

Local Church Profile
First Congregational Church of Milton
Milton, WI

LISTING INFORMATION

Church name: First Congregational Church of Milton
Street address: 741 E. High St., Milton, WI 53563
Supplemental web links: http://www.firstcongmilton.org
Phone: 608-868-3428
Additional ecumenical affiliations: <i>None</i>
Conference: Wisconsin Conference
Association: Southwest Association
UCC Conference or Association Staff Contact Person:
Joanne Thomson
Associate Conference Minister
608-630-2992
jthomson@wucc.org

Current size of membership: *169 members in 2015.*

Languages used in ministry: *English*

Position Title: *Solo Pastor*

Position Duration: *Settled*

Compensation Level: *½ Time*

Summary Ministry Description:

This established church in beautiful Milton Wisconsin is looking to replace our part-time pastor of 26 years who has retired. We are a smaller church with a traditional, accepting, and loyal congregation. We are looking for someone who is energetic and welcoming of a wide range of viewpoints. We are eager to extend our hope and mission into our community and to welcome new families into Christian fellowship.

Photographs



General Description of the Church and Community

The Milton community is blessed with excellent schools and generally low cost of living. There is a very good selection of nearby shopping, restaurants, and easy access to high quality medical services. The Milton public library has recently undergone an impressive update and renovation. We appreciate the caring, close-knit, small-town atmosphere, and strong Midwest community values that Milton provides. There is an abundance of outdoor recreational activities and an active local performing arts community in nearby Janesville. Milton is an easy drive to larger metropolitan areas including Madison, Milwaukee, and Chicago.

The members of the Milton First Congregational Church strive to support one another in the belief of God and spiritual guidance. We try to demonstrate a lifestyle of mutual respect and caring. We are accepting of individual differences but have a strong belief in Christian moral values.

The congregation is friendly and welcoming. Our religious life and relationship with the church is very important. We enjoy humor and are very supportive of one another. There is both a “hands-on” and “financial” approach to the church’s missions. Helping Hands (women’s fellowship) is a group that provides a task-oriented approach with volunteer hours and assistance in a variety of projects. Specific collections and donations are also used for special projects, e.g. the Milton Food Pantry.

Worship takes place in the church sanctuary, but on occasion we have had outdoor services. Worship is based on scriptural readings, choir, and special music. Good preaching generally involves humor and practical life lessons. Sermons are typically based on the Revised Common Lectionary, and on the UCC Book of Worship. Services are liturgical in structure, but flexible. There is a willingness to experience drama and other arts. There is a pleasant informality to the church service, and a special welcome for children. Children are active in the service as acolytes and ushers, etc. Older youth may function as lectors, provide special music, and serve on some committees.

There is a pastoral-led children's message integrated into the usual Sunday worship service. After the children's message, the kids go downstairs for Sunday School. We have a Christian Education Committee that determines curriculum. Currently there is no vacation bible school/summer program. There have been no adult bible study classes for several years, but there is some interest and our interim pastor has started to offer this on a twice-monthly basis.

Overall, there are about 6 hours of monthly meetings. The pastor may attend meetings of the Board of Deacons, Board of Trustees, Church Council, and congregational meetings. When in attendance, the Pastor acts as an ex officio member.

The Deacons and the Pastor are largely responsible for the ministry of the church. The Deacons meet monthly. A 5-person Missions Committee meets quarterly and is responsible for the church's missions. The Trustees meet monthly and are responsible for budget and financial matters of the church. Other committees (Christian Education, Pastoral Relations, Nominations) meet quarterly or as needed. The Church Council consists of the chairs of the other committees and typically meets quarterly. Often, decisions are made informally via interpersonal conversations and general consensus.

The Trustees and Deacons make most decisions, often with pastoral input. When there is an urgent need, people step up (individually or as a group) and get things done. Such was the case when the church basement flooded, and more recently, when the Bell Choir needed additional space.

The pulpit is not currently wheelchair accessible. The main worship area, narthex, kitchen, bathroom, and educational rooms and offices are all wheelchair accessible.

A copy of the Church Bylaws is available and will be provided upon request.

Pastoral Responsibilities

(Sample contract available on request)

<i>A. To plan and conduct stated and special services of worship weekly, including sermon preparation and delivery, except in emergencies.</i>
<i>B. To arrange for the Confirmation Class</i>
<i>C. To teach Adult Bible Study Classes</i>
<i>D. To make hospital, home and nursing home visits.</i>
<i>E. To provide counseling and referral service.</i>
<i>F. To attend, on invitation or as time allows, meetings of the Board of Deacons, Board of Trustees, Church Council, and congregational meetings. When in attendance, the Pastor acts as an ex-officio member.</i>
<i>G. To attend, on an optional basis, meetings of the Milton Clergy Council, Southwest Association UCC and Wisconsin Conference UCC.</i>

