

LOCAL CHURCH PROFILE



**St. Paul United Church of Christ
Waterloo, Illinois**

Pastor

Illinois South Conference

August 15, 2023

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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)*

POSITION POSTING

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WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: **St. Paul United Church of Christ**

Street address: 200 N. Main St., Waterloo, IL 62298

Supplemental web links: www.stpaulonline.org

Additional ecumenical affiliations:

Conference Association Illinois South Conference

UCC Conference or Association Staff Contact Person

Name: Rev. Shana Johnson

Title: Conference Minister

Phone: 618-654-2125

Email: sjohnson@iscucc.org

Summary Ministry Description:

James 2:14, 26: "What good is it if you say you have faith but do not have works? Can faith save you? For just as the body without the spirit is dead, so faith without works is also dead." St. Paul United Church of Christ, Waterloo seeks to blend faith and works in what we do and say in the church, the community and the world.

This congregation has a long history of service to the community and the world, and the future holds opportunities, known and unknown, to continue to grow in faith and works. We need a clear, cohesive vision as a measuring device for all ages to believe in and hold in their hearts and minds.

We seek a pastor grounded in love of God and love of God's people to lead spiritually, to guide faith and works, to excite us to reach

out and raise up our community and our children in the love of Christ and the belief that we, with God's guidance, can accomplish miracles both large and small.

Photographs:



St. Paul's Sanctuary



This shows the church, parking lot, Parish Hall building, parsonage and rental house.



2023 Mission Trip – Amen St. Louis

What we value about living in our area:

Waterloo is a small town with German history, good schools, community amenities and activities, low crime rate and easy access to St. Louis for culture, sports, educational institutions, health care and more.

Current size of membership: 493

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

Position Title: **Pastor**

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 conference

Compensation Level: Full time

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK

Core Competencies:

- **Leadership qualities:** Collaborative, team builder, empowering, educator
- **Communication:** Utilizes oral, written and social media skills to grow spirituality, fostering fellowship and trust; commits to interacting with youth and elderly, relates worship to daily life
- **Pastoral care** in global sense: loves God and the church; worship as pastoral care; hospital and nursing home visits are key goals; crisis support; empowers lay persons to share and lead in caring for congregation; interaction and caring support of all ages.

COMPENSATION AND SUPPORT

Salary Basis: Per Conference Guidelines

Benefits: Salary plus benefits

What is the expected living situation for your next minister?

We want to make our pastor's entry into the community and the church as easy as possible, so we offer a choice: a newly updated parsonage or a housing allowance that will allow our new pastor to find a nearby place of his/her choosing.

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

Community involvement is important to the St. Paul congregation, making it an expectation that the next minister will take that into consideration in determining residential and commuting arrangements.

State any incentives: Sabbatical after 6 years with length of sabbatical and terms negotiable.

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

Conference Region 2 ministers meet regularly to share joys, challenges, events and support for each other. Conference minister, Rev. Shana Johnson, is available by phone or in person and can direct to other resources as needed.

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

WHO IS GOD CALLING TO MINISTER WITH US?

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

- Provide a foundation of fellowship, community and vision for members to recognize their gifts and discern their purpose in ministry and mission within the congregation and in the wider community.
- Strengthen existing mission and outreach efforts, evaluating them periodically for continued effectiveness, and seek ongoing insight for new opportunities to expand our mission outreach in the local community and the wider church.
- Provide a safe place, emotionally and spiritually, for all ages and to explore the stories of our faith and to learn together how God is present with us and calling us to service in Jesus' name.

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

We expect our pastor:

- To help us relate scripture and our faith journey to our everyday lives.
- To connect us to local and wider mission opportunities that will help us grow spiritually.
- To collaborate with staff to further develop our programs and help ground them in our faith.
- To collaborate and support St. Paul's Consistory and committees.
- To minister to and care for our members who are homebound and in the nursing homes.
- To lead by example in offering welcome, hospitality and grace to all who come to St. Paul UCC seeking a connection with Jesus Christ.

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

Members would best relate to a pastor who understands, appreciates and can operate effectively within mid-western culture, the German Evangelical heritage of the congregation and a rural, small town life.

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.

- Strengthening Inter- and Intra--personal Assets: Respecting the dignity of all God's people.
- Participating in Theological Praxis: Integrating theological reflection in teaching, preaching and ecclesiastical and community leadership.
- Building Transformational Leadership Skills: Encouraging leadership development of self and others through continuing education and lifelong learning.
- Working Together for Justice and Mercy: Building relationships of mutual trust and interdependence; understanding community context and navigating change with a community.

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

- “Welcoming” is the overwhelming response to this question, including welcoming of all generations, previous theological heritage and acceptance of people as they are.
- Framed as spiritually nurturing, a call to mission and outreach.

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

The church initiated a program change, not an experiment but an emphasis on spiritual growth for children & youth: children in worship with family and Sunday school before services; positive results with youth participation in worship; increased family attendance at worship.

