregationalUCCSTL/>

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

Conference: Missouri Mid-South  
Association: St. Louis Association

UCC Conference or Association Staff Contact Person:

Name: Reverend Damien Lake

Title: Associate Conference Minister at Missouri Mid-South  
Conference UCC

Phone: 314-918-2605

Email: [damien@mmsucc.org](mailto:damien@mmsucc.org)

Summary Ministry Description:

As a result of the New Beginnings experience, Pilgrim has redefined its vision and identity. We have committed to a new mission statement: to live God's call to love our neighbors as ourselves. We are seeking a pastor who shares our vision of Pilgrim as a place where our faith inspires us to be an integral part of a community in transition; and who can help us develop strategies and networks to bring the transforming power of compassion and justice into the lives of members and our

neighbors. To accomplish these goals, we have decided to call a settled-term pastor to help us complete them.





We value the centrality of our location, easily accessible from two major highways and several major city arteries. We sit on the border of the “Delmar Divide,” which is a cultural barrier between blacks and whites in St. Louis; the Divide also sees significantly higher poverty and unemployment rates to the north as compared to the south. We have a vision to “create a welcoming hub in the West End of St. Louis where diverse people come together to build God’s just and beloved community,” and we have a firm commitment to social justice issues.

Current size of membership: c. 100

Languages used in ministry (*other than English*): English only

Position Title: Settled Minister

Position Duration:

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

Compensation Level (*choose one, delete the other options listed*): Full Time

Does the total support package meet conference compensation guidelines? Yes

## 1b. SCOPE OF WORK

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Scope of work for full time Settled-Term pastoral Position (40-50 hours weekly / 10-12 units)

- guiding congregation in understanding and implementing Pilgrim's mission "to live God's call to love our neighbors as ourselves",
- community engagement and building Pilgrim's capacity (staff and lay leaders, and members) to sustain and enrich that engagement.
- faith formation and vitality anchored in Pilgrim's history of racial diversity and social justice advocacy, but responsive to all the ways we are called to give extravagant welcome.
- preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- pastoral care in collaboration with lay people
- weddings and funerals for participants in the worshipping community
- attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- participate in wider church activities such as conference and association meetings
- faithful financial development and stewardship
- responsibility for supervision of staff
- counseling, listening and referral
- 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:

We are looking for someone who is spiritually mature; able to inspire and nurture congregation through relevant and social-justice minded worship and faith formation,

We are looking for someone able to balance the needs of community organizing with the capacity of the church. This includes making connections across lines of race, ethnicity sexual orientation, income level, and education level; facilitating communication and discussions to arrive at common goals; and building skills and leadership within the congregation. It also entails foresight and the ability to identify the best opportunities behind which limited resources can be applied.

We are looking for a systems thinker: able to understand how the various parts of the congregation and the community can work together. Using thoughtful and real people skills,

capable of cultivating (semi-)consensus rather than imposing policies. Prepared to help us translate our mission into specific programs and priorities.

## 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*): Negotiable and consistent with conference guidelines

Benefits: Salary plus Benefits

What is the expected living situation for your next minister? A housing allowance would be part of the compensation package; we have no parsonage. We expect the pastor to choose to live anywhere he or she chooses within the St. Louis region.

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: Eden Seminary, the St. Louis Association, Missouri Mid-South Conference, Conference Minister, Union Communion Ministries and Metropolitan Congregations United, provide resources and mentors.

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

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We recognize the sustaining role of Pilgrim Church in fostering the spiritual lives and fellowship of its members, and we commit to continuing this care with the assistance of our next minister.

We seek to make and implement decisions to move Pilgrim more fully into its chosen mission and to sustain and enhance lay leadership and participation in turning this vision into reality.

We look for prophetic preaching and teaching to inspire and inform us in our life as a community, in our work for justice and care of God's creation, and in our daily lives. We look forward to working with the next pastor to create meaningful worship experiences that draw on the talents and experiences of Pilgrim's staff, members, and friends.

Our current vision for the church is to "create a welcoming hub in the West End of St. Louis where diverse people come together to build God's just and beloved community." The minister we are seeking will help us to turn our focus outward toward our neighbors. This

minister will not just directly develop relationships with other neighborhood churches and organizations, but will more importantly, teach us how to turn outward in a collaborative way.

We envision a minister who will use worship, educational programs, conversations, and the life and work of the church to train us how to work with people outside the church and do more than just provide charity. We need a leader who will not do the community connecting for us but will lead and guide us in doing this work ourselves.

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

Our next pastor will be growing transformational leadership skills in him or herself, and nurturing those skills in us through lifelong learning. This leader will demonstrate the ability to work collaboratively with intercultural awareness and sensitivity within the church and the community. In this way we can live out our vision to “To create a welcoming hub in the West End of St. Louis where diverse people come together to build God’s just and beloved community”.

The pastor will have experience in working with others for justice and mercy, drawing on both the Old Testament prophets and the ministry of Jesus to confront injustice and oppression. This person will lead us in maintaining and expanding our reputation for radical hospitality. Pilgrim is widely known for its authentic diversity. We have the ability to be a model for others embarking on the journey to God’s beloved community.

In order to do any of these things, each of us must rely on the support and sustenance of others. That requires a continual strengthening of both inter- and intra- personal assets. It also requires a healthy sense of self, strong moral character, and personal integrity.

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

Our next ministerial leader must have experience working with people of diverse racial backgrounds, as we are a racially integrated church with a nearly 50-50 divide between black and white members. Our ministerial leader must also be experienced working with people across social class lines. As well, we strongly value working across ecumenical and religious boundaries, and have had choir members who are Muslim and Jewish. The atmosphere and actuality of church services must be welcoming and inclusive.

