



# GLENVIEW COMMUNITY CHURCH

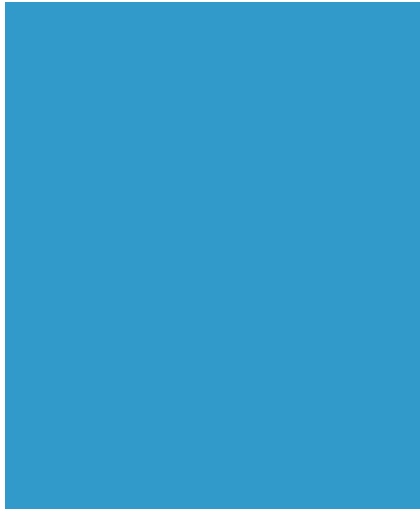
UCC CHURCH PROFILE - 2022



**GLENVIEW**  
FIND YOUR **COMMUNITY**  
**CHURCH**

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**WELCOME**

# Welcome Prospective Candidates and Friends,

My colleagues on the Glenview Community Church Senior Pastor Search Team join me in thanking you for your interest in our church. We are all committed to prayerfully seeking the best person to lead our church into the future. As we prepare to say goodbye to our Senior Pastor, the Rev. Dr. Charles (Chuck) E. Mize, we also welcome our Interim Senior Pastor, the Rev. Dr. Kent Ulery, who began serving our church on November 1, 2021. This affords us with the time to assess who we are as a church (with lots of input from our membership and friends) and to establish what qualities we are looking for in our new Senior Pastor.

These are challenging times that we live in: The COVID pandemic. Political divisions in our country and world. Poverty. Discrimination. Climate change. Immigration challenges. Mental health crises. Glenview Community Church and the United Church of Christ have a rich history of openly discussing these and other challenges and taking action as followers of Christ. We do not always agree on what the problems are or on how we as a church should address them. Despite societal trends and the state of the world around us, we are a church with deep traditions and a bright future and are eager to covenant with a Senior Pastor who will respect and care for each of us, while encouraging us not to let our differences impede our work as disciples of Jesus.

We hope that the information provided here will give you a good grounding in who we are and what we stand for. We have been open about our strengths and challenges. We are committed to calling a new Senior Pastor who will lead us forward and who will be happy with us. Our called Senior Pastor will have our full support and a warm welcome as they begin their journey as our guide and friend. Please read about us here as a first step in determining if this journey might be intriguing to you. If you like what you read, please contact me at [SeniorPastorSearch@gccucc.org](mailto:SeniorPastorSearch@gccucc.org) so that we can take the first steps in discovering what God has in mind for us all. Thank you for your interest in this opportunity.

Very sincerely,

Debby Fosdick - Chair, Senior Pastor Search Committee

Search Team Members:

Karen Aldrich, Susan Johns, Maren Miller, Doug Morgan,  
Linda Pedian, Brad Smith, Jason Stutz, and C.J. Sultz



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CANDIDATE

# Listing Information

**CHURCH NAME:** Glenview Community Church

**TITLE:** Senior Pastor

**STREET ADDRESS:** 1000 Elm St.  
Glenview IL 60025

**WEB LINK:** <https://www.gccucc.org>

**AVERAGE WEEKLY ATTENDANCE:** Pre-COVID: 280 in person  
Currently: 450 (150 in person plus 300 views online)

**CONFERENCE:** Illinois Conference of the United Church of Christ

**ASSOCIATION:** Chicago Metropolitan

**UCC CONTACT:** Rev. Dr. Terrill N. Murff  
Associate Conference Minister  
[ilconferrill@gmail.com](mailto:ilconferrill@gmail.com)  
(708) 382-1470

**SEARCH COMMITTEE CONTACT:** Debby Fosdick  
[SeniorPastorSearch@gccucc.org](mailto:SeniorPastorSearch@gccucc.org)  
(847) 691- 2950

# Position Summary

The Glenview Community Church is excited to engage a Senior Pastor who can bring the joy of God's word to inspire and lead our congregation during this pivotal time not just in the 80-year history of GCC, but in our secular society living in a pandemic-burdened, politically-divided world. Our community of faith seeks an individual who embraces change and can thoughtfully, enthusiastically, and proactively share a vision of what our future can be. GCC is unique from other churches of our size due to our well-funded and hands-on outreach (mission and social justice) programs and long and rich history of incredible music ministry. Our new leader will continue to support and enhance these important aspects of our church tradition.

A recent congregational survey highlighted the desire for several key attributes in she or he who will guide us:

- Inspire as a preacher and teacher by sharing the gospel in ways that are applicable to everyday life, relatable, and spiritually nourishing
- Invite and engage the younger families who are the future of GCC and respect the contributions of our older base of congregants
- Grow our community as the foundation of our connection to one another

We will be best served by someone with a deep calling to the ministry and who can live and promote GCC's promise to be a community for all God's people.

## CORE COMPETENCIES

- Visionary leadership to guide us through the perfect storm of partisanship, pandemic, and changing societal trends towards religion
- Excellent sermon delivery that integrates Bible teachings with learnings and guidance for daily Christian living
- Dynamic and enthusiastic approach to building community internally and externally
- Ability to encourage the congregation to be generous with their time, money, and resources
- Highly collaborative style when working with staff, congregants, and community
- Comfortable leading a congregation that is diverse in thought

## EDUCATION & EXPERIENCE

- The ideal candidate will hold, at minimum, a Master of Divinity degree from an accredited seminary. A Doctorate in a theological field of study is preferred, but not required.
- We prefer a candidate with a minimum of 10 years of ministerial experience, at least five of which were in a leadership role.