St. Paul does not have a strategic plan or formal vision statement. Community involvement is a strength of the church with initiation and ongoing support of the House of Neighborly Service, a “hands up” organization with interdenominational churches, organizations, city and county government.

All children are welcome at VBS and SPLASH, which is our weekly after-school program, and all ages are welcome at Messy Church.

WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

The St. Paul Bylaws purpose statement sets the path for our life of faith: "The purpose of Saint Paul United Church of Christ is to be the Good News of Jesus Christ in the heart of Waterloo and to extend that Good News throughout the world. In all matters, we resolve to love and we unite to serve."

Describe several strengths or positive qualities of your congregation.

Volunteerism is a major strength from lay-led caring and educational ministries to a variety of music opportunities for youth through adults; attention to upkeep and repair of building and grounds, fund-raising, church leadership, organizing and participation in mission projects through generous financial giving.

Pastoral and lay staff provide faith-based education, leadership and/or support to volunteer activities.

Care and outreach to members and community provided through worship services, pastoral and lay visits, Monday night meals, hands-on and financial support for those in need in the community and world.

Describe what worship is like when your congregation gathers.

Worship takes place "where two or more are gathered." Our Sunday blended worship service is held in the sanctuary and is live-streamed; Messy Church is once per month in the Fellowship Hall; annual outdoor worship and picnic on church grounds; based on liturgical and Biblical guidance for growth in faith and discipleship. Baptism follows church liturgy and is personalized for the child or adult being baptized, celebrated by family and congregation and usually as part of the Sunday worship service.

Inspirational preaching brings the individual and congregation a sense of renewal in faith, challenges who we are and how we live for Christ, sets a path for spiritual growth.

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

St. Paul offers an extensive youth education program from toddlers to high schoolers. Each level of education provides a fun and exciting approach to the Christian culture. Every quarter has a unique theme with weekly lessons that explore various Bible stories followed by hands-on activities. All children are welcome and encouraged to join the adult congregation during Sunday services. A "Prayground" is at the front of the sanctuary during worship for children to listen, color or do crafts during worship.

Youth explore faith and relationships through confirmation, youth groups and mission projects and brainstormed ideas for the church profile. Lay-led adult Bible study, parenting programs, retreats and programs during education hour help expand knowledge, faith and partnership with the church.

Everyone's thoughts, ideas and opinions are valued and respected within our church, regardless of age.

Describe how your congregation is organized for ministry and mission.

Communication, whether from pastor, staff or lay members, is disseminated in a variety of ways: from the pulpit; in Sunday bulletins, the bi-monthly newsletter and *Midweek* email; at committee and congregational meetings and using Realm (web-based church software).

St. Paul has both formalized committees using profiles with specific guidelines and short-term, task-driven teams or committees. Standing committees have a profile, and a liaison from the Consistory meets with the committee for two-way communication to and from the committee.

The struggle for vision comes from visions specific to the committee involved with a need for emphasis on the overall church vision. A current pastor/leadership goal is to provide that church-wide goal, based on the By-Laws purpose statement, to drive the work of committees and the congregation.

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

Although the pastor is a non-voting member of committees, he/she focuses on the leadership committees and those committees that demonstrate needs for structure and growth; meets with staff weekly for communication and planning.

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

St. Paul and the Waterloo area have been blessed to not have had a significant disaster in recent years. With recent Mississippi River flooding into the lowlands of the county and need for evacuation, the church offered farm equipment storage space on church-owned farm property, and members volunteered in various efforts. Response to a crisis of individual or family need is initiated by a congregation member, pastor or staff, and response is coordinated by pastor, staff and church leadership. Resource needs, financial or hands-on, are determined and a plan organized, initiated, reviewed/ revised. St. Paul has an emergency fund, and community resources such as food pantries, Monroe County House of Neighborly Service or the area Church Help Network may be utilized. Experience is that this can be quickly organized and delivered as appropriate.

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. By-Laws and annual report are available upon request.

We asked our Director Level program and administrative staff to provide an overview and introduction to their work and the relationship they hope for with our new Pastor:

My name is Jillian Mayer, and I am the Director of Christian Education and Faith Formation. My role at St. Paul UCC, Waterloo is to oversee the educational programming for individuals of ALL ages. Much of this is programming offered at our church, including Sunday school, SPLASH—our Wednesday after-school program, Messy Church, VBS, Child’s World Preschool, confirmation and youth group. I also take a leadership role in community outreach activities such as annual Easter Egg Hunt and Halloween Trunk or Treat events. On Sunday mornings you will find me offering a Message for All Ages and overseeing the Prayground in worship. I also oversee the educational programming (for all ages) that is offered before services during Christian Education Time.

I have been in my current position since March of 2016. My duties/roles have evolved as our church continues to adapt to the cultural and social shifts that affect our congregants, the church and the community. Specifically, our introduction of the Messy Church program to our church in the spring of 2017 has led to growth in our intergenerational programming and church community. I look forward to working with our next settled pastor in continuing to grow this congregation at St. Paul.

