

**LOCAL CHURCH PROFILE**  
Concordia United Church of Christ  
Belleville, IL

Full Time Settled Pastor

Illinois South Conference

July 2024

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 a 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.

*“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)*

## POSITION POSTING

1. LISTING INFORMATION
2. SCOPE OF WORK
3. COMPENSATION & SUPPORT
4. WHO IS GOD CALLING TO MINISTER WITH US?

### 1. LISTING INFORMATION

Concordia United Church of Christ  
7600 State Route 163, Belleville, IL 62223  
<https://concordiaucc.weebly.com/>

Illinois South Conference

UCC Conference Contact Person:  
Rev. Shana Johnson, Conference Minister  
(618) 882-8247

[sjohnson@iscucc.org](mailto:sjohnson@iscucc.org)

Summary Ministry Description:

We are a family-centered rural church seeking to provide Christian guidance and support within our congregation and surrounding community. We need a minister to shepherd us on this journey, and we fervently hope that we, as a congregation, will continue to grow and serve the community.





**What we value about living in our area:**

We are thankful to live in an area where neighbors still help neighbors and the community comes together in times of both celebration and need.

**Current average attendance:** 30

**Position Title:** Full-Time Settled Pastor

**Current compensation package:**

Salary: \$39,315

Parsonage (Housing market value) with utilities (electric, propane, water and internet)

Pension: \$8,800

Social Security \$3,990

Mileage reimbursement

**2. SCOPE OF WORK**

Core Competencies:

- Sensitive & Caring – Congregational members need an individual who makes them feel valued.
- Sociable—The church is seeking a pastor who can reach out to individuals within the church and the surrounding community.
- Congregational Growth—The church is seeking a dynamic pastor who will engage the community and generate new creative ideas for expanding membership and rebuilding youth participation in the congregation.
- Practical – The congregation seeks individuals who can communicate God's word in a manner in which they can easily relate and apply it to their lives.
- Preparation and leadership of Sunday worship, including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering prayers, etc.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them.
- Pastoral care in collaboration with lay people (at least to those who are sick, elderly, or grieving)
- Participate in wider church activities such as conference and association meetings as time permits.
- Study and prayer to increase professional and faith development.
- Energize and deepen the spiritual connections and faith understanding of others in all they

- do.
- Officiate at weddings, funerals, and baptisms.
- Work with committees and boards, as needed, to assist them in carrying out their assigned tasks, having the freedom of voice and counsel, but not vote

### 3. COMPENSATION AND SUPPORT

The church is offering a salary package (based on experience), which will be divided between salary and benefits as negotiated by the Pastor with the Church Council.

We are offering a base salary (part of the total Salary Package) plus a provided parsonage. (utilities included) if the Pastor chooses to live in the parsonage.

Peer and professional support for ministers in our Conference includes continuing education, journals, and subscriptions.

### WHO IS GOD CALLING TO MINISTER WITH US?

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

We believe that God calls us all to walk beyond the confines of our church, spreading the Gospel and doing what we can to help others. This has always been and will continue our mission as a congregation.

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

The church is seeking a dynamic pastor to engage the community to generate new creative ideas for expanding membership and rebuilding youth participation in the congregation. Additionally, we seek to be instrumental in the missions of the Illinois South Conference by providing information to congregation members and encouraging their participation (i.e., 5 for 5, Camp DuBois, Conference Annual Meeting). In the same way, we are seeking an individual who will actively help support community missions (i.e., Food Pantry, Millstadt Crosswalk).

**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 further to equip the congregation's ministry in these areas.**

#### **ENGAGING SACRED STORIES AND TRADITIONS:**

It is important to the congregation that the pastor clearly communicates Bible stories and scriptures to people of various levels of understanding.

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

**PRACTICE:** The congregation is looking for a role model to exemplify what it means to lead a spiritual life.

**BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS:** An effective pastor at our church will display the ability to lead members of the congregation to become disciples of Christ.

**STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS:** Members of our

congregation place great importance on their personal relationships with their pastor.

## **WHO IS GOD CALLING US TO BECOME?**

### **Who is God calling you to become as a congregation?**

God is calling us to be a positive role model for all people by being a loving, giving, and caring congregation.

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

By participating in church activities, and financially supporting God's church, we are being asked by God to come together to work, learn, and love one another.

## **WHO ARE WE NOW?**

1. CONGREGATIONAL REFLECTIONS
2. 11-YEAR REPORT
3. CONGREGATIONAL DEMOGRAPHICS
4. PARTICIPATION AND STAFFING
5. CHURCH FINANCES
6. HISTORICAL INFORMATION

1. CONGREGATIONAL REFLECTIONS

### **Describe your congregation's life of faith.**

We celebrate God's plan for each of us and encourage one another to be part of our church family.