## REPORTING RELATIONSHIPS

**REPORTS TO:** The Spiritual Council of the Glenview Community Church (Moderator, Past Moderator, Clerk, Treasurer, leaders of Ministry Steering Groups, and At Large members)

**SUPERVISES:** Ten direct reports including one outside consultant; total of 31 full and part-time church staff members, including GCC Nursery School and **New to You** resale shop staff

**RELATES TO:** Congregation of GCC and community at large

## GOALS AND EXPECTATIONS

- Maintain and improve our tradition of Sunday morning worship excellence through thought-provoking, moving, and relevant sermons, vocal and instrumental music which uplifts and conveys God's messages for the week, and a meaningful, prayerful experience for those participating in person and virtually; also willing to try less traditional, formal, or structured aspects of Sunday
- Understand the busy nature of family life in today's environment and its implications on church involvement for parents and children; suggest and implement effective ways of reaching, attracting, and maintaining both existing and new families
- Understand and promote the use of technology to enhance the reach to and engagement of existing and potential members
- Leverage and support the gifts of staff and church volunteers as appropriate and efficient for reaching our goals
- Serve as the visible and involved "face of GCC" to the broader community

## PERSONAL ATTRIBUTES

- Sincerely conveys warmth, compassion and caring to those within and outside of our congregation
- Possesses excellent written and oral communication skills in formal and informal settings
- Allows staff and volunteers to take ownership of responsibilities and activities; good at delegating
- Epitomizes flexibility and an orientation to change
- Skilled in staff management
- Willing to address and manage conflict

## COMPENSATION AND BENEFITS

- Competitive compensation above conference guidelines, including housing allowance (mix of salary/housing/Social Security allowance) designated by minister within total compensation offered
- UCC retirement annuity
- UCC life & disability insurance benefits
- UCC health benefits
- UCC dental benefits
- Vacation/holidays
- Continuing education funds
- Continuing education time
- Sabbatical leave
- Travel reimbursement
- Books and periodicals
- Reimbursement of criminal background check fee
- Relocation expenses





FIND YOUR **GLENVIEW** COMMUNITY CHURCH

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# What We Believe

The Glenview Community Church celebrates all God's people, where our oneness in Christ is built on the religion of love and service that Jesus taught for every facet of our lives. We define ourselves by deeds, not creeds, as we follow Jesus in God's ways of life and love as they are revealed to us in the Bible.

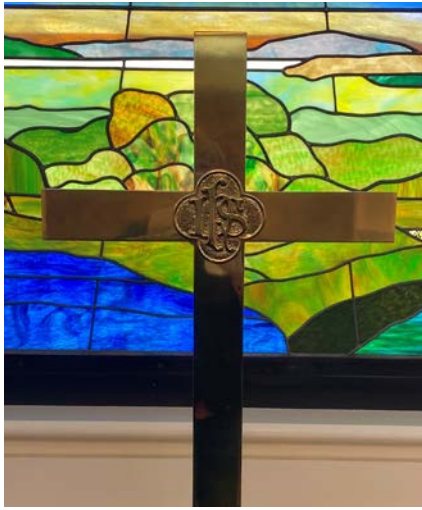
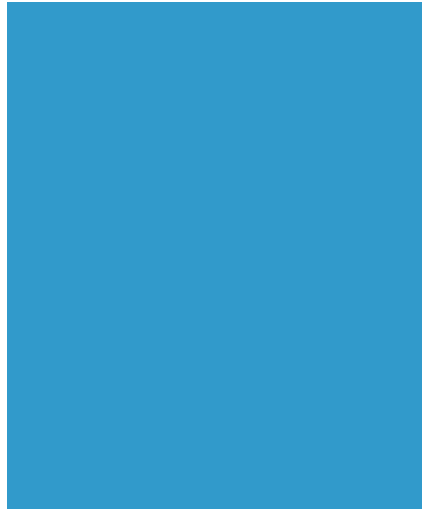
We strive to worship and praise God, proclaim the message of Jesus Christ to all people, grow in knowledge and love, and promote the triumph of justice and the reign of peace in all the world.

Following in the way of Jesus, Glenview Community Church is a community that celebrates all of God's people. We demonstrate this by:

- Being an Open and Affirming church of the United Church of Christ
- Promoting social justice
- Giving of our resources to serve others
- Taking an active stance against systemic racism
- Embracing those with mental health challenges
- Engaging other humanizing faith traditions
- Encouraging and respecting diversity of thought

***No matter who you are, or where you are on life's journey, you are welcome here***





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OUR CHURCH

# Church History

In September 1941, 150 people representing over a dozen different denominations adopted a constitution establishing Glenview Community Church. The Rev. Robert Edgar had arrived the previous spring to become pastor of a small congregational church founded in 1897. He and the church leaders spent the summer reaching out to members of the growing community with the idea of creating a new and different congregation. With the new constitution in place, the congregational church disbanded and reopened its doors as Glenview Community Church. On its earliest Sunday bulletins, GCC stated "to whomsoever comes, this church opens wide its doors and says, 'Welcome.'"

The larger community responded and the church rapidly grew in membership. The congregation outgrew its small, wooden church building. Planning, and fundraising began for a new sanctuary but construction had to wait until after the war when building materials again became available. Construction on the current sanctuary at Glenview Road and Elm Street began in 1946. In the 1950s, a gymnasium was added for the high school youth, a church school and office wing were constructed, and the sanctuary was enlarged to its present size with the addition of a transept. In September 1976, 34 years after its founding, GCC ceremonially retired its mortgage. Through the subsequent years, GCC has held five capital campaigns. Forward in Faith, the most recent and GCC's largest campaign ever, raising \$4 million, culminated in a 2018/2019 building project that updated systems, increased accessibility, and revitalized and created community spaces, also increasing the building footprint to 60,000 SF. We were one of the first churches in our area to recognize the need for technology at the outset of the pandemic and have utilized our ability to connect people virtually across all of our ministries since March 2020.