I also look forward to working with our next settled pastor in moving our children’s, youth, adult and intergenerational programming into the future. I hope that he/she will be comfortable interacting with individuals of all ages and developmental stages and will enjoy getting to know the children and youth who make my job such a joy. There will be ample opportunity to do so as all staff are welcome at SPLASH, VBS, etc.

It is these opportunities to really get to know the children and youth as they grow in their faith that brings me the most joy in my position. Whether it’s watching an amazing edible creation being made and devoured at Messy Church, sitting on the futon in my office talking about loss with a SPLASHer who recently lost a relative or receiving a birthday card created with such care by the children in the Prayground, these moments when I get a glimpse of God in the children in my care remind me that I am exactly where I’m supposed to be.

My name is Linda Mueller, and I am the Administration Coordinator. I’ve been in this position since January 2002. Some of my main responsibilities include overseeing the administrative and financial areas of the church. I create the presentation for worship every Sunday, maintain the church membership and friend database, enter Sunday offerings into our database/church software

program (ACS Realm), track and record online giving, run payroll, balance and prepare monthly financial reports and a host of “other duties as assigned.”

I’ve seen a lot of transitions in pastors, staff, members, programming, technology, etc., and with those transitions/changes, my responsibilities have changed and evolved over the years. It doesn’t feel like I’ve been on staff for as long as I have, and I can honestly say that I still love my job, albeit some days more than others.

The same things that brought me to St. Paul when we first moved to the area in 1996 are the same things that keep me here, i.e. St. Paul’s youth and music programs. I’m also a church musician and have been an organist here since 1996. I’m the accompanist for the Chancel and Chamber choirs and a member in the bell and harp choirs.

There are many things that we do well here, such as our music and children & youth programming and mission. We have amazing volunteers whom I enjoy working with and who make my job easier. We also have a good, hard-working, tight staff where we can have open and honest discussions. My hope is that this closeness will continue, and that our new, settled pastor brings continued growth, visioning, purpose and dreams for St. Paul.

My name is Carmen Knight, and I am the Office Coordinator. I have been in this position since Easter 2023. I work part-time in the church office and assist Linda Mueller, the Administration Coordinator, to oversee the daily operational function of the church office and to support the work of the entire staff.

My family and I moved to Waterloo 2 years ago and we have made it our home. I grew up in the UCC church family and have many fond memories of camping at Dubois Center throughout the years. I am looking forward to bringing my own family along on this new journey.

My name is Steve Crook, and I am the part-time Facilities and Tech Coordinator at St. Paul. I oversee the upkeep and maintenance of the facilities, work with our volunteers on the Building and Grounds Committee and coordinate with our 2-part-time custodial staff. On the tech side of things, I coordinate techs for coverage in the A/V booth for Sunday worship, personally man the booth for most weddings, funerals, concerts and programs, coordinate maintenance and repairs to A/V equipment and work with outside IT to remedy computer and network issues.

I grew up in Waterloo and was baptized and confirmed at St Paul. After many years away from the church, I was called back in 1999. I became progressively

more involved and became Consistory president in 2005. In 2007 I felt a calling to fill the vacant lead custodian position, and at the end of 2021 I decided to cut back my time and duties. I am now semi-retired and work part-time.

Many of my joys working at St Paul come from interacting with our members. I like to have fun with people, and I also get satisfaction from helping people. I enjoy the historical aspect of the church and feel I'm the guy to go to with questions regarding past events, who's related to whom and where old memorabilia are stored around the facility.

My name is Gary Humphrey. I am the Director of Music Ministries here at St. Paul. I have been in my position since January of 2015. I am mainly responsible for the music program here at the church. That entails direction of the Chancel, Chamber, bell and harp choirs, direction and participation in the contemporary band and supervision of the Youth Choir and Intergenerational Chime Choir. I also supervise the organists and accompanists. Another large part of my duties has to do with the SPLASH program and VBS. I also plan and implement the Fine Arts Concert Series and have created and implemented a Fine Arts Charity Auction that occurs every two years (currently on hiatus after COVID).

I can honestly say that this has been my favorite job, mostly because of the people here at St. Paul. From the members of my choirs to the congregation and the staff, this has been a wonderful experience. Yes, there has been some turmoil and upheaval, but it is the resilience of the people here that keeps everything moving. Our staff is a talented and creative one that knows how to function and succeed in any circumstance. We work together well and plan things out, even though there are many moving pieces at all times.

A large portion of my time is spent either in planning or working with children here, mostly in the SPLASH program as well as VBS. It is so rewarding to watch our future leaders growing up before my eyes. Our vibrant youth and music programs are vitally important to the future at St. Paul, and I don't take that lightly!

I look forward to welcoming a new settled pastor in the hope that he/she brings a dynamic presence and an energy at the top that permeates throughout our church family.

11-YEAR REPORT—See next page.