<i>The Pastor shall:</i>

<i>A. Be responsible to the Board of Deacons and the Board of Trustees.</i>
<i>B. Meet (as needed) with the Pastoral Relations Committee to assure harmonious relations with the congregation.</i>
<i>C. Have good biblical knowledge; be flexible, humor loving, outgoing and compassionate to all ages (kid friendly).</i>
<i>D. Encourage youth participation in the church.</i>
<i>E. Encourage, support, and participate in local ecumenical activities and community functions as time allows.</i>
<i>F. Help create an inviting and enriching environment where individuals and families genuinely desire to attend and participate in our missions.</i>

Desired Skills/Core Competencies of the Pastor:

<ul style="list-style-type: none">• <i>Mission/Goal Orientation: Possesses the ability to define issues and focus on achieving workable solutions consistent with fulfillment of church mission and consistent with the church's ministry process.</i>
<ul style="list-style-type: none">• <i>Interpersonal Skill: effectively and productively engages with others and establishes trust, credibility, and confidence with others.</i>
<ul style="list-style-type: none">• <i>Leadership: Motivates, empowers, inspires, collaborates with, and encourages others. Develops a culture of cultivating people (both staff and volunteers). Builds consensus when appropriate. Focuses team members on common goals.</i>
<ul style="list-style-type: none">• <i>Character: the foundational quality, allowing the character of Christ to be formed in us and modeled through personal integrity that aligns with biblical ideals.</i>
<ul style="list-style-type: none">• <i>Evangelism: skilled and passionate about making disciples, helping people accept, internalize, and share in a vibrant relationship with Jesus Christ.</i>
<ul style="list-style-type: none">• <i>Leadership: building a Church vision and equipping members to learn, grow, and serve.</i>
<ul style="list-style-type: none">• <i>Worship: facilitating an enriching worship experience that brings people into the presence of God</i>
<ul style="list-style-type: none">• <i>Management: executing responsibilities in a timely and well-organized fashion.</i>
<ul style="list-style-type: none">• <i>Relationship: relating well to others regardless of faith, age, ethnicity, personality, or gender.</i>

COMPENSATION AND SUPPORT

Salary Basis: (This represents the total value of salary and benefits.)

\$28,000 - \$32,000

Benefits:

<i>Note: Salary includes the (optional) benefits listed below.</i>
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<i>Housing: No Parsonage. Housing allowance can be provided as optional benefit as part of the salary.</i>
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<i>Health Insurance</i>

<i>Retirement</i>

<i>PTO – Two weeks paid time off - negotiable</i>

<i>Continuing Education Time: negotiable</i>
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<i>Disability</i>

Residential/Commuting Restrictions:

<i>There are no residential/commuting restrictions for the pastor, so long as they can uphold the terms of their contract.</i>
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Additional/Bivocational Employment:

<i>We understand that this is a part time position. The church can be flexible, and may be able to adapt to adjustments in the pastoral schedule in case of bi-vocational employment. This would be determined on an individual basis.</i>
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Professional Support:

<i>There is considerable professional and peer support for ministers in the area:</i>

<i>UCC Conference Support (SW Assn. development group)</i>
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<i>There is a ministerial group in the local community.</i>

<i>Pastoral Relations Committee.</i>

<i>Women's Clergy Group</i>

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



Church#: 661720

Assoc: 636

Schedules: 0

First Congregational UCC

Million

WI

63663

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2005	188	0	34	0	0	0	0	0	0
2006	204	68	22	0	1	15	1	0	6
2007	200	63	30	2	0	3	5	4	-4
2008	197	56	28	4	0	2	8	1	-3
2009	201	52	30	3	0	5	3	1	4
2010	206	55	20	6	0	4	3	2	5
2011	201	54	15	0	0	4	9	0	-5
2012	198	60	18	0	0	0	6	0	-3
2013	168	50	18	0	0	0	0	0	0
2014	162	54	12	0	0	0	5	31	-38
2015	169	55	12	9	0	0	2	0	7

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY%	PLEDGES AND OFFERINGS
2005	\$63,916	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$63,916
2006	\$63,916	\$0	\$0	\$500	\$500	\$0	\$0	0.00	\$64,416
2007	\$67,208	\$0	\$0	\$0	\$0	\$13,695	\$0	0.00	\$80,903
2008	\$67,430	\$0	\$0	\$0	\$0	\$9,992	\$0,982	0.00	\$77,412
2009	\$73,121	\$0	\$500	\$2,100	\$2,600	\$11,020	\$14,420	0.66	\$87,541
2010	\$81,165	\$0	\$0	\$500	\$500	\$13,250	\$13,760	0.00	\$94,935
2011	\$75,493	\$0	\$0	\$0	\$0	\$14,710	\$14,710	0.00	\$90,203
2012	\$75,425	\$0	\$0	\$0	\$0	\$4,940	\$4,940	0.00	\$80,365
2013	\$75,425	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$75,425
2014	\$75,495	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$75,495
2015	\$76,866	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$76,866

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2010-2015	-17.98	0.00	-40.00	-10.00	-60.00	-2.86	-100.00	-16.93
2005-2015	-14.65	0.00	-64.71	0.00	0.00	23.39	0.00	23.39