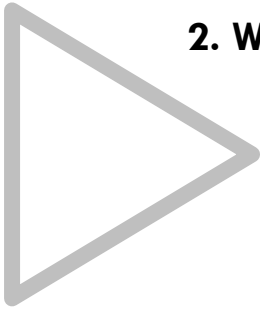
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's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

The reason most of us have church in our lives is to nourish and express our spirituality. For this reason, our next minister will exhibit a spiritual foundation and an ongoing spiritual practice. He or she will be a lifelong seeker, personally growing in insight and understanding of God's guidance for us through Jesus, The Christ. In this way, our next pastor will be a guide for the journey of our spirits.

Our next pastor will be growing transformational leadership skills in him or herself, and nurturing those skills in us through lifelong learning. This leader will demonstrate the ability to work collaboratively with intercultural awareness and sensitivity within the church and the community. In this way we can live out our vision to "To create a welcoming hub in the West End of St. Louis where diverse people come together to build God's just and beloved community".

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## 2. WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

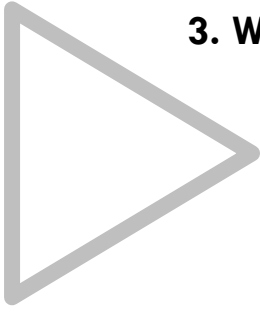
We believe God is calling us to be a healing, spiritually vibrant, and just congregation working against racial, ethnic, gender, economic, and any other strife that divides people rather than brings them together. We believe we are a light that cannot and must not diminish. Too much pain, alienation, and division grips the world. We believe we are here to create a place where these, among other social ills, can be lessened through shared understanding and compassion.

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

Through the New Beginnings process, the congregation committed to redefining our mission. A Mission Re-definition Team reviewed the results of the New Beginnings process, met with organizations and representatives of the community, and proposed the following new mission statement, which the congregation voted to adopt:

***To live God's call to love our neighbors as ourselves.***

Pilgrim supports the Ivory Perry summer concert series, located in a neighborhood park. The three churches in Union Communion Ministries were instrumental in bringing the park back to life. The concert allows the diverse population of the neighborhood to gather and enjoy local musicians. This is an example of our location supporting our mission and goals.



### 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.

It is challenging to describe our congregation's life of faith, as we are very theologically diverse. Some members have seminary training, but some members do not have a strong understanding of different theologies. We often call on God with inclusive language in our hymns, prayers etc., using she/he, Creator and other names for God. We tend to focus on God as loving and just – ours is a God who loves all people and who calls us to create and advocate for social justice.

Describe several strengths or positive qualities of your congregation.

Pilgrim is a highly welcoming congregation. The statement “No matter who you are or where you are on life's journey, you are welcome here” is actually experienced by everyone who comes through our door, whether for worship or community activities.

Pilgrim is not only demographically diverse, the membership has a wide range of skills, occupations and talents.

We seek to model for the rest of the world what living in diversity looks like in real life. We are generous in contributing to causes and activities that align with our mission.

We are good team members, working with other UCC churches and community organizations.

Describe what worship is like when your congregation gathers.

Worship at Pilgrim is meaningful and spirit filled. The music is familiar and uplifting. On a recent Sunday, the strains of “Just a Closer Walk with Thee” filled the sanctuary. People sang and hummed along and clapped to the rhythm. The words of the pastor make attendees inspired or uplifted and moved. Most everyone takes something away.

The mood is established by a vibrant Passing of the Peace where everyone comes out of their seat to circulate and greet one another through handshake or hugs.

A centering prayer prior to the sermon is meditative. That good feeling continues throughout worship because we are surrounded by individuals we respect and care about, those we enjoy being with, those with whom we can talk, work and share our joys and concerns. That is the totality of the worship experience.

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

The two most recent confirmands frequently served as acolytes and helped with communion. Our Christian Education Committee has recently re-formed and have started to enact a renewed Sunday School Program while also revitalizing the Adult Education program. There is a weekly daytime Bible Study. The Spirit Group is a long-standing (31 years) weekly lay-led gathering, meeting in members’ homes on Sunday evening. Although the pandemic has disrupted many of these activities, they are expected to continue.

Describe how your congregation is organized for ministry and mission.

**Buildings and Grounds** (active). Focuses on building use and upkeep; also assists with special/community events.

**Community Partnerships** (limited). Outward focused on helping and serving others in times of need. The committee helps set up writing campaigns to our state and local representatives and provides options for donating to social justice and local association organizations.

**Christian Education** (limited). Five volunteers and four to eight children served. Limited service to adults.

**Communications and Evangelism** (limited). Focuses on messaging, website and internal communications

**Membership Care** (limited). Focuses on service to members, planning special events, meals, outreach to homebound or ill members, maintenance of membership rolls. This committee is in the process of restructuring.

**Worship and Music** (active). Focuses on instrumental and vocal music, worship planning.

**Wednesday Ministries** (active). Focuses on the weekly Soup Kitchen and a Food Pantry open 2 days/month, serving needs of the guests who need food, health services, clothing, etc. Pilgrim has partnered with Centennial Christian Church on Fountain Ave. to offer these ministries throughout the pandemic.

When it comes to decision-making, how many hours are spent in meetings per month?

We have three types of meetings: Council, Ministry, and Staff meetings. Council takes three hours a month; Ministry meetings take two hours a month; Staff meetings take two hours twice a month.

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

As with other congregations, Pilgrim was faced with a nationwide crisis due to the pandemic in early 2020. In-person services were disallowed, and the church for the most part closed its doors to the public for an extended period.