### **Describe several strengths or positive qualities of your congregation.**

We are a family, involved in each other's lives. We are there for each other through both happy times and sad times. Our strengths are generosity, caring, and tending to those who need help.

### **Describe what worship is like when your congregation gathers.**

When we are all together, there is a bond of love and friendship. We have great music, messages, fellowship, and doughnuts.

### **Describe the educational program and/or faith formation vision of your church.**

- Christian education opportunities are available for church members of all ages at our church.
- Youth from preschool to seventh grade are encouraged to attend Sunday School following weekly church services.
- Youth in eighth grade participate in a year-long confirmation program.
- Adult men have a monthly devotional group.
- Adult women have a monthly devotional group.

### **Describe how your congregation is organized for ministry and mission.**

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

Approximately 10 hours 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?**

When faced with the COVID-19 pandemic, the congregation pivoted to provide virtual services and drive-up communion to continue the ministry. Additionally, several creative ideas (Coffee hour Zoom) were enabled to connect with and engage the youth and adult members of the congregation.

We can provide the next minister with a copy of the church's organization structure, bylaws, and annual report to explain its activities and governance further.

2. 11-YEAR REPORT - Attached

3. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate?</i>
Number of Active Members	50	yes
Number of Active Non-members	3	yes
Total of Church Participants	50	yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate?</i>
More than 10 years	56%	yes
Between 10 and 5 years	13%	yes
Less than 5 years	31%	yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75	<i>Is this number an estimate?</i>
3	3	2	1	3	10	5	10	13	yes

Percentage of adults in various household types:

		<i>Is this number an estimate?</i>
Single adults under 35	2%	yes
Joint household with minors	4%	yes
Single adults age 35-65	1%	yes
Joint household with no minors	10%	yes
Single adults over 65	4%	yes

**Describe the mix of ethnic heritages in your congregation, as well as 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?

Our current congregation is relatively mono-cultural. The church and surrounding community were founded by German immigrants—many of whose descendants still participate in the church. Racially, the congregation is predominantly Caucasian.

#### 4. PARTICIPATION AND STAFFING

##### **Participation chart**

Ways of Gathering	Estimated Number of People Involved	Who plans each of the listed gatherings?
Adult Groups or Classes	45	Men's Group, Women's Book Club, Women's Guild, and Worship Committee
Baptisms		Pastor
Children's Groups	3	Director Christian Ed
Christmas Eve & Easter Worship	50	Pastor
Church-wide Meals	50	Church Council
Choirs & Music Groups	NA	NA
Church-based Bible Study	8	Pastor
Communion (Monthly)	35	Pastor
Community Meals	15	Pastor
Confirmation	3	Pastor
Drama	NA	NA
Funerals	7	Pastor
Intergenerational Groups	0	NA
Outdoor Worship	0	NA
Prayer Groups	4	Prayer Shawl Ministry
Public Advocacy Work	0	NA
Retreats	16	Women's Retreat Committee
Theology or Bible Programs in the Community	0	NA
Weddings	1	Pastor
Worship (9:00 AM)	30	Pastor
Young Adult Groups	0	NA
Youth Groups	NA	NA

**List of current staff:**

Staff Position	Head of Staff?	Compensation	Supervised by	Length of Tenure for current person in position
Secretary	No	Part Time	Church Council	8 year
Custodian	No	Part Time	Church Council	3 years
Director Christian Ed	No	Part Time	Church Council	26 years
Organist	No	Part Time	Church Council	5 years

**Reflection:**

Overall, for a church our size, we offer a significant number of opportunities for members of the church to become further involved in the church and grow more spiritually through fellowship with others. Like any organization, a few individuals are involved in many different church groups, and we continually aim to include more individuals who are less actively involved members. Trying to engage teenagers and young adults is an area of continued focus at our church, as reflected in the number of activities and active members for that age group

5. CHURCH FINANCES

**Current annual income**

Annual Offerings	\$90,037
Special Offerings	\$1268
Offerings Designated for a Specific Purpose	NA
Fundraisers	\$12,522
Rebates	\$500
Rentals of Church Basement	\$350
Memorials	\$6406
Other Income/Donations	\$27,183
<b>TOTAL</b>	<b>\$138,266</b>

**Current annual expenses:** \$133,510

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

No

**Is your church 5-for-5, ie. Does it include each of the following contributions during the church year?**

Yes - Our Church's Wider Mission

Yes - One Great Hour of Sharing

Yes - Strength the Church

Yes - Neighbors in Need

Yes - Christmas Fund

**What is the church's current indebtedness?**

Total amount of loan debt: \$0

**If a building program is projected or underway, describe it, including the building project's projected start/end date and the total project budget.**

The church has no building projects currently underway, nor are there any projects projected for the near future.