From the 1940s into the 21st century, GCC has pioneered new forms of Christian worship, education, small group fellowship, community service, and outreach. In 1953 the church launched an experiment in ministry with the addition of a four-person pastoral team to minister to its diverse congregation, including the founding minister, Rev. Robert Edgar (1941-1960). The Senior Ministers who followed include:

- The Rev. Dr. Kenneth Nye (1961-1972)
- The Rev. Dr. Robert Alward (1972-1989)
- The Rev. Dr. Douglas Runnels (1990-2001)
- The Rev. Dr. Howard Roberts (2002-2011)
- The Rev. Dr. Charles E. Mize (2013-2021 — retired with sabbatical)



In 1962, recognizing the need for a national and international impact that could only come from a stronger institutional alliance, the church voted to affiliate with

the United Church of Christ. GCC officially adopted its Opening and Affirming Statement in 2010. After two years' work by a Governance Task Force and a two year period of working within and adapting an interim constitution, the congregation approved a new constitution and bylaws in 2019. GCC undertook this effort to simplify the structure of our church governance, encourage broader participation, and better coordinate our message, ministries, and mission. Currently, GCC is working towards being certified as a WISE (Welcoming, Inclusive, Supportive, and Engaged) UCC church supporting mental health. Glenview Community Church continues to honor its tradition of expansive welcome as we move forward and look to the future.



# Post Covid GCC By the Numbers\*



1,100  
Members

140  
Participants in  
Church School  
and Youth  
Group

Our membership is diverse in thought and beliefs, but we share our love of God.

100+  
Spiritual  
Life Team  
Participants

115  
GCC Nursery  
School Students



32  
Ministry and  
Staff



80+  
Choir  
Members  
and  
Musicians

We are a congregation that values and supports our youth and their faith development.

31  
Confirmation  
Families



Countless  
volunteers  
support our  
ministries



30+  
Mission  
Partners

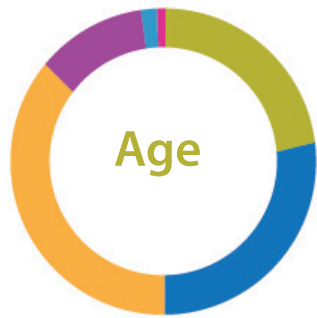
300  
Average  
Weekly Live  
Stream  
Viewers

We are the most giving church in the UCC Illinois Conference, and our members are passionate about giving of our time, talents, and treasure.

\*As of 10/1/21

# Demographics

The members of Glenview Community Church are primarily Caucasian, skew slightly older than the Glenview community in general, and are highly educated. Our age and household composition statistics are reflective of our opportunity to engage more families, especially those with younger children. Because of our mission to celebrate all God’s children and the implications of what it means to do so, we are blessed to welcome members raised in other denominational or faith traditions.



- 19-24
- 25-34
- 35-49
- 50-64
- 65-74
- 75+



- One person living alone
- A couple without children
- A couple with children
- Single parent
- Several adults living together



- High school graduate
- Some college
- College graduate
- Graduate school



- UCC/Congregational
- Methodist
- Lutheran
- Presbyterian
- Episcopal
- Baptist
- Other

## GCC Finances

Financial operations are managed by a full-time Business Administrator with oversight from the Treasurer (elected position) and a Finance Committee (volunteer positions). An operating budget is established annually and approved by the congregation. A monthly financial close is conducted for comparison to budget and cash flow management. Banking institutions consist of Busey Bank (formerly Glenview State Bank) and William Blair and Company. Busey is used for working accounts and William Blair is used for investment purposes.

### KEY CONSIDERATIONS WITH REGARD TO GCC FINANCES INCLUDE:

- The annual operating budget for 2021 is \$1,128,676. This budget projects an operating loss in 2021 of \$54,603, which includes forgiveness of a \$120,000 Payroll Protection Program loan.
- Actual operating results have recorded annual operating losses in four of the past five years. Shortfalls have historically been funded through unrestricted bequests. As of November 2021, the balance of unrestricted bequests was \$450,321. The balance has been relatively flat over the past five years as new gifts have offset operating losses.
- As of November 2021, GCC has reserves of \$2,402,885 (\$2,058,593 Temporary Restricted and \$344,292 Restricted).
- The only debt on the books consists of a 30-year loan through The Cornerstone Fund associated with the Forward in Faith (FIF) Capital project concluded in 2020. As of November 2021, the balance of the loan is \$520,000. This debt will be partially serviced through collection of remaining FIF pledges. We are projecting a FIF financial shortfall of approximately \$400,000. This shortfall will be addressed through a second fund raising campaign and/or utilization of reserves.



<b>TOTAL CHURCH INCOME (\$1,000)</b>					
	2020	2019	2018	2017	2016
Total Church Operating Income	\$1,085	\$1,236	\$1,158	\$1,274	\$1,371
Member Offering and pledges	\$866	\$922	\$898	\$969	\$953
Interest from investments or endowments	\$99	\$128	\$103	\$72	\$105
Other Income	\$120	\$186	\$157	\$164	\$224
Non-Operating Income	\$637	\$684	\$955	\$843	\$481
Principal reduction (endowments or investments)	\$(89)	\$9	\$(83)	\$(69)	\$(89)
Special Funding (FIF Capital Project)	\$548	\$693	\$872	\$774	\$392
Total Income	\$1,722	\$1,920	\$2,113	\$2,117	\$1,852

<b>ANNUAL STEWARDSHIP CAMPAIGN (\$1,000)</b>			
	Year	Pledges	Actuals
Through 11/30/21	2021	\$755	\$700
	2020	\$890	\$866
	2019	\$900	\$898
	2018	\$965	\$910
	2017	\$969	\$990