Pilgrim leadership, staff and congregants worked together (with assistance from Missouri Mid-south UCC) to ensure that remote services were quickly implemented. Sermons, liturgy, music, the program and nearly all other essentials have been incorporated into a Zoom format every Sunday since March 2020. Facebook Live services has also been available in this period. Bible study weekday sessions were also offered remotely, as were governance and other meetings.

These steps were particularly critical for Pilgrim considering the average age of our congregation. Not only was the health and wellbeing of members protected, but a sense of shared purpose and holy community endured throughout 2020 and into 2021 (Pilgrim is currently considering a timeline for re-opening in-person services).

- 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

### 3b. 11-YEAR REPORT

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*[Attached at End]*

### 3c. CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church.

|  |    | <i>Is this number an estimate?<br/>(check if yes)</i> |
|--|----|---|
| Number of active members:                                | 55 |   |
| Number of active non-members:                            | 3  | ✓   |
| Total of church participants (sum of the numbers above): | 58 | ✓   |

Percentage of total participants who have been in the church:

|                                  |            | <i>Is this percentage an estimate? (check if yes)</i> |
|----------------------------------|------------|---|
| More than 10 years:              | 77 percent | ✓   |
| Less than 10, more than 5 years: | 16 percent | ✓   |
| Less than 5 years:               | 7 percent  | ✓   |

Number of total participants by age:

| 0-11 | 12-17 | 18-24 | 25-34 | 35-54 | 55-64 | 65-74 | 75+ | <i>Are these numbers an estimate?<br/>(check if yes)</i> |
|------|-------|-------|-------|-------|-------|-------|-----|--|
| 3    | 2     | 11    | 8     | 8     | 7     | 50    | 16  | ✓  |

Percentage of adults in various household types:

|                                 |            | <i>Is this percentage an estimate? (check if yes)</i> |
|---------------------------------|------------|---|
| Single adults under 35:         | 0          |   |
| Joint household with minors:    | 6 percent  | ✓   |
| Single adults age 35-65:        | 14 percent | ✓   |
| Joint household with no minors: | 15 percent | ✓   |
| Single adults over 65:          | 65 percent | ✓   |

Education level of adult participants by percentage:

|                         |            | <i>Is this percentage an estimate? (check if yes)</i> |
|-------------------------|------------|---|
| High school:            | 26 percent | ✓   |
| College:                | 48 percent | ✓   |
| Graduate School:        | 25 percent | ✓   |
| Specialty Training:     | 1 percent  |   |
| Other (please specify): | 0          |   |

Percentage of adults in various employment types:

|                                    |            | <i>Is this number an estimate?<br/>(check if yes)</i> |
|------------------------------------|------------|---|
| Adults who are employed:           | 45 percent | ✓   |
| Adults who are retired:            | 53 percent | ✓   |
| Adults who are not fully employed: | 2 percent  | ✓   |

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

Accountant  
 Aerodynamics  
 Affirmative action  
 Attorney at law  
 Banking  
 Bus driver  
 Civil engineer / electrical engineer  
 Clergy  
 Computers  
 Communications/fundraising  
 Custodial / maintenance  
 Doctor, M.D.  
 Education (professor, teacher, school psychologist)  
 Food service  
 General contractor  
 Golf professional  
 Homemaker  
 Librarian  
 Licensed Practical Nurse  
 Medical technician  
 Military  
 Nursing, Occupational Therapist Realtor  
 Federal employee  
 Retail sales  
 Secretary  
 Social worker  
 Student

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?

Pilgrim declared itself to be a multi-racial congregation in 1953, a milestone as this was the first church within St. Louis City to take such a step. Over time, we have slowly gone from all Caucasian to our present racial mix, which reflects the population in St. Louis City generally (approximately 50% African American, 50% Caucasian)

Pilgrim declared itself to be Open and Affirming in 2007.

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:

No recent conversation, but Pilgrim is welcome to the idea.

### 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?<br><i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i> |
|------------------------------------|---|--|
| Adult Groups or Classes            | 10  | Members  |
| Baptisms <i>(number last year)</i> | 1   | Pastor   |
| Children’s Groups or Classes       | 1   | Members  |
| Christmas Eve and Easter Worship   | 65  | Pastor, Worship and Music, Director of Music Ministries  |

|  |                   |   |
|--|-------------------|---|
| Church-wide Meals                                  | 40                | Membership Care   |
| Choirs and Music Groups                            | 10                | Director of Music Ministries                            |
| Church-based Bible Study                           | 10                | Member, pastor  |
| Communion ( <i>served how often?</i> )             | 30 (monthly)      | Pastor, Worship and Music                               |
| Community Meals                                    | 50-80<br>(weekly) | Wednesday Ministries                                    |
| Confirmation ( <i>number confirmed last year</i> ) | 2                 | Pastor  |
| Drama or Dance Program                             | N/A               | N/A   |
| Funerals ( )                                       | 1                 | Pastor, Director of Music, Family                       |
| Intergenerational Groups                           | N/A               | N/A   |
| Outdoor Worship                                    | N/A               | N/A   |
| Prayer or Meditation Groups                        | 6                 | Spirit Group Members                                    |
| Public Advocacy Work                               | Unknown           | UCM, Community Partnership                              |
| Retreats ( in process)                             | 35-40             | Pastor, Council officers                                |
| Theology or Bible Programs in the Community        | N/A               | N/A   |
| Weddings ( )                                       | None              |   |
| Worship (time slot:_____)                          | 10:30 a.m.        | Pastor, Director of Music Ministries, Worship and Music |
| Worship (time slot:_____)                          |                   |   |
| Young Adult Groups or Classes                      | N/A               | N/A   |
| Youth Groups or Classes                            | N/A               | N/A   |
| Other  |                   |   |

Additional comments:

Many of the face-to-face activities above have been temporarily suspended due to Covid, but are expected to resume in the near future.