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



Church#: 170920

Assoc: 216 **Schedule:** 0 Saint Paul UCC Waterloo IL 62298

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2012	751	415	189	15	5	0	17	140	-137
2013	720	366	205	9	16	0	30	26	-31
2014	740	295	200	13	36	0	16	13	20
2015	746	339	108	11	19	0	14	10	6
2016	618	317	90	0	16	0	15	129	-128
2017	582	290	86	0	11	7	12	42	-36
2018	566	303	230	10	10	6	30	12	-16
2019	544	248	120	7	8	2	13	26	-22
2020	503	248	120	14	0	0	19	36	-41
2021	498	100	25	0	8	0	13	0	-5
2022	493	155	60	3	9	2	19	0	-5

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2012	\$530,923	\$0	\$32,020	\$38,845	\$70,865	\$28,353	\$99,218	6.03	\$630,141	\$353,650
2013	\$542,046	\$0	\$24,522	\$45,758	\$70,280	\$44,306	\$114,586	4.52	\$656,632	\$372,307
2014	\$527,394	\$0	\$23,715	\$21,745	\$45,460	\$0	\$45,460	4.50	\$572,854	\$328,616
2015	\$631,443	\$0	\$22,968	\$55,485	\$78,453	\$0	\$78,453	3.64	\$709,896	\$0
2016	\$641,307	\$0	\$22,304	\$21,454	\$43,758	\$35,106	\$78,864	3.48	\$720,171	\$463,000
2017	\$654,609	\$0	\$23,223	\$49,532	\$72,755	\$40,688	\$113,443	3.55	\$768,052	\$82,027
2018	\$595,856	\$0	\$19,738	\$16,075	\$35,813	\$35,534	\$71,347	3.31	\$667,203	\$321,830
2019	\$607,699	\$0	\$14,886	\$32,650	\$47,536	\$6,847	\$54,383	2.45	\$662,082	\$328,434
2020	\$562,131	\$0	\$12,473	\$30,868	\$43,341	\$20,367	\$63,708	2.22	\$625,839	\$319,430
2021	\$559,640	\$0	\$10,669	\$11,736	\$22,405	\$22,664	\$45,069	1.91	\$604,709	\$328,496
2022	\$617,076	\$0	\$9,768	\$16,887	\$26,655	\$12,603	\$39,258	1.58	\$656,334	\$297,417

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-15.29	-46.55	-30.23	-22.22	-64.81	-5.73	-63.36	-14.55
2012-2022	-34.35	-62.65	-68.25	-30.00	-87.90	16.23	-62.39	4.16

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	493	
Number of active non-members:	50	Yes
Total of church participants (sum of the numbers above):	543	

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	48%	Yes
Less than 10, more than 5 years:	30%	Yes
Less than 5 years:	22%	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>Are these numbers an estimate? (check if yes)</i>
85	45	40	65	70	90	100	90	75	Yes

Percentage of adults in various household types:

		<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	5%	Yes
Joint household with minors:	35%	Yes
Single adults age 35-65:	5%	Yes
Joint household with no minors:	42%	Yes
Single adults over 65:	13%	Yes

Education level of adult participants by percentage:

		<i>Is this percentage an estimate? (check if yes)</i>
High school:	95%	Yes
College:	60%	Yes
Graduate school:	20%	Yes
Specialty training:	20%	Yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	45%	Yes
Adults who are retired:	35%	Yes
Adults who are not fully employed:	?	

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

Waterloo, located in Monroe County, is a mix of farming, local business employees and those who commute to St. Louis or other communities for employment. The school system is the largest employer. The congregation has a representation of education, health care, financial, self-employed and agricultural occupations and city employees.

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?

Waterloo and its surrounding area are approximately 98% Caucasian/European heritage. Diversity has to do with age, income and educational levels. We welcome those with a service dog or physical and mental health disabilities.

List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results.

St. Paul is starting the process of exploring the Welcoming Diversity Inventory with varying committees/groups in the church.

PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes		
Care Team		This group involves people providing meals after hospitalizations, nursing home visits and assisted living. We desire that our pastor makes about 15 hospital/home visits per month. Leads worship at 3 nursing homes/assisted living facilities about every 6 weeks in cooperation with other UCC Region 2 ministers.
Grief Support Group	8-10	Support group for individuals navigating the challenging journey of grief. Meets monthly.
Men's Fellowship Group	20	Led by lay members
Women of St. Paul (fellowship group)	35	Led by Women's Fellowship president
Sunday morning Bible study	5	Led by lay member
Sunday morning young adult/young families special interest spirituality/parenting/self-care classes	10-14	Led by CE director and trained lay leaders
Sunday morning special interest classes (Confirmation Revisited, UCC Polity, Parables)	15-20	Usually 1 to 4 weeks in duration, led by pastor as calendar permits
Sit & Stitch Group	10	This group of sewers, quilters, knitters, crocheters, etc. meets to work on their projects, socialize and help each other with their craft.