<b>TOTAL OPERATING BUDGET (\$1,000)</b>					
	2020	2019	2018	2017	2016
Total Operating Budget	\$1,165	\$1,134	\$1,193	\$1,358	\$1,371
Our Church's Wider Mission Basic Support	\$74	\$76	\$82	\$92	\$91
Annual Capital payments (FIF Capital Project)	\$1,956	\$1,222	\$363	\$236	\$76
Other debt (Forward In Faith)	\$850	\$1,290	\$1,752	\$-	\$-

<b>SIGNIFICANT MISSION OUTREACH (\$1,000)</b>	2020	2019	2018	2017	2016
Mission Giving from Pledges	\$37	\$38	\$40	\$64	\$40
UCC	\$29	\$30	\$35	\$46	\$39
Chicago Theological Seminary	\$6	\$6	\$6	\$7	\$8
Mission Giving from Women's Association	\$73	\$46	\$69	\$78	\$64
Pass Thru Mission Giving from Chicago Community Trust	\$14	\$21	\$17	\$7	\$18

<b>INDEBTEDNESS AS OF 11/30/21 (\$1,000)</b>	
	Amount
Total amount of outstanding mortgages/capital debt (FIF Loan)	\$520
Total amount of other debt	\$0
Are payments current?	Yes

<b>ASSETS HELD BY THE CHURCH AS OF 8/31/21 (1000'S)</b>	
	Amount
Reserves (savings)	\$641
Endowments/Investments	\$2,177



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# MINISTRIES

# Outreach

A core value of Glenview Community Church is to serve God by spreading God's love to those beyond the GCC congregation. Our Outreach Ministry:

- Facilitates activities of service to local and worldwide communities
- Recommends allocation of GCC's annual mission budget to not-for-profit organizations that advance the ministry of Christ
- Advocates for changes in systems or policies that are inconsistent with the message of God's love for all people

GCC provides over \$160,000 annually in benevolent giving to fund local, national and international non-profit organizations impacting homelessness, hunger, youth development, dental care access, mental health, refugee services, shelter, family support, conflict resolution, and social justice advocacy. In addition to supporting new and long-time mission partners, part of our giving supports the UCC's "Our Church's Wider Mission," ad hoc special pleas (for hurricanes and other natural disasters), and the Chicago Theological Seminary. But we are more than just a generously giving church. We are a church that actively gets involved to do God's work in the world.



## SOME RECENT EXAMPLES OF OUR OUTREACH WORK INCLUDE:

- Coordinating several church-wide and community collections for cold-weather clothing for the homeless and housewares and supplies for young people recently moving out of homelessness into apartments
- Collecting and delivering "Food on the First" on a monthly basis to our local food pantry and San Lucas Iglesias, our sister church in the Humboldt Park neighborhood of Chicago
- Facilitating a Dunkin' Donuts \$5 gift card drive to deliver over 500 cards to the homeless
- Preparing, and serving two hot dinners per month to 120 guests of A Just Harvest, a community kitchen in Chicago's Rogers Park, plus raising \$7,000 to purchase food to feed hungry people in the neighborhood
- Buying presents to fulfill wish lists as part of Glenview/Northbrook Youth Services' Holiday Gift program
- Supporting youth mission trips throughout the U.S.



Our Outreach ministry also includes the Faith in Action Team (FIAT), which works for change that helps ensure social justice, diversity and inclusiveness in our church and in our community:

- FIAT coordinates GCC's participation with other churches and organizations including the



Community Renewal Society, the Chicago Coalition of Welcoming Churches, Arise Chicago, the Muslim Community Center (MCC) and The Night Ministry, as we advocate for just treatment for marginalized people

- The team works with local and state officials to help change and prevent discriminatory legislation
- FIAT facilitated a daily "Racial Equity Challenge" during Lent 2021 and hosted a Zoom presentation with the Speakers' Forum to educate over 100 people, including 30 community members, on "How to Be an Anti-Racist"
- Being an Open and Affirming church, FIAT advocates for congregational participation in Chicago's annual Pride Parade and is planning GCC's 10-year O&A anniversary celebration



## Worship and Music

The music ministries at GCC are a cornerstone of our worship experiences and a longstanding part of the culture of the Glenview community. Music deeply connects many in the congregation with the presence of God and our diverse musical offerings are one of the main reasons newcomers are attracted to GCC. Our music ministry encompasses multiple adult and children's choirs, vocal and instrumental soloists and ensembles, and a tradition of congregational hymn singing anchored by a world-class pipe organ. The pandemic provided the "opportunity" to be creative in leveraging the many singing talents of our members through socially-distanced soloists and small groups in virtual worship services, but we have begun to safely resume our beloved choirs and performance groups.



The adult Chancel Choir is a volunteer organization of 30 - 40 singers which participates in Sunday worship services and performs major choral works throughout the year. Past performances by the choir have included works by both classical and contemporary composers. Other musical groups include:

- The Joyful Ringers handbell choir
- Two choirs for children (for grades K-2 and 3-8)
- The Pilgrim Wind Ensemble



The Simple Gifts Concert Series features our Buzard Opus 21 Pipe Organ, choirs, member soloists and ensembles, as well as guest performers in a variety of eclectic musical offerings throughout the year. These include our annual Toys for Tots Christmas Concert, Hymnfest, Neighborhood Organ Walk, Peace Concert, Front Porch (outdoor) Concerts and a Memorial Day Concert. GCC is also the concert venue for “Sing for Life” (breast cancer survivors) and The Chicago Master Singers choirs.

Our Buzard Opus 21 Pipe Organ is a powerful and vital partner on our spiritual journey. It helps us lift our voices to God. It was commissioned by the church and designed, built and installed by the John-Paul Buzard Pipe Organ builders of Champaign, Illinois in 1999. The organ has 49 straight-speaking stops, 69 ranks and 3,865 pipes over three manuals and pedal. It is a majestic instrument – equally adept to accompany choirs, soloists, congregational hymn singing, or full orchestra. In 2021, the organ was refurbished and exquisitely revoiced by Berghaus Organ Builders of Bellwood, Illinois.