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-Way or Four-Way Covenant?<br><i>(3 or 4 or No)</i> | Ministry Setting             | Type of Ministry Role | Retired?<br><i>(Y or N)</i> |
|---------------|--|------------------------------|-----------------------|-----------------------------|
| David Arndt   | No   |                              | Bible Instructor      | Y                           |
| Mark Robinson | 4  | Center for Creative Conflict |                       | 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<br>(full time, part time, volunteer) | Supervised by | Length of Tenure for current person in this position |
|------------------|--------------------|---|---------------|--|
| Music Leader     |                    | Part-time   | Pastor        | 2 years  |
| Building Manager | manages custodians | Part-time   | Pastor        | 5 years  |
| Office Manager   |                    | Full-time   | Pastor        | 12 years   |

|  |  |           |                             |          |
|--|--|-----------|-----------------------------|----------|
| Custodian                              |  | Full-time | Buildin<br>g<br>Manag<br>er | 31 years |
| Custodian                              |  | Part-time | Buildin<br>g<br>Manag<br>er | 2        |
| Director of<br>Wednesday<br>Ministries |  | Part-time | Pastor                      | 3        |
| Bookkeepe<br>r                         |  | Part-time | Pastor                      | 3        |

## REFLECTION

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

Our congregation is, in general, older although there has been some influx of new, younger members (also, the current and past previous Moderators are relatively young compared to the average age of the congregation). Many of our current ministries are guided by retired members with time during the day to coordinate different community groups and our soup kitchen. Also, the racial diversity of our congregation means that we would like our ministry to be inclusive, although we are still in the process of learning together how to create a welcoming space for our entire community, not just our church members. There is room for improved focus on the spiritual education of younger members. We do not have as much a focus as we like on younger members and their spiritual education.

## 3e. CHURCH FINANCES

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Current annual income (dollars used during most recent fiscal year) – **PLEASE SEE ATTACHED Profit and Loss (2020) and Budget (2021).**

Current annual expenses (dollars budgeted for most recent fiscal year): \$312,075; Pilgrim's attached 2021 budget breaks down income and expenses into various categories/subcategories.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? Over 18% of the total budget is toward the salary and benefits for Senior Pastor, Wednesday Ministries and Music Leader/Guest Musician.

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

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

Our Church's Wider Mission (OCWM – Basic Support)

One Great Hour of Sharing

Strengthen the Church

Neighbors in Need

Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*): OCWM is budgeted as part of our Community Partnership Ministry (CPM) Budget and so is not gathered from membership. The total CPM budget is 10% of our expected income – and includes the OCWM contribution, 50% of rental income, Stauffer trust income, endowment withdrawals, and EScrip. It does not include pass-through and special appeals.

What is the church's current indebtedness?

Total amount of loan debt: No current debt.

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.

It is anticipated that \$5,000-\$6,000 will be expended in 2021 for installation, electric, and piercing the structure associated with LED signage in front of the church. The sign(s) were obtained at a very reasonable cost and will provide bright, welcoming notice of regular services, special events, and community partnerships. This is one example of many building improvements under consideration or underway.

Does your church have an endowment? Yes

What is the market value of the assets? \$1,441,517.70 (2020)

Are funds drawn as needed, regularly, or under certain circumstances? Regular monthly withdrawals are scheduled, with additional withdrawals authorized by the Treasurer as needed.

What is the percentage rate of draw (last year, compared to 5 years ago)? In 2016, Pilgrim Church moved its endowment to United Church Funds and restructured it from a restricted endowment to an endowment fund. Five years ago, only interest and dividends could be accessed, not the principal. Last year's draw was between 14 and 15%.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: We include regular withdrawals from our UCF endowment fund as part of our income. We are working to reduce those withdrawals to no more than 5% annually of the total endowment fund

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

Please comment on the above calculations or estimates: Pilgrim's Treasurer and Finance Committee generate/review a monthly budget report. Certain items such as endowment draw are variable and difficult to estimate.

#### Other Assets

Reserves (savings): Refer to Attached.

Investments (other than endowment): Refer to Attached.

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 structure that seats 1000 in the sanctuary, 100 seat chapel, 4 classrooms, basketball court, 300 seat dining room. We also own two lots, one hosts the neighborhood playground.

Describe non-owned buildings or space used or rented by the church: None.

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) Worship space, fellowship space in the main floor parlors. We have a motorized chair on the stairs that provides access from the main level to the lower level.

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?*

Pilgrim's finances and assets reflect tremendous potential for our mission of "living God's call to love our neighbors as ourselves", but also present us with the challenges of ongoing expenses and responsibilities that can absorb much of our members' energy and resources. In the past years the Council has spent much of its time gaining access to our endowment (see above), improving financial practices and oversight, and making needed repairs and improvements in our building. Through the New Beginnings process, we held conversations about how God is calling us to use these resources in mission and ministry. A settled-term pastor can play a lead role in facilitating Pilgrim's conversations and help us make decisions about resource allocation and the rate of endowment spending.

Pilgrim's financial picture at present, reflects that we work very hard to support programs and projects that testify to our mission. We look for ways to contribute that don't require significant monetary outlays, often through community partnerships. Pilgrim has a Soup Kitchen that we've operated for over thirty years. In recent years we've added a Food Pantry to that ministry, and most recently Seeds of Hope/Food Insecurity community events. In the past, Pilgrim provided cost-free space to organizations such as Orchestrating Diversity, receiving inspirational performances in return.