**Does your church have an endowment?** Yes @ \$300k

**Other Assets**

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$1000 per month

How is the parsonage used? Pastoral residence if needed

7600 State Route 163, Belleville, IL 62223

Finished square footage: 1700 approx.

Number of Bedrooms, Number of Bathrooms: 3, 1

Assessed real estate value: \$42,900

Available for minister residence: Yes

Expected minister residence: No

Condition of structure, systems, and appliances: Good

Entity in the church responsible for review and needed repairs: Church Council

**Describe all buildings owned by the church:**

The church sanctuary (1877) is adjacent and connected to a two-story building with a kitchen in the basement and an area for Christian education on the upper floor. The sanctuary itself is a historic landmark. The parsonage (1941) is a small house on the church property with an attic and basement.

**Describe non-owned buildings or space used or rented by the church:** N/A

**Which spaces are accessible to wheelchairs?** All but parsonage

6. HISTORICAL INFORMATION

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

While not a recent happening, one of the most significant contributors to our identity was our founding over 175 years ago. The church was founded in the 1840s by German immigrants who had moved to the area seeking religious freedom. These individuals built the church around their common interest to form a tight-knit community of Protestant followers of Christ. Though the church has transitioned from an Evangelical Reformed church to a United Church of Christ over the years and has moved from offering services in German to English, it remains a tight-knit community of followers of Christ.

More recently, the pandemic impacted the church as it has several other churches. While most of our 175<sup>th</sup>-anniversary plans were impacted by the pandemic, we celebrated as allowed by the Conference's COVID-19 restrictions. Many longtime dedicated members have passed in the past four 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.**

The search and replacement process of two pastors in the recent past has been a critical learning experience for the congregation members. Necessity required many congregation members to step up and complete the church's work. That committee structure remains today to ensure that duties are shared.

For more serious conflicts that do arise, the church constitution provides a clause for conflict resolution mediated by either council members or the current pastor. This process has rarely, if ever, been necessary.

**Ministerial History**

Staff Member's Name	Years of Service	UCC Standing
Reverend Joan Mier	5	Yes
Pastor Allen Fluent (interim)	1	Yes
Reverend Douglas Anders (interim)	1	Yes
Pastor David Krueger	10	Yes
Pastor Ron White (interim)	1	Yes
John Barrett (interim)	1	Yes
Reverend Fred Cornell	15	Yes
Reverend Firdel Paul	19	Yes

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

Through our previous ministerial leadership, our church has learned that the church is not a building or a pastor but the collective being of church members. As an extended family in a small country church, we are responsible for spreading God’s light among our membership and to our surrounding community.

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

**Has your church been involved in a Situational Support Consultation? No**

**Has a past pastor been the subject of a Fitness Review while at your church? No**

**WHO IS OUR NEIGHBOR?**

1. COMMUNITY VISION
2. MISSION INSITE

1. COMMUNITY VISION

**How do the relationships and activities of your congregation extend outward in service and advocacy?**

Our congregation has participated locally in several respects. We collect monthly donations to the Millstadt Food Pantry, Millstadt Chamber of Commerce Summer Bash, the Christmas Lighted Parade, and annual donations of school supplies to provide to students in need in local schools. The men of the church perform community service outreach for the community.

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

Our church is a 5 for 5 church and contributes monetary support to the various causes of the Illinois South Conference. Delegates from the church attend the annual meeting of the Illinois South Conference. On a global scale, the congregation has provided support through housing, meals and monetary funds for the Imani Milele Ugandan Children Choir in past years.

**Is your congregation interested in working toward any of statements of witness in the near future?**

Many of the UCC faith community "statements of witness" are worthy statements, and various individuals within the congregation no doubt support the principles upon which they are built. Were a passionate individual to come to the church and insist on completing the forms necessary to earn one of the specific UCC designations, it is possible that members of the congregation would entertain the suggestion to move forward with the process. In general, however, our church tries to avoid political discourse on major issues that might potentially cause conflict within the congregation.

**Describe your congregation's participation in ecumenical and interfaith activities.**

While the church is located within an area with limited other religious faiths, that does not prevent our congregation from engaging yearly in the Millstadt Cross-walk during Holy Week. The congregation serves as one of the stations of the cross that residents of Millstadt traverse on Good Friday. Other faiths involved include Methodist, Catholic, Baptist, and Evangelical. Concordia UCC also participated in a joint Maundy Thursday service with Belleville UCC.

**Reflect on the scope of work assigned to your pastor. How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?**

The congregation places a priority on ministry in and on behalf of the wider church. Concordia has historically been an extended family of Christians, and it is important that we have a pastor who understands the need to develop and maintain those relationships in the congregation first. Providing community ministry would be a bonus to ministry within the church, and it provides the opportunity for evangelism and the introduction of the gospel to new members.