In 2019, upon completion of the newly-renovated Commons space in the church, we also added a historical 1937 Wicks, Opus 1751 pipe organ to enhance smaller-scale performances such as hymn sings and to provide music for services in our Memorial Garden.

This ministry also strives to enhance the overall worship experience through greeters, ushers, and monthly Communion servers and by suggesting potential enhancements to the service itself. The greeters and ushers aim to provide an “extravagant welcome” to existing and potential members alike.

## Congregational Life

Congregational Life Ministry is focused on encouraging and supporting GCC members’ engagement in the church, while fostering their well-being. Congregational Life provides multiple efforts to develop close relationships among members, create openness, encourage diversity, equity and inclusivity, and help our church to be as accessible as possible for new and existing members. The group’s ongoing efforts during the pandemic, are especially important as we work to build and maintain community and connection:

- Fellowship team—Organizes church-wide, multi-generational events (e.g., Rally Day, Halloween and Thanksgiving lunches, Christmas caroling and crafts)
- Neighborhood Groups—Provide a sense of encouragement and accountability among a supportive connection of church members living in the same neighborhood (new ministry)



- Constructive Conversations Ministry—Utilizes a confidential process of trained layperson facilitators to help discuss and resolve conflicts between congregants or congregants and ministerial staff
- Congregational Care team—Distributes altar flowers to shut-ins and members with health challenges, organizes memorial services
- Called to Care ministry—Provides spiritual care and companionship to church members or friends in need
- Women’s Association—Brings together women in a fellowship of worship, education and engagement in the life of the church; each of nine chapters pursues its own service projects but together they run the New to You charitable resale shop which is a significant source of mission giving
- Men’s Ministry—Provides men with opportunities for service in the community, personal and spiritual growth, and fellowship (and the “opportunity” to shovel snow before Sunday services in our Midwestern winters!)
- Knitting ministry—Knits squares and assembles blankets which are sent to orphans in Africa and families transitioning out of homelessness



## Children and Youth Faith Formation

GCC’s long-standing tradition of faith development for young people from preschool through high school is well-known in the community and many families from other denominations enroll their children in our programs. We have 26 adults who work with our Associate Pastor to educate and “train up a child” during these important years of their lives. Our programs continued seamlessly through the pandemic and were offered virtually, but have now returned to in-person.



- Sunday morning church school (children through 6th grade)—ministry utilizing the Sparkhouse curriculum which focuses on the development of faith in God and building a relationship with Jesus; plants and cultivates the Rainbow Garden on church lawn which provides vegetable donations for local food pantry
- Confirmation (7th and 8th graders)—Two-year journey of faith that culminates with affirmation of faith and full membership in GCC
- Pilgrim Youth Fellowship (high schoolers)—Youth group which provides teens with the chance to explore their faith, connect with God, serve the community, and have fellowship opportunities; annual mission trip offers chance to serve



communities throughout the U.S.

- Faith Is Hope (FIH)—Weekly after-school program open to any children in the community in kindergarten through 6th grade
- 612 club—Weekly combined middle school and high school program focused on fellowship, faith and service
- Puppet ministry—Middle and high schoolers who provide Bible lessons to younger church school children through the creativity of puppetry



## Adult Faith Formation

GCC's Adult Faith Formation programs explore a wide range of topics from practical spirituality, to historical theology, to contemporary events within a faith perspective. Adult education at GCC is designed to engage the members of the church and the wider community in spiritual growth and constructive change.

**Speakers' Forum:** This monthly program offers informative, thoughtful, and inspiring presentations by experts in their fields. Many programs are preceded by a community intergenerational dinner and also include an opportunity to engage in hands-on mission outreach. While before COVID these were only offered on an in-person basis, we pivoted to using Zoom and are now offering hybrid (in person and virtual) ways of participating. We are fortunate to have a marketing consultant who advertises these presentations to the wider community, which can interest them in both the topic and perhaps also GCC. Some of our thought-provoking recent presentations include:

- **LGBTQIA+ Inclusion in Our Community** which also hosted a panel of transgender individuals
- **How to Be an Anti-Racist**
- **Facing Mental Health Issues During a Pandemic**
- **Conversations for Change** between church and community members of different racial backgrounds

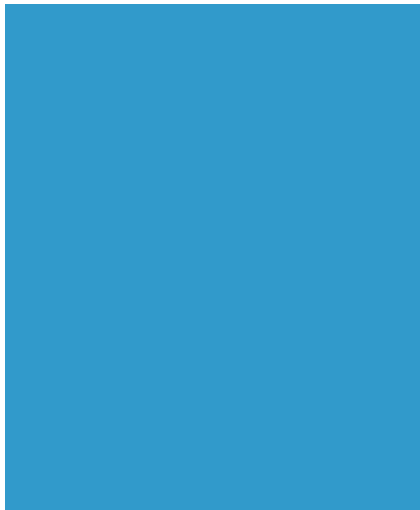


- ***Solving Climate Change - A Solution We Can All Like***
- ***Mental Health Access in Illinois - Creating Access and Hope*** with State Senator Laura Fine
- ***Planting the Seeds - Developing Resilience in Middle Schoolers***

**Spiritual Life Teams:** Spiritual Life teams at GCC provide advocacy for the spiritual growth of individuals, the congregation and larger community. Teams of congregants of various sizes share experiences with each other once per month while creating an environment when members are bound together as a small spiritual community, gathered to celebrate the presence and power of the Living God. Shared experiences and “God Moments” connect the team and spoken prayers together are the heart and cornerstone of celebrating these connections. The Spiritual Life Team Ministry is based on a comprehensive interfaith research study on the nature of Spiritual Life in faith communities, designed and conducted by Rev. Bobbie McKay, Ph.D., a licensed psychologist and GCC’s Pastoral Associate for Spiritual Life.