Pilgrims take pride in continuing to faithfully give regular support for the wider church through its various programs, to the highest degree our finances allow. These include, but are not limited to, Our Church's Wider Mission, Neighbors in Need, the Christmas Fund and One Great Hour of Sharing. We also support local community-based programs such as Union Communion Ministries.

As this continued outreach and giving attests, Pilgrims are concerned, but hopeful, about our financial status. We recognize that, if things do not change, the endowment will eventually be depleted. We paid for and participated in the New Beginnings process because we believe that Pilgrim has a future and a purpose that is worth investing in. We have taken some steps to engage and serve the community in new ways and to reassess our use of the building and its possibilities – for example there has been strong interest in the use of Pilgrim's historic facilities as a rental venue (resulting in approximately \$10,000 in rental income in 2020). A

settled Pastor would help guide efforts such as this and find other ways to maintain long-term financial stability.

### 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.

Perhaps Pilgrim's most defining moment arrived in 1953 when the congregation decided to open the doors to all people, allowing racial integration of our congregation and a historic milestone within St. Louis. At the same time, the congregation decided to stay at 826 N. Union instead of moving to St. Louis County.

In 2007, after two years of classes, discussions, panels, study and prayer about gender identity, orientation and sexuality issues led by Next Steps: Reconciliation Initiative and Community Partnership Ministry, the congregation voted to become an Open and Affirming church. This was another instance of "Opening our doors, our hearts and our minds" that has been a hallmark of Pilgrim Church.

Going through the decision to pursue the New Beginnings Program was a turning point and significant milestone for us. We followed the program as designed, had great participation from the congregation and the vision that energized and gave the congregation hope for the future.

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

In the last few years, we have experienced the death of several prominent members as well as a decline in membership. This change was managed with great difficulty, as the general reaction is to continue with our past programs and building use despite the decrease in income and members. As a congregation smaller than its historic peak, it can be difficult to acknowledge our new reality and structure our committees, our building use, and our funds appropriately. However, Pilgrim has put additional emphasis on small group study and conversations as part of Sunday services (approximately once per month, utilizing the library for a more informal atmosphere and small group discussions). These have been successful and popular among all those in attendance.

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.

Many of our current conflicts stem from different visions of how to handle our decline in membership. Even after going through the New Beginnings process, we still differ on how to prioritize our remaining money and energy. As congregationalists, we emphasize consensus, sometimes to the extreme point that we stay with the status quo because it is the path of least resistance. Some members have “voted with their feet.” They become frustrated with the lack of conflict resolution and simply leave the church. The threat of people leaving can paralyze us and keep us from living the radical call of loving our neighbors as God loves us. However, the people remaining in the church genuinely love each other and want the best for each other.

We can disagree with each other, but we recognize that we want to call on our “better angels” to fulfill God’s call to feed the hungry, visit the sick, and imprisoned, clothe the naked, and love one another. We may disagree for awhile, but ultimately, we move toward our vision of an inclusive and accepting congregation. We seek a pastor with the ability to navigate conflicts as they arise and help the congregation find this common ground.

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

| Staff member’s name | Years of service | UCC Standing (Y/No) |
|---------------------|------------------|---------------------|
| James Ross          | 2019-2021        | Y                   |
| Allen Grothe        | 2011-2015        | Y                   |
| Cindy Bumb          | 2003-2010        | y                   |
| Dale Edmonds        | 1999-2000        | y                   |
| Barney Kitchen      | 1990-1997        | y                   |

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

We are concerned that the church, as a body, has not fully gained meaningful insight from some of our previous experiences. We believe some individuals have; however, we have not seen large-scale shifts in self-awareness or in how we relate to our ministers in difficult times.

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

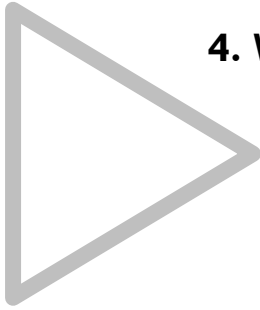
Y/N/Ask us

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?

We recognize the sustaining role of Pilgrim Church in fostering the spiritual lives and fellowship of its members, and we commit to continuing this care with the assistance of our next minister.

We seek to make and implement decisions to move Pilgrim more fully into its chosen mission and to sustain and enhance lay leadership and participation in turning this vision into reality.

We look for prophetic preaching and teaching to inspire and inform us in our life as a community, in our work for justice and care of God’s creation, and in our daily lives. We look forward to working with the next pastor to create meaningful worship experiences that draw on the talents and experiences of Pilgrim’s staff, members, and friends.

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

We typically have involvement in and representation at St. Louis Association events and Missouri Mid-South meetings. Through our relationship with Eden Seminary, we hosted five of its recent graduations in our sanctuary. Pilgrim has also had several seminary students preach from our pulpit.

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.

- 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?

Pilgrim is eager to continue the witness it has begun. Our current emphasis is ministry to our neighbors.

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

Pilgrim also plays a leading role in Union Communion Ministries, a coalition of three churches on Union Avenue that work for social justice in the city. Ministers and lay people from Westminster Presbyterian, Union Avenue Christian Church and Pilgrim meet as Union Council to plan our shared worship services on MLK Sunday, Ash Wednesday worship, Lenten Studies and Thanksgiving worship. We also hold a joint Lenten Study Series with these churches that usually includes classes on racism, social justice and spiritual growth issues.