Movie nights	40	Discussion led by pastor, Lent and other times as calendar permits
Baptisms (<i>number last year</i>)	7	Pastor coordinates with family and staff.
Children's Groups or Classes		
SPLASH weekly after-school program, Wednesdays 2–5:30	70 children/ 20–25 volunteers	CE director plans/organizes, music director leads music portion, volunteers lead art, STEM, Bible storytelling, recreation, snack time and quiet time.
Bible Workshop	7+/-	Annual workshop for children receiving their first “study” Bible
Family of Jesus Workshop	5+/-	Annual workshop for 5-year-olds receiving a nativity set, led by CE director
Sunday school	15–25	Taught by lay volunteers, curriculum and materials coordinated by CE director
Vacation Bible School, 4 days long with Sunday morning presentation	150 children 30 volunteers	Planned/organized by CE director, music sessions led by music director, with pastor participation as able
Christmas Eve (2 services) and Holy Week Worship	900 Xmas: 400 Easter: 500	Planned by pastor, music director and CE director
Church-wide Meals		
Church Picnic with worship service	180	Planned by pastor and staff, volunteers coordinate food, music, games, etc.
Sunday Fellowship	120	Fellowship time before and after worship hosted by custodial staff and volunteers

Youth Group fund-raisers—Spaghetti Dinner, Chili Cook-Off, Pancake and sausage breakfast	100–130	Youth director, CE director, youth and parents
Choirs and Music Groups		
Chamber Choir	12	Music director
Chancel Choir	20	Music director
St. Paul Harps	8	Music director
St. Paul Bell Choir	12	Music director
Children’s Choir	10	Children’s Choir director
Children’s Chime Choir	10	Children’s Choir director
Praise Band	5	Music director and band members
Church-based Bible Study		See above under Adult Classes.
Communion (<i>served how often?</i>)	Monthly	Worship Committee members
Community Meals		
Martha’s Kitchen/Mary’s Heart	75–100	Free meal provided to anyone in the community, coordinated by MKMH volunteer group
Easter Egg Hunt	150+	CE director and volunteers
Confirmation (<i>number confirmed last year</i>)	10	Most classes taught by CE director, youth coordinator. Pastor participation/leadership as needed. Program planned by CE director and pastor working together.
Drama	10	Director of Music Ministries
Funerals (<i>number last year</i>)	5	Pastor with other staff and volunteers as needed
Intergenerational Groups		See Messy Church below.
Outdoor Worship		See Church Picnic above.
Prayer or Meditation Groups	40	Prayer Chain via email

Retreats		
Family Retreat (at Conference's DuBois Outdoor Ministry Center)	20-30	CE director and volunteers
Parent Child Retreat	20	DuBois Center staff
Consistory Retreat	12	Pastor and Consistory president plan and coordinate meals, etc.
Weddings (<i>number last year</i>)	1	Pastor works with couple and administrative and facilities directors
Worship (9:30 a.m.)	136	Pastor, music director, CE director and volunteers
Worship: Messy Church monthly intergenerational worship with activities and meals	50-90	First Wednesday monthly
Young Adult Groups or Classes		
Youth Groups or Classes	12	Jr. and sr. high youth group weekly
Other		
Fine Arts Concert Series 5 free concerts annually open to the community, freewill offering accepted	100-200	Music director with Fine Arts Committee

Additional comments:

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

Name	Three-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Kenneth Knobloch	No	Retired	No longer participating because of health issues	Yes
Rev. David Nottrott	No	Retired Methodist Pastor	Provides pastoral support when needed, such as leading worship and preaching, member care and funerals	Yes

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:

Rev. Knobloch never served as pastor of this church but did serve as pastor of a neighboring church and grew up in this general area. Because of health issues, he is no longer active in the choirs or as a guest pastor, but according to our Transition Pastor, "One of the most treasured colleagues and friends any pastor could ever hope to know."

Rev. David Nottrott and his wife are new to Waterloo and St. Paul UCC. Because of his affiliation with the United Methodist Church, Rev. Nottrott did not become a member of St. Paul like his wife did. However, Rev. Nottrott has provided pastoral support in the absence of our pastor.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Director of Christian Education and Faith Formation	Yes	Full time	Pastor	Mar 2016
Youth Group Leader	No	Part time	CE Director	Nov 2018
Child's World Teacher/Director	Yes	Part time	CE Director	Aug 2012
Child's World Teacher/Director	No	Part time	CE Director	Sep 2016
Child's World Aide	No	Part time	Child's World Director	May 2019
Director of Music Ministries	Yes	Full time	Pastor	Jan 2015
Lead Organist	No	Part time	Music Director	Jan 1984
Organist	No	Part time	Music Director	Oct 1996
Children's Choir Director	No	Part time	Music Director	Sep 2016
Administration Coordinator	Yes	Full time	Pastor	Jan 2002
Office Coordinator	No	Part time	Administration Coordinator	April 2023
Facilities and Tech Coordinator	Yes	Part time	Administration Coordinator	Sep 2007
Custodian	No	Part time	Facilities/Tech Coordinator	Oct 2001
Custodian	No	Part time	Facilities/Tech Coordinator	Aug 2018

REFLECTION

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

- Staff & volunteer support for the pastor, congregational and community activities
- Importance of active/involved programs for children and youth
- Opportunities for participation in a wide variety of musical groups and the importance of music to enhance the worship experience
- Congregational and community fellowship
- Mission—local, conference, national and international

We hope that our settled pastor will be a presence in all our programming by getting to know our children and youth, supporting our music ministry, socializing during opportunities for fellowship and supporting our mission endeavors.