FIND YOUR **GLENVIEW** COMMUNITY CHURCH

# TRADITIONS

## GCC NURSERY SCHOOL

Glenview Community Church Nursery School ("GCCNS"), founded in 1947, is a community outreach ministry of Glenview Community Church. It is a developmental, non-sectarian, not-for-profit preschool offering weekday program options to 115 students. Through a play-based curriculum, GCCNS offers opportunities for each child to grow socially, emotionally, and intellectually at his or her own rate. GCCNS is accredited by the National Association for the Education of Young Children (NAEYC). GCCNS is staffed by a full time Director, an administrator of operations and 11 teachers. The Nursery School Board consists of church members, parents, the GCCNS Director and GCC Senior Pastor.



## NEW TO YOU CHARITABLE RESALE SHOP

The **New to You** charitable resale shop is an important outreach ministry of the Women's Association within the Glenview Community Church. It is housed in the lower level of the church and was originally founded over 75 years ago, after World War II, by GCC women whose children were rapidly outgrowing their clothes. The idea of the shop was to allow clothing to be bought, sold or exchanged very reasonably, hence its original name, "The Exchange."



More recently, it was known as "The Resale Shop at Glenview Community Church," but with the new construction in the church several years ago, the name was changed to "New to You." The shop sells a broad line of goods including clothing and shoes for women, men, and children, home décor, jewelry, kitchen and bakeware, toys, books, small appliances and so much more. What has never changed, though, is the shop's commitment to be a charitable resale shop giving profits from our sales to local charities serving women and children. On an annual basis, the shop provides \$32,000 - \$50,000 for mission giving, and in the course of doing business, we have given away over \$650,000.



We have a committed, loyal customer base served by a friendly staff and Women's Association volunteers. We take donations in an effort to "reduce/reuse/recycle" and donate end-of-season clothes and items to the Salvation Army and several of our mission partners, especially San Lucas Iglesias in Chicago.

Our long-standing resale shop ministry provides a meaningful way for the church to invite the wider community to share in helping others through their purchases and donations, and we are very proud of our combined contributions!

## HANDS OF PEACE

Glenview Community Church embraces Hands of Peace as its home-grown peace mission. Founded by GCC member Gretchen Grad, Hands of Peace is an interfaith non-profit that empowers American, Israeli and Palestinian youth to be agents of change. Each summer, these teenagers meet for the first time at GCC for the Summer Program. For 19 days, they have difficult, facilitated dialogues where they get to know each other, share their personal stories about the conflict, hear how the conflict has impacted others, and explore complicated and painful issues from many different angles. They enter the GCC meeting rooms as strangers and leave as friends, united in their passion for peace, equality, and justice.



Hands of Peace has grown significantly since its founding through the generosity of GCC. During the Summer Program, many GCC families volunteer to host Middle Eastern participants in their homes. GCC's New to You resale shop, Women's Association chapters, and dozens of other GCC organizations and members have contributed their time and support. Many GCC members have also traveled to the Middle East with Hands of Peace for its annual Multi-Narrative Tour of Israel and Palestine. Accompanied by Palestinian and Israeli guides, GCC members explore the Holy Land's rich cultural and religious history, while diving deeply into the region's complex political realities.



## "THE NATIVITY" CHRISTMAS PAGEANT

A unique and enduring tradition of GCC is "The Nativity," lovingly referred to as "the Pageant" within GCC. The Pageant holds a special place in our history, having been performed every year, with the exception of three, since 1951.

This is no ordinary Christmas pageant with bath-robed shepherds, bed-sheeted angels, and barnyard animals. Rather, it is a 70-year-old tradition with beautiful scenes, exquisite costumes, graceful dancing, and glorious music that joyfully tells one of Christianity's greatest stories.

Children as young as kindergarten, through high school seniors, have distinct roles and many eagerly look forward to the part they will play that year. There are nomadic people, lots of angels, children representing countries from around the world, the Three Wise Men, soldiers, Mary and Joseph, and stable helpers, to name a few. In recent years, the church has become completely gender inclusive in casting. Rehearsals begin in late September for the high school youth who do the majority of the 10 dance sequences which are set to well-known Christmas

music such as "O Holy Night," "The Beatitudes," "Angels We Have Heard on High," and "The Hallelujah Chorus."

When the Pageant was originally conceived and written by GCC members in the 1950s, there were over 1,200 kids participating in four services that took place on Pageant Sunday (usually the first Sunday in December). Over the decades, the numbers have declined but there are still over 100 church children, plus a large supporting cast of adult singers, narrators, and helpers, who bring the Pageant to life. Three generations of GCC members have now participated in the Pageant. Many say "The Christmas season starts for me with the Pageant," as it is a gift to our congregation and the community that is eagerly anticipated each year.



## SCOUTING AT GCC

Boy Scout Troop 156 is celebrating 66 years of Scouting. Chartered by GCC, Troop 156 is not only the oldest group in the district, but one of the largest and most active troops in the metropolitan Chicago area with 60 members. This is a "boy led" troop with emphasis on teaching leadership ability as well as other important skills and values.

Camping, service projects and other events are scheduled year-round, and summer activities can include stays at nearby Camp Makajawan or troop excursions to Philmont in New Mexico. Thursday nights at the church are filled with demonstrations of the high level of activity in this troop.

Adult GCC members have continually been a part of the troop's team leadership and are a large factor in the success of this troop. Currently there are 25 adults involved with the troop.