Beyond the world of Reformed Christianity, we have an ongoing relationship with St. Stanislaus, a local independent Catholic Church and have hosted worship leaders from different faith traditions. We have incorporated learning about other faith traditions

occasionally into our Adult Education and youth education programming. The inclusion of many voices is important if Pilgrim is to be considered welcoming and open.

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 still contemplating ways to adjust our time and activities to reflect our new mission of living God's call to love our neighbors as ourselves. Currently, the majority of our collective time is spent on maintaining the building, the Wednesday soup kitchen and food pantry ministry, choir and worship preparation, and various committee meetings. We spend significantly more time gathering, governing, and maintaining, than we do on going out and being part of the community. Our mission calls us to turn outward, but at the same time the limits of our congregation means we must more deliberately and closely focus this ongoing effort.

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?

Pilgrim envisions that the settled pastor will continue to build on the existing/growing community and inter-faith partnerships, but that the primary focus will be to ensure that Pilgrim remains a solid and everlasting pillar of spiritual succor for its members, existing and new.

Currently, Pilgrim is engaged with our neighbors - most notably through Union Avenue Breakfast, Kensington Block meetings, Soup Kitchen, Union Communion Ministries, Soldan High School, being a community partner with Ford Elementary, as the meeting site for conversations and presentations on the future of the Academy-Sherman Park neighborhood and the 26th Ward, the recent Seeds of Hope Covid relief and food bank community events, and collaborating with other churches and organizations. We expect that the pastor will connect faith development and engagement in mission through inspiring and relevant sermons and other worship experiences and through working side-by-side with our lay leaders to strengthen our Christian Education programs. We see spiritual formation and nurturing as connected to our mission – we cannot “love our neighbors” unless we also “love ourselves”.

In the past few years, we have hired a building manager and a bookkeeper to reduce the pastor's time and energy commitment to building issues and office work, although the role of the Pastor as Head of Staff remains crucial. We would like our pastor to engage with our

shut-ins, and encourage lay members to join in providing communion and spiritual support to our home-bound members. We also expect to work with the next pastor to agree on priorities and share responsibilities and workload wherever possible.

We expect the pastor to maintain a dynamic balance between fulfilling responsibilities within the congregation and being engaged with activities and initiatives beyond these four walls, including at the Conference level and within the United Church of Christ as a whole.

#### **4b. MISSION InSite**

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

"The areas around the church are a unique mix of the impoverished and the wealthy. North of Delmar Boulevard are homes that are falling apart, unkempt and burned out. These neighborhoods are crime-ridden. Some are being reclaimed and renovated. Values range from \$1,000 to \$524,000. South of Delmar are neighborhoods with large expensive homes that range in value from

\$450,000 to \$1.6 million. Some of these areas have their own police force. People from both sides of the "Delmar Divide" have participated at Pilgrim Church."\*

The willingness of people to overlap in shared space is a great opportunity. Pilgrim is in a position to be a hub for activities as diverse as the soup kitchen and classical music concerts. For progressive St. Louisans who care about contributing to the making of a better city, or who simply need a centrally located venue for events, Pilgrim can serve their needs.

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?

Racially, Pilgrim's demographics mirror the area around the Delmar Divide, although many of our members do not live in the immediate neighborhood. We are about 40/60 percent white and African American. Adjoining communities, University City and Central West End of St. Louis, are even more broadly racially diverse. There is a significant generation gap. 65% of Pilgrim's membership is 65 years of age or older. The other neighborhoods in close proximity to Pilgrim are much younger; in part this is due to the historic and longstanding nature of Pilgrim's congregation and location.

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

The most prominent example of the community shaping our ministry is the thirty year old Soup Kitchen. A food pantry was added within the last six years to that ministry. Demand for hunger relief has continued to grow, with significant numbers of persons with financial need or unhoused relying on Pilgrim.

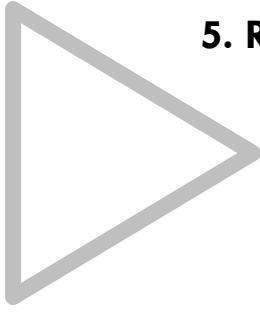
We have also been the venue of choice for both Soldan High and Eden Seminary graduations, non-member weddings and community concerts.

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

The most common observation is that Pilgrim is genuinely welcoming and that we are uniquely diverse. The beauty of the structure and magnificence of the impressive pipe organ are generally commented upon also.

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

The answer is very much the same as above. Pilgrim is friendly, welcoming and authentically diverse. Some people are drawn to Pilgrim because we are both Open and Affirming AND multi-cultural. Some are particularly inspired by the congregation's reputation for being engaged in social justice ministries, such as Black Lives Matter movement, and opening doors to community groups for meetings. Some enjoy the Wednesday Ministries program.



## 5. REFERENCES

### REFERENCE 1

Name: Coletta Eichenberger

Position/Setting: Reverend; Interim Minister at Central United Church of Christ (3508 Topanga Dr., Columbia MO 65202)

Telephone/e-mail: (660) 888-0708 (cell); [cm.eichenberger48@gmail.com](mailto:cm.eichenberger48@gmail.com)

Relationship to the congregation: served as Interim Minister at Pilgrim UCC in 2017-2018

### REFERENCE 2

Name: David Gerth

Position/Setting: Executive Director, Metropolitan Congregations United

Telephone/e-mail: (314) 518-6455

Relationship to the congregation: multiple MCU community activities, past member, ordained at Pilgrim

### REFERENCE 3

Name: Mark Miller

Position/Setting: Senior Minister, Westminster Presbyterian Church, St. Louis

Telephone/e-mail: (314) 255-5598; [pastor5300@sbcglobal.net](mailto:pastor5300@sbcglobal.net)