CHURCH FINANCES

2022 Annual Income

Source	Amount
Annual Offerings and Pledged Giving	\$300,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$45,000
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	
Fundraising Events	\$916
Gifts Designated for a Specific Purpose	
Grants	\$
Rentals of Church Building	\$1,100
*Rentals of Church-Owned Property (Church-owned farm and Rental House)	\$19,000
Transfers from Special Accounts	\$77,500
Family Ministries, Retreats & Messy Church	\$2,325
Youth Ministries	\$6,705
Preschool	\$65,000
Misc.	\$3,230
TOTAL	\$520,776

*In 2022 St. Paul UCC received a bequest of property and investments. The property was rented out for farming and hunting. These new leases began in 2023 and bring an additional \$58,700 in rental income. Total church-owned rental income for 2023 and beyond is now \$77,700

Above total does not include the "pass through" mission and benevolence donations to various local, conference, national and international ministries.

Copies of our detailed financial reports will be made available to interested candidates.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 17%

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?

- 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? Through member giving

What is the church's current indebtedness? N/A

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

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

N/A

If the church has had capital campaigns in the last ten years, describe: No

If a capital campaign is underway or anticipated, describe: N/A

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

Does your church have an endowment? Yes.

What is the market value of the assets? Approximately \$2,643,000

Are funds drawn as needed, regularly or under certain circumstances?
Interest and growth income from the endowments are used.

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

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

Growth income (unrealized gains) has been used to meet operating expenses. With the strong market over the past few years, the market value of the fund continues to increase.

At the current rate of draw, how long might the endowment last?
Perpetual—this is a permanently restricted fund.

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$40,000

Investments (other than endowment): \$1,000,000



Pictures are front & back of parsonage.

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$24,000/year or \$2,000/month

How is the parsonage used? As a parsonage for a settled pastor or as a rental property

Street / City / State / Zip: 207 N. Market Street, Waterloo, IL 62298

Finished square footage: 2,200

Number of Bedrooms, Number of Bathrooms: 5 bedrooms, 2 bathrooms

Assessed real estate value: N/A – Part of the church parcel

Available for minister residence: Yes

Expected minister residence: No

Condition of structure, systems and appliances

The parsonage was built in 1953. It's an all-brick, 2-story house with hardwood floors throughout. There were significant upgrades done to it in 2018, i.e. all new windows, bathrooms updated, new plumbing and also in 2021, i.e. hard wood floors stripped, sanded and stained, new flooring in rooms without hard wood floors, kitchen renovation with new cabinets, flooring, countertop, sink and appliances, painted throughout and added a concrete patio and fence in backyard. There is a boiler for heating and 2 air conditioner units (upper and lower levels).

Entity in the church responsible for review and needed repairs: Administration coordinator and facilities coordinator, Property and Building & Grounds committees

Describe all buildings owned by the church:

- **211 N. Market Street:** 1½-story, framed house with 2 bedrooms and 1½ bathrooms used for rental income
- **Two Storage Sheds:** One storage shed on main church property (200 N. Main Street) and the other on a 60-acre farm that the church owns
- **Parish Hall building:** An all-brick, 3-level structure built in the 1920's with a half-court gym, stage, kitchen, small fellowship hall and classrooms. Used by our preschool, Sunday school, youth groups and Scouts.
- **Main Church Building:** All-brick, 2-level structure built in 1973 with an addition built in 1997. The church sanctuary was remodeled in 2005 and has since upgraded audio/visual systems. It seats 350. There is a full, commercial kitchen and fellowship hall that seats 150 comfortably. There is an elevator, making this building completely accessible. Church

and staff offices, the nursery, meeting rooms (two with small kitchenettes), Sunday school classrooms, a theater with theater seats, craft room, music rehearsal rooms are all in this building.

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

Which spaces are accessible to wheelchairs?

Worship space, fellowship space, meeting rooms, bathrooms, church and staff offices, Sunday school area, nursery, practice rooms

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

St. Paul UCC has a long, 177-year history of mission to support community, Illinois South Conference and wider UCC ministries. It has evolved from the establishment of the first school in the area to include projects such as financing and assisting in construction of a Habitat for Humanity house through many hands-on and financial support in the Great Flood of 1993 and so much more.

Currently, the Mission & Stewardship Committee selects a monthly mission project geared toward a local, national or international need. Local missions include the Waterloo Area Churches Help Network, Child's World Preschool and the House of Neighborly Service (HNS). Nationally, St. Paul supports Neighbors in Need and Strengthen the Church, and internationally, our Churches Wider Mission and Church World Service. At Thanksgiving and Christmas, members furnish approximately 75 Blessing Baskets and numerous Christmas gifts respectively to area families through HNS.