**How do your congregation's internal demographics compare or contrast to the neighborhoods adjacent to your church, and other neighborhoods with which your church**

**connects?**

Our internal demographics indicate we are an aging congregation, which contrasts with the needs of the neighborhood in the surrounding area. Increasing the number of young families in the congregational community is a key qualifier in our search for a pastor.

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

We have young people moving into the community but are not experiencing young family growth in our church community.

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

Our church is known for its community outreach (Bread & Blessing, Women's Retreat, Confirmation Reunion), Family Night with peanut stab, Women's Retreat and numerous fundraisers.

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

People have referred to us as a warm and welcoming congregation, personable pastor, and youth activities. We are known as "The Little Church on the Hill."

## REFERENCES

June 25, 2024

To Whom it may concern,

It is my pleasure to share my experiences at Concordia United Church of Christ with you. I have found Concordia Church to be a warm, welcoming and faithful presence not only in the community, but also in my life. My mom moved to Millstadt, Illinois in the spring of 2022 and while she was only about 20 minutes away, I was worried about her being on her "own" across the river. She had previously lived about a half mile from my family in South St. Louis County, so this move was a big adjustment, mostly for me.

Once she settled in her new house, my mom began searching for a new church home after almost 20 years as a member of her previous church in Oakville, Missouri. After attending a few services at Concordia, she quickly found a new church family. She joined the church in early 2023 and recently began serving as a member of the church council. Seeing my mom's involvement in the church and how welcome everyone has been towards her is a blessing as she settles into a new house and new community.

Not only has my mom been welcomed into the Concordia family, but so have my family and I. My youngest son, who is 12, spends the night with my mom occasionally on the weekends and when he does, he joins her for church on Sunday mornings. Becky, the Director of Christian Education, always makes Jack feel welcome and remembers him whenever he visits.

In addition, I have had the opportunity to attend the women's retreat the last two years and I truly enjoy the fellowship and activities that the retreat provides. Both retreats have been among the best that I have attended in terms of strengthening my relationship with God and applying faith and servant leadership in my daily life. All of the women have been incredibly welcoming to my mom and I and it is a remarkable group of women.

My mom also invited me to the Mother's Day dinner last year at church and it was a lovely and well-attended event. As I ate dinner with my mom, it was beautiful to see several generations of families gathered to celebrate motherhood. From the delicious dinner, to dancing, photo wall and more, it was a wonderful celebration!

In my experience, Concordia United Church of Christ has a deep commitment to Christian Education, youth programming, Women's Fellowship, and family. While my mom and I have been involved in Concordia Church for a relatively short time, it is clear that is a loving, welcoming, and faithful church family. Concordia is truly an asset to the Millstadt and Belleville communities.

Blessings,

Laura Roeseler

June 29, 2024

Concordia Church

I'm an Illinois transplant from Ottawa Illinois, my wife is from Granite City Illinois, I moved to this area for work 14 years ago. Currently still working as a stationary engineer at Sun Coke Energy in Granite City.

On occasion we have attended Concordia Church and church events, to include Grizzlies baseball games, chicken and pork steak dinners, pancake sausage breakfasts and felt very welcome into the church. We are always kept informed of all the activities that are taking place with sufficient time to make plans, sometimes work gets in the way.

On April 24th of 2024 Pastor Joan married us on the steps of Concordia church. Pastor Joan did an absolutely wonderful job.

Concordia Church congregation has welcomed and has made an effort to include us in all the church activities.

Leo Jessen

June 29, 2024

To whom it may concern

We have attended various events at Concordia United Church of Christ. Some of them are the Chicken Dinner, Chili Cook-off & the Christmas Family night with the peanut stab. Every time we have attended everyone there made us feel welcome & like "one of the family". We highly recommend Concordia.

Dale Theis & Joy Kish

## CLOSING THOUGHTS

### CLOSING PRAYER

#### A Bit Of Heaven

A rainbow shows us just a trace,  
that a bit of heaven is in this place.

Such splendor and a site to be  
viewed by all right here to see.

Its beauty is a work of art.  
The Master's touch is just the start.

A greater beauty is within  
Retold with love like next of kin.

Each time you hear that story told,  
realize, it is a pot of gold.

The treasure at the rainbow's end,  
is the gospel shared by a truthful friend.

A rainbow's beauty takes your breath away.  
God's love, through Christ, is here to stay.

Charles F. Kramer  
Member of Concordia United Church of Christ  
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The following individuals and groups in the church contributed to the contents of this Local Church Profile:

Becky Avara, Sara Allen, Karen Boyd, Jennifer Hoog, Natalie Huck, and David Spreen  
--The Pastoral Search Committee

## CONFERENCE VALIDATION

The congregation is currently in good standing with the conference named.  
Staff Comment:

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

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

My signature below attests to the above three items.

Signature:  
Name/Title:  
Email:  
Phone:  
Date:

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*