Cub Scout Pack 156 is also based out of GCC and has been in existence for over 70 years. Boys who are active in the Pack participate in Den meetings where they take part in activities that promote character development and physical fitness. Cub Scouts attend at least one cabin campout during the year. The highlight of the Cub Scout experience is the Crossover ceremony where they officially graduate from Cub Scouts to Boy Scouts. Pack 156 is the largest feeder into Troop 156.



FIND YOUR **GLENVIEW** COMMUNITY **CHURCH**

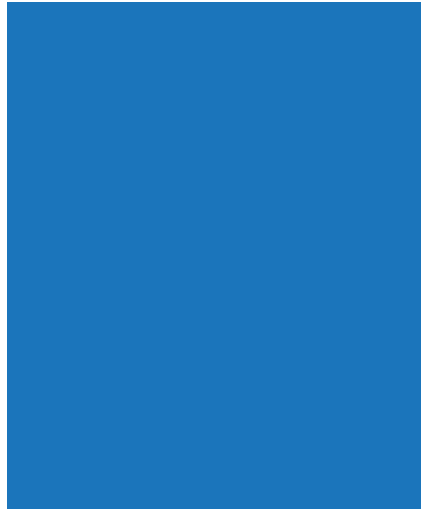
# PRIORITIES

# PRIORITIES FOR THE FUTURE

Our priorities for the future are the same as most churches that are living through a world where society has become more secular, the church has to compete with many other time opportunities, especially for families, and people aren't sure about church participation in light of COVID - **we need to build community and connection and attract new members.** This is a shared responsibility of the whole congregation and our new Senior Pastor.

In addition to our broad opportunities, there are several near-term important endeavors of focus for the church:

- **Enhancing our technological capabilities:** Because we already had a video and sound system in place in the sanctuary when the pandemic hit, we were able to instantly pivot to offering virtual services and other programming (most specifically church school and Speakers' Forum presentations). The "necessary evil" of technology during COVID is now just "necessary" (and important) and needs the investment to ensure we can offer a 100% in-person and 100% virtual (or hybrid) solution. In addition, having first-rate tech capabilities allows us to charge for streaming weddings, baptisms, memorial services, and other life events, providing a source of revenue to pay for upgraded infrastructure and personnel support.
- **Working towards being a UCC WISE-certified congregation:** We have started on the journey of encouraging our congregation to become more welcoming to and inclusive of all living with mental health challenges, and to be supportive of all who love and care for them. We have partnered with the UCC Mental Health Network – WISE Team to help guide us in the process and in the past year have offered several programs to the congregation and community about mental health. Our goal is not to treat mental health issues, but rather to journey with all those facing mental health challenges by providing an atmosphere that is Welcoming, Inclusive, Supportive and Engaged.
- **Creatively expanding our generosity efforts:** This year, we are utilizing different means, such as targeting interest groups within the church community (e.g., Men's Ministry, choir members), rather than making only a broad-based appeal, as part of our stewardship campaign.
- **Planning for a new Memorial Garden:** GCC currently has a lovely Memorial Garden located in an outdoor courtyard which is the final resting place for the ashes of 400 loved ones. We are currently making plans to create an additional beautiful environment for contemplation and reflection.



FIND YOUR **GLENVIEW** COMMUNITY CHURCH

# STAFF MEETING

## Ordained Pastors

Interim Pastor - Rev. Dr. Kent J. Ulery (started November 1, 2021)

Associate Pastor - Rev. Elizabeth C. Hartung

Senior Pastor - Rev. Dr. Charles E. Mize (2013-2021—retired with sabbatical)

Pastor Emeritus - Rev. Dr. Howard W. Roberts

Pastor Emeritus - Rev. Dr. Robert C. Warskow

## Ministry Staff

Pastoral Associate for Spiritual Life - Rev. Bobbie McKay, Ph.D.

Director of Music and Organist - Gary Wendt

Director of Adult Choirs - Guillermo Muñoz Küster

Director of Children's and Youth Choirs - Lydia Lane Stout

Director of Nursery School - Laura Dillon

Manager of New To You Resale Shop - Karen Ornduff

Membership and Marketing Consultant - C.J. Sultz

## Ministry Support Staff

Communications and Media Administrator - Tania McCarthy

Scheduling Coordinator - Susan Woodsome

Business Administrator - Lucinda Fuller

Facility Manager - Frank Pulice

Facility Staff - David Aki

Facility Staff - Miguel DelRio

## Nursery School Staff

Heather Adams

Andrea Beach

Debbie Berg

Nicole Carlson

Julie Evans - Administrator of Operations

Susie Friedman

Sally Hinz

Meredith McKinley

Molly Montes

Sarah O'Connell

Megan Tomczak

Kiley White

## New To You Resale Shop Staff

Stephanie Cesna

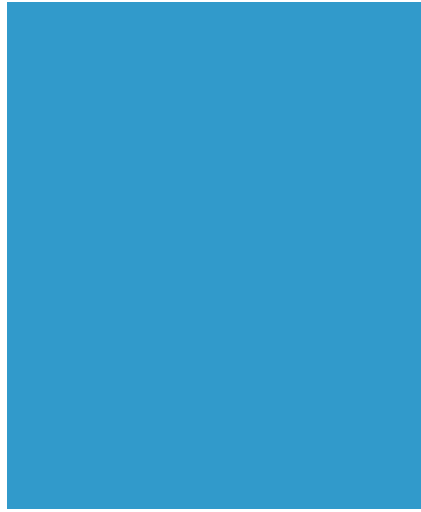
Kathryn Endre

Martha Fergus

Margaret Latreille

Julie Orr





**FIND YOUR GLENVIEW COMMUNITY CHURCH**

**GLENVIEW**

# VILLAGE OF GLENVIEW

## A Great Place to Call Home

Founded in 1899, the Village of Glenview is a vibrant, growing suburb of 49,000 residents located 18 miles north of downtown Chicago. Glenview offers an award-winning school system (data analysis company Niche recently ranked our high school District 225 as #2 in the country), a large park district, significant corporate and light industrial enterprises which contribute to a healthy tax base, and a variety of attractive residential neighborhoods and shopping venues. It is a family friendly community with a variety of youth sports and arts programs, the modern Park (recreation) Center, the recently-expanded and renovated Glenview Ice Center, The Grove outdoor history and nature museum (and National Historic Landmark), a lake, nearby forest preserves, and even our own Wagner Farm!