St. Paul members continue to be good stewards of their time, talents and treasures.

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

Beginning with the German immigrants who founded St. Paul in 1846, youth, education and music have been a rich part of church history. The church started a school for their children, focused on Christian education, which later became the first public school in Waterloo. In 1917 a church band was initiated, which became the nucleus of the Waterloo Municipal Band.

Martha's Kitchen/Mary's Heart began in 2012 as a Lenten offering to members and community. It now serves all who wish a free meal every Monday evening and has evolved from a St. Paul member-supported meal to a meal supported by church groups, community organizations, businesses and families. A typical Monday meal provides nourishment, social interaction and fellowship to 75–100 participants. Churches from Region 2 and St. Louis have visited and provided meals to learn how to make this part of their congregation.

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

COVID changed everything! Before COVID, we had two worship services every Sunday—a traditional service and a contemporary service, averaging around 250 in attendance. During COVID, we provided online blended worship services on our YouTube channel. After COVID, we found, as many other churches did, that not everyone came back to worship in person. We also found that worshippers enjoyed our blended service we offered during COVID. And so, we went to one blended service every Sunday. We continue to live stream and have available our worship services on our YouTube channel, and we average 55–80 views each Sunday.

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.

With beliefs ranging from traditional to progressive, political and social issues and cultural differences, conflict happens. Churches in healthy

relationships will have different opinions and feel frustrated, insecure and overwhelmed with challenges at times. Healthy does not mean perfect.

What makes a relationship strong is how one chooses to move through challenges together. Pastor, staff, Consistory, committees, volunteers and congregation all have a role in and responsibility for achieving and managing a strong relationship. Active listening to learn and be open to thoughts, ideas and opinions of others is critical to our church family just as it is for personal families. Frequent, open communication on values and church direction among pastor, Consistory and all members aids in maintaining and growing our congregation.

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

Staff member's name	Years of service	UCC Standing (Y/No)
Rev. Fred Wehrenberg, Senior Pastor	1971-1998	Y
Rev. John Specht	1985-1991	Y
Rev. Carol Shanks, Associate Pastor	1993-2001	Y
Rev. Geoff Groene, Associate Pastor	1995-2001	Y
Rev. Steve Gifford, Senior Pastor	2000-2002	Y
Rev. Kevin Brown, Senior Pastor	2003-2005	Y
Rev. Mary Beth Hartenstein, Associate Pastor	2003-2012	Y
Rev. Chris Hucker, Associate Pastor	2003-2005	Y
Rev. Doug Roberts, Senior Pastor	2006-2010	Y
Rev. James Watson, Senior Pastor	2013-2018	Y
Rev. Merlyn Lawrence, Associate Pastor	2015-2018	Y
Rev. Jeff McCarn, Pastor	2021-2023	Y

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

The congregation is evolving in future expectations with a goal of pastor, staff and lay leaders experiencing leadership with delegation and empowerment and trusting relationships.

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

Has your church been involved in a Situational Support Consultation? Yes, details may be shared in conversation when appropriate.

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

WHO IS OUR NEIGHBOR?

COMMUNITY VISION

MISSION INSITE

COMMUNITY VISION

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

Service activities in the past year: Thanksgiving baskets and Christmas gifts for individuals and families through House of Neighborly Service; free Monday night meals; family mission trip to Memphis; financial support and volunteer service for Kindercottage and DuBois UCC camp.

Globally, St. Paul connects through learning about UCC missions, OCWM and 5 for 5, using monthly mission to support global missions.

A group of children, youth and adults participated in our summer mission project with Amen STL. During our time in St Louis, we worked with Isaiah 58 Ministries helping clients select fresh foods at this food pantry, Lydia's House, where we organized supplies and prepared for the arrival of new clients, STL Area Food Bank, where we sorted and re-packaged foods, Amen STL assembling breakfast sandwiches to be handed out to the homeless population in St Louis and New Roots Urban Farm, where we learned about the importance of sustainability practices while weeding, cutting and arranging flowers, and painting. We had fun while making a difference in our own backyard.

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

Conference Annual Meeting; Conference committees, Day of Discipleship, Conference Delegates; Conference Region 2 fundraisers and events. Messy Church USA Regional Coordinator. Financial support of 5 For 5, Volunteers at DuBois Center (church camp).

Check all of the following “statements of witness” that apply to your UCC faith community. (Find more information on these statements at ucc.org.)

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Immigrant Welcoming
- Inter-cultural/Multi-racial (I’M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Other similar designations in affiliated 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?

We are open to learning more about these statements and how they might bring spiritual growth to our congregation.

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

Established in 1997 the Waterloo Church Help Network provides a collaborative program to provide emergency assistance to individuals and/or families in need. St. Paul members serve as officers and volunteers and CHN is regularly supported financially.