Relationship to the congregation: pastor of neighboring congregation with whom we regularly partner

# Pilgrim Congregational Church

## Profit and Loss

January - December 2020

|  | TOTAL               |
|--|---------------------|
| Income   |                     |
| 4000 Contributions                                 |                     |
| 4000.1 General Offering                            | 108,800.08          |
| <b>Total 4000 Contributions</b>                    | <b>108,800.08</b>   |
| 4001 Building Use                                  |                     |
| 4001.01 Building Rental Income                     | 9,970.00            |
| 4001.02 Parking Lot Rental Income                  | 370.00              |
| <b>Total 4001 Building Use</b>                     | <b>10,340.00</b>    |
| 4003 Ministry/Program Income                       |                     |
| 4003.1 Wednesday Ministries                        |                     |
| 4003.11 Soup Kitchen Offerings                     | 4,741.00            |
| 4003.12 Food Pantry Offerings                      | 11,680.00           |
| <b>Total 4003.1 Wednesday Ministries</b>           | <b>16,421.00</b>    |
| 4003.2 Music Program Donations                     |                     |
| 4003.21 Music Programs - General                   | 800.00              |
| <b>Total 4003.2 Music Program Donations</b>        | <b>800.00</b>       |
| 4003.3 Building and Grounds Donations              |                     |
| 4003.31 Building and Grounds - General             | 1,520.00            |
| 4003.32 Insurance Claim                            | 2,800.00            |
| <b>Total 4003.3 Building and Grounds Donations</b> | <b>4,320.00</b>     |
| 4003.5 JUMP  |                     |
| 4003.51 JUMP- General                              | 85.00               |
| <b>Total 4003.5 JUMP</b>                           | <b>85.00</b>        |
| 4003.6 EScript                                     | 61.38               |
| 4003.7 Stauffer Trust                              | 6,045.00            |
| 4003.8 Pastor's Discretionary Fund                 | 3,791.25            |
| 4003.9 Grant Income                                |                     |
| 4003.91 Food Insecurities                          | 10,220.00           |
| 4003.92 Micro-Grant for COVID-19 Recovery          | 500.00              |
| <b>Total 4003.9 Grant Income</b>                   | <b>10,720.00</b>    |
| <b>Total 4003 Ministry/Program Income</b>          | <b>42,243.63</b>    |
| 4004 Endowment Fund                                | 210,000.00          |
| <b>Total Income</b>                                | <b>\$371,383.71</b> |
| GROSS PROFIT                                       | <b>\$371,383.71</b> |

# Pilgrim Congregational Church

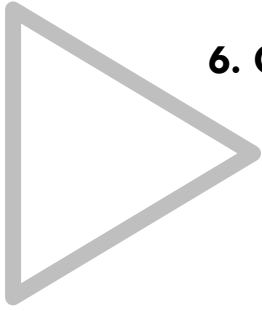
## Budget Overview: Proposed Budget 2021 - FY21 P&L

January - December 2021

|  | TOTAL               |
|--|---------------------|
| Income   |                     |
| 4000 Contributions                                 |                     |
| 4000.1 General Offering                            | 120,000.00          |
| <b>Total 4000 Contributions</b>                    | <b>120,000.00</b>   |
| 4001 Building Use                                  |                     |
| 4001.01 Building Rental Income                     | 20,000.00           |
| 4001.02 Parking Lot Rental Income                  | 500.00              |
| <b>Total 4001 Building Use</b>                     | <b>20,500.00</b>    |
| 4003 Ministry/Program Income                       |                     |
| 4003.1 Wednesday Ministries                        |                     |
| 4003.11 Soup Kitchen Offerings                     | 3,000.00            |
| 4003.12 Food Pantry Offerings                      | 11,200.00           |
| <b>Total 4003.1 Wednesday Ministries</b>           | <b>14,200.00</b>    |
| 4003.2 Music Program Donations                     |                     |
| 4003.21 Music Programs - General                   | 700.00              |
| <b>Total 4003.2 Music Program Donations</b>        | <b>700.00</b>       |
| 4003.3 Building and Grounds Donations              |                     |
| 4003.31 Building and Grounds - General             | 100.00              |
| <b>Total 4003.3 Building and Grounds Donations</b> | <b>100.00</b>       |
| 4003.6 EScript                                     | 100.00              |
| 4003.7 Stauffer Trust                              | 6,050.00            |
| 4003.8 Pastor's Discretionary Fund                 | 250.00              |
| 4003.9 Grant Income                                |                     |
| 4003.91 Food Insecurities                          | 10,000.00           |
| <b>Total 4003.9 Grant Income</b>                   | <b>10,000.00</b>    |
| <b>Total 4003 Ministry/Program Income</b>          | <b>31,400.00</b>    |
| 4004 Endowment Fund                                | 72,000.00           |
| <b>Total Income</b>                                | <b>\$243,900.00</b> |
| GROSS PROFIT                                       |                     |
|  | <b>\$243,900.00</b> |
| Expenses   |                     |
| 5000 General Expenses                              |                     |
| 5000.1 Church Council Expenses                     |                     |
| 5000.11 Association Meetings                       | 30.00               |
| 5000.12 Conference Activities                      | 150.00              |
| 5000.13 New Beginnings/Planning                    | 140.00              |
| 5000.14 Pastoral Relations Committee               | 5,000.00            |
| <b>Total 5000.1 Church Council Expenses</b>        | <b>5,320.00</b>     |
| <b>Total 5000 General Expenses</b>                 | <b>5,320.00</b>     |
| 5001 Building and Grounds                          |                     |
| 5001.1 Repairs & Maintenance                       |                     |
| 5001.11 General Building Maintenance               | 4,000.00            |
| 5001.12 Heating and A/C Expenses                   | 15,000.00           |

Wednesday, April 28, 2021 09:04 PM GMT-05:00

1/4



## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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Divine Mystery, we come to you in a spirit of anticipation, and deep faith trusting your guidance, and trusting your timing. It is amazing to think that the next spiritual leader of Pilgrim Church is already preparing to be here with us. That they are preparing body, mind, heart and spirit to join us in the profound and blessed journey that Pilgrim has been on for 151 years! And now they come to be spiritual companion, mentor, guide and teacher.