Glenview and its neighboring villages have a great diversity of faith and denominational communities.

Glenview has excellent public transportation, including commuter train access to downtown Chicago from two separate stations and Pace suburban bus service. Ideally located between I-94 and I-294, the village is only 11 miles from O'Hare airport.

Compared to national averages, the community is more educated, more affluent, older, has higher property values and a lower crime rate. Glenview has a higher-than-average walk score with easy access to shopping, dining, transit and more. Within walking distance to GCC is the downtown train station, several parks, the public library, and multiple dining options.

## Population

Glenview has a population of 48,700 residents, which represents a 12.2% increase since 2000. This large growth is driven primarily by the decommissioning of Naval Air Station Glenview in the late 1990s and the conversion of the land to an area called The Glen, which has added over 2,500 residences, a retail district, and a large nature area. According to the 2020 U.S. Census, the racial-ethnic breakdown for the village is:

<b><u>Racial-Ethnic</u></b>	<b><u>Percentage</u></b>
Caucasian	81.0%
Asian	14.3%
Hispanic	6.2%
African-American	1.5%
Other	1.9%

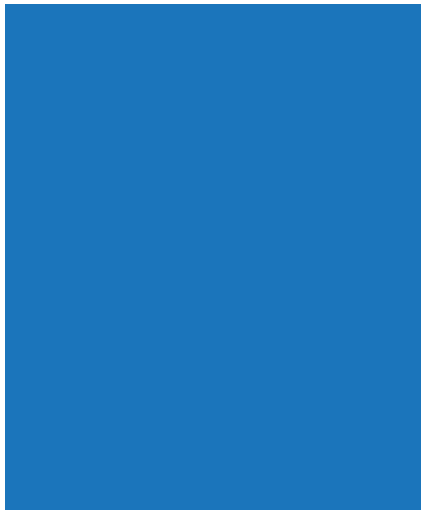
## Economic Factors

Companies located in Glenview include Kraft-Heinz, Illinois Tool Works, Anixter, Highland Ventures, Signode Industrial Group, and Abt Electronics. At 4.5%, unemployment in Glenview is less than half the national rate.

Other suburbs in the area have major facilities within easy commuting distance. Allstate Insurance, Baxter Healthcare, Mondelez, Medline Industries, Caremark, and Walgreen's are among the largest employers with corporate campuses within 10 miles of Glenview.

One of the most attractive aspects of Glenview is the commuter train system that offers easy access and facilitates employment in the downtown "Loop" area of Chicago. Glenview has two stations and the small adjoining village of Golf has one. 11.4% of residents take mass transit to work.





FIND YOUR COMMUNITY CHURCH

**GLENVIEW**

# GLENVIEW SOLT C

# CLOSING PRAYER

## Parting Thought

For 80 years Glenview Community Church has stood as a beacon of love, hope, joy and faith in our community. As we seek the seventh Senior Pastor in our history, we look for someone who can provide strong and positive leadership for our next generation, someone who can inspire us as a church, share our rich history and traditions and develop a continued vision for growth and outreach in our future.

## Closing Prayer

Thank you, God, for the opportunity to share our message, ministries and mission in Glenview and the wider community. Help us continue to live our vision to be the body of Christ and a community which celebrates all of your people.

# STATEMENT OF CONSENT

October 25, 2021

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 describes 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 Senior Pastor for GCC, 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.

Very sincerely,



Debby Fosdick, Chair  
Senior Pastor Search Committee

Search Team Members:

Karen Aldrich, Susan Johns, Maren Miller, Doug Morgan, Linda Pedian,  
Brad Smith, Jason Stutz, and C.J. Sultz

## References

Contact information provided upon request.

Mr. Scott Britton - Cook County Commissioner

Mr. Donald Clark, Esq. - Former General Counsel, United Church of Christ and  
Former Chair of the Board of Trustees and Acting President, Chicago Theological  
Seminary

Rev. Christopher Neptun - Pastor, Holy Trinity Lutheran Church

Mr. Scott Rasmussen - Executive Director, Hands of Peace

# VALIDATION BY CONFERENCE/ ASSOCIATION

Validated by:  1/8/2022



**GLENVIEW  
MISSION  
CHURCH**

Feel good.  
Feel alive.  
Feel God.

FIND YOUR **GLENVIEW  
COMMUNITY  
CHURCH**

Join us. All are welcome!  
Learn more at: [gcccucc.org/welcome](http://gcccucc.org/welcome)

**GLENVIEW  
SPIRITUAL  
CHURCH**

Connect with others.  
Connect with nature.  
Connect with God.

FIND YOUR **GLENVIEW  
COMMUNITY  
CHURCH**

Join us. All are welcome!  
Learn more at: [gcccucc.org/welcome](http://gcccucc.org/welcome)

**GLENVIEW  
MUSIC  
CHURCH**

Experience joy.  
Experience harmony.  
Experience God.

FIND YOUR **GLENVIEW  
COMMUNITY  
CHURCH**

Join us. All are welcome!  
Learn more at: [gcccucc.org/welcome](http://gcccucc.org/welcome)

**GLENVIEW  
PRESCHOOL  
CHURCH**

Have fun.  
Have friends.  
Have values.

FIND YOUR **GLENVIEW  
COMMUNITY  
CHURCH**