House of Neighborly Service was initiated by St. Paul and local government to provide meals to seniors when state funding stopped. It is now a group of churches, agencies, schools, civic groups and organizations who have the common mission to empower others. Thanksgiving baskets, Christmas gifts, fund-raising and volunteers continue to be our mission.

Human Support Services of Monroe County serves those with mental and behavioral concerns, developmental disabilities and substance abuse to live satisfying and productive lives. St. Paul has been actively supporting since 1973 by serving as board members and volunteers and with financial support. Residents attend the St. Paul Monday night meals for fellowship and nourishment of body and spirit.

In 2023 St. Paul UCC pledged to be an Open to All place in the community. Open to All® is a nonprofit campaign to transform America. The Open to All® coalition includes 200+ nonprofit members of the civil rights community and a growing movement of hundreds of thousands of businesses large and small. Together, these businesses are taking a public stand against discrimination while pledging to be Open to All.

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.

No formal mission statement has been written, but we strive to live out the purpose statement in the By-Laws. We are currently in discernment on mission and vision statements that reflect who we are and what we offer to the congregation, community and world today and tomorrow.

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 expects and appreciates the pastor's involvement in community and wider church activities and looks forward to learning and sharing in ministries. The pastor will communicate monthly to the Consistory and annually to the congregation.

Community Demographics

St. Paul data for your neighborhood(s) or area. What trends and opportunities are shown?

Waterloo is located in the heart of Monroe County and is the county seat. It is accessed by Illinois Route 3 and Illinois Route 156, which intersect within city boundaries. It is located 25 miles from St. Louis, MO, and Interstate I-255 is 10 miles from Waterloo.

Between 2010 and 2017, Waterloo's population increased by 3.7% to 10,355. Average median age is 41.6, and median household income is \$66,898. Educational attainment with college is 33.54%.

Education opportunities are numerous from daycare facilities, St. Paul Child's World Preschool and others, public and parochial grade and high schools, community colleges 13–25 miles from Waterloo and numerous colleges and universities within a 30–50-mile radius.

Healthcare includes primary care and specialty clinics locally, hospitals from rural to nationally known within a 45-minute drive, including St. Louis University and Washington University medical schools and healthcare providers.

Waterloo is a growing community with access to a wide variety of employment opportunities.

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?

Congregation attendees for Sunday worship, Messy Church and children/youth worship & youth activities live predominantly within 15 miles of the church and reflect all age groups.

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

Waterloo has aspects of a growing, "bedroom" community for the metropolitan St. Louis area. This impacts ministry through focus on young families with Messy Church, VBS, after-school programs, Child's World Preschool, Sunday school and youth activities. There is always a balancing act to provide spiritual growth for children and families who are busy with school activities, sports, jobs and more. At the same time,

it is very important to meet the spiritual and care needs of all ages through worship, social activities, pastoral care, visitation and meals.

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

St. Paul UCC provides generous sharing of time, talent and treasure to support community activities, offers programs and concerts open to all and is recognized for organization and support in times of need.

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

New people speak of how welcomed they felt at St. Paul and how they were invited to share their expertise and passions on committees and for event planning and teamwork and shown appreciation for all they do and give to the church. Families become involved because of the extensive child/youth programs.

REFERENCES

Name up to three people who have agreed to serve as phone and written references. Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Michael Quernheim, Director, Quernheim Funeral Home
618-939-6121
quernheimfh@gmail.com
Local funeral home owner/director

REFERENCE 2

Kelly Lerch, House of Neighborly Service
618-980-0731
kellylerch@gmail.com
Organizer/volunteer for non-profit community service organization,
works with St. Paul volunteers, food pantry and financial support

REFERENCE 3

Anne Riley, Executive Director, Human Support Services of Monroe
County
618-939-4444, ext. 1220
aking@hss1.org
Community service provider

PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.

CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

The Gospels of Matthew, Mark and Luke have the parable of the little children and Jesus. Our prayer is that the minister who joins in the journey St. Paul United Church of Christ is making into the future joins, supports and provides leadership in spiritual, social and emotional growth of our children and youth as they grow into lifelong Christians. It is equally important for all ages to learn and grow in Christ's love and love for one another. Ephesians 5:25 and 28 remind us to be truthful and caring as "we are all members of one body."

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.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

Congregation through Q & A, workshops and structured dialogue meetings; Consistory; church committees; staff.

2. Additional comments for interpreting the profile:

Signed: *David Buettner, President, July 31, 2023*

VALIDATION BY CONFERENCE/ASSOCIATION

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

I have had the honor of working very closely with the leadership of St. Paul UCC in Waterloo during this time of transition. I am greatly encouraged by the strong lay leadership within this congregation and the passion, energy and sense of mission of St. Paul UCC. I look forward to what God has in store for them as they call their next settled pastor.

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

Yes

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

Yes

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Shana Johnson
Email: sjohnson@iscucc.org
Phone: 618-654-2125
Date: August 15, 2023

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