Thank you for the power of the Holy Spirit that we know is at work in this moment. Thank you for empowering us to be faithful even in the midst of question, doubt and unknown.

Our hearts and minds are open to the possibility and beginnings that await our partnership in faith. Help us support our new pastor through open and honest communication; through faithful prayer, engagement in mission, courage to dream and work to make dreams become realities.

With hearts strong with compassion, a commitment to justice and peace and a faith grounded in the power of love, and the gift of grace, we seek to be all that you created us to be. With the power of discernment, and faithful prayer, guide us, guide our new pastor, and remind us that we already have all that we need to follow where Christ leads. Amen.

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

**Church#:** 381600  
**Assoc:** 440      **Schedule:** 0      Pilgrim Congregational UCC      Saint Louis

| YEAR | MEMBERS | AVG WEEKLY ATTENDANCE | CHR ED/ FAITH FORM | CONFIRMATION | CONFESSION | TRANSFER OR REAFFIRM | D TI |
|------|---------|-----------------------|--------------------|--------------|------------|----------------------|------|
| 2010 | 163     | 50                    | 53                 | 0            | 0          | 0                    |      |
| 2011 | 159     | 40                    | 12                 | 3            | 0          | 1                    |      |
| 2012 | 162     | 75                    | 23                 | 0            | 0          | 9                    |      |
| 2013 | 165     | 69                    | 23                 | 0            | 1          | 6                    |      |
| 2014 | 167     | 70                    | 20                 | 0            | 0          | 4                    |      |
| 2015 | 167     | 70                    | 20                 | 0            | 0          | 0                    |      |
| 2016 | 167     | 70                    | 20                 | 0            | 0          | 0                    |      |
| 2017 | 167     | 70                    | 20                 | 0            | 0          | 0                    |      |
| 2018 | 167     | 70                    | 20                 | 0            | 0          | 0                    |      |
| 2019 | 167     | 60                    | 15                 | 0            | 0          | 2                    |      |
| 2020 | 163     | 40                    | 8                  | 0            | 0          | 0                    |      |

| YEAR | CURRENT EXPENSES | CAPITAL PAYMENTS | BASIC SUPPORT | TOT OTHER UCC GIVING | TOTAL OCWM | OTHER GIFTS WIDER MISSION | BA CU    |
|------|------------------|------------------|---------------|----------------------|------------|---------------------------|----------|
| 2010 | \$273,930        | \$0              | \$9,394       | \$9,923              | \$19,317   | \$15,481                  | \$34,798 |
| 2011 | \$305,738        | \$0              | \$4,606       | \$5,379              | \$9,985    | \$10,915                  | \$20,900 |
| 2012 | \$264,780        | \$0              | \$7,280       | \$7,916              | \$15,196   | \$13,256                  | \$28,452 |
| 2013 | \$306,461        | \$0              | \$8,000       | \$7,954              | \$15,954   | \$12,577                  | \$28,531 |
| 2014 | \$345,199        | \$0              | \$8,000       | \$5,624              | \$13,624   | \$11,617                  | \$25,241 |
| 2015 | \$345,199        | \$0              | \$8,000       | \$0                  | \$8,000    | \$0                       | \$8,000  |
| 2016 | \$345,199        | \$0              | \$7,400       | \$3,339              | \$10,739   | \$0                       | \$10,739 |
| 2017 | \$345,199        | \$0              | \$7,400       | \$2,381              | \$9,781    | \$0                       | \$9,781  |
| 2018 | \$345,199        | \$0              | \$7,400       | \$1,849              | \$9,249    | \$0                       | \$9,249  |
| 2019 | \$392,985        | \$0              | \$8,338       | \$5,947              | \$14,285   | \$9,275                   | \$23,560 |
| 2020 | \$293,000        | \$25,500         | \$7,000       | \$7,832              | \$14,832   | \$25,590                  | \$40,422 |

| % CHANGE  | MEMBERS | AVG WEEKLY ATTENDANCE | CHR ED/ FAITH FORM | TOTAL ADDITIONS | TOTAL REMOVALS | CURR LOCAL EXPENSES | TO' OC |
|-----------|---------|-----------------------|--------------------|-----------------|----------------|---------------------|--------|
| 2015-2020 | -2.40   | -42.86                | -60.00             | 0.00            | 0.00           | -15.12              | 8      |
| 2010-2020 | 0.00    | -20.00                | -84.91             | 0.00            | 33.33          | 6.96                | -2     |

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

## 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? Search Committee, Church Council, Treasurer
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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The congregation is currently in good standing with the association / conference named.

Staff Comment: This is true and accurate.

To the best of my knowledge, ministerial history information is complete.

Staff Comment: This is true and accurate.

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment: This is true and accurate.

My signature below attests to the above three items.



Name / Title: Damien Lake, Minister for Search and Call Discernment

Email: [damien@mmsucc.org](mailto:damien@mmsucc.org)

Phone: 314-918-2605

Date: 8-16-21

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*