Please note: Zero values (0.00 or 0.00%) may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate?</i>
Number of active members:	145	Estimate
Number of active non-members:	5	Estimate
Total of church participants (sum of the numbers above):	150	Estimate

Percentage of total participants who have been in the church:

		<i>Is this number an estimate?</i>
More than 10 years:	65%	Estimate
Less than 10, more than 5 years:	30%	Estimate
Less than 5 years:	5%	Estimate

Number of total participants by age:

0-5	6-18	18-34	35-49	50-64	65-74	75-older	<i>Are these numbers an estimate?</i>
1	2	6	3	17	8	9	Survey results

Number of adults in various household types:

		<i>Is this number an estimate?</i>
Single adults:	4	Survey results
Joint household with minors:	8	Survey results
Joint household with no minors:	14	Survey results
Single parent with children at home:	1	Survey results

Education level of adult participants by number:

		<i>Is this number an estimate?</i>
Did not complete high school	3	Survey results
High school:	10	Survey results
Some College/Vocational:	14	Survey results
College Graduate:	8	Survey results
Graduate School:	3	Survey results

Number of adults in various employment types:

		<i>Is this number an estimate?</i>
Adults who are employed:	13	Survey results
Adults who are retired:	21	Survey results
Adults who are not employed:	2	Survey results

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

The congregation represents a wide mix of white and blue-collar occupations, representative of the community as a whole.

The vast majority of our parishioners are mono-cultural, white, working and retired middle class people. Most are culturally enlightened and are UW Badger, Green Bay Packer, and Milwaukee Brewer fans. Diversity consists of the occasional Chicago Cubs/Bears/Bulls fans. The fact that they are welcome in our church demonstrates our extreme degree of tolerance.

Currently, there are no retired ministers or previous pastors in our congregation.

PARTICIPATION AND STAFFING:

Gatherings	Estimated number of people involved in attendance	Who plans each of the listed gatherings?
Adult Groups or Classes	15	Helping Hands
Baptisms (<i>number last year</i>)	2 infants 2 teens	Pastor
Children's Groups or Classes	14	10 Christian Ed 4 Confirmation
Christmas Eve and Easter Worship	Christmas Eve 2015 = 98 2016 =81 Easter 116 in 2016 60 in 2017	Pastor, Deacons
Church-wide Meals	30	Deacons & Kitchen Committee
Choirs and Music Groups	8-15	Music Committee, Choir & Bell Directors. Pastor
Church-based Bible Study	NA	
Communion (<i>served how often?</i>)	Monthly	Pastor and Deacons
Community Meals	~200	Chicken BBQ Fundraiser
Confirmation (<i>number confirmed last year</i>)	2016 = 9 2017 = 4	Bill Whitford, Moderator
Drama or Dance Program	NA	
Funerals (<i>number last year</i>)	7 in 2016	Pastor and Deacons
Intergenerational Groups	NA	

Outdoor Worship	52 in 2016	Pastor & Deacons
Prayer or Meditation Groups	12	Prayer Chain
Public Advocacy Work	10-20	Meals on Wheels, Food Pantry/Community Action, Helping Hands, Milton Area Youth Center
Retreats	NA	
Theology or Bible Programs in the Community	NA	
Weddings (<i>number last year</i>)	1 in 2016	
Worship (time slot: _____)	10-11 am	Pastor/Deacons
Worship (time slot: _____)		
Young Adult Groups or Classes		During worship time slot
Youth Groups or Classes		Confirmation classes held Wednesday evenings, twice monthly.
Other	~50	Routinely active participants in the Church.

Staff Position	Compensation	Supervised by	Tenure
Organist	Part time	Music Committee	25+ years
Treasurer	Volunteer	Trustees	13 years
Groundskeeper	Part time	Trustees	20+ years
Custodian	Part time	Trustees	2 years
Choir Director	Part time	Music Committee	3 months
Bell Choir Director	Part time	Music Committee	2 years
Janitor	Part time	Trustees	5 years

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$71,241.00
Endowment Proceeds (Interest only)	\$3252.00
Endowment Draw	
Fundraising Events	\$3500.00
Gifts Designated for a Specific Purpose	
Grants	
Rentals of Church Building	\$565.00
Rentals of Church Parsonage	n/a
Support from Related Organizations	
Transfers from Special Accounts	
Other (specify):	
Other (specify):Misc	\$100.00
TOTAL	\$78,558.00

Ministerial support accounts for 40.7% of the church budget.

The church budget can be made available for review.

The church has never failed to pay its financial obligations to a minister, and currently has no debt.

The church owns the main building and a separate garage.

The church is fortunate to have some endowment funds that can be utilized in certain circumstances.

Our church is not “5-for-5” but does participate as follows:

<input checked="" type="checkbox"/> Our Church’s Wider Mission (OCWM – Basic Support) *
<input checked="" type="checkbox"/> One Great Hour of Sharing
<input type="checkbox"/> Strengthen the Church
<input type="checkbox"/> Neighbors in Need
<input checked="" type="checkbox"/> Christmas Fund

** OCWM Basic Support is typically generated via special offering/collection.*

References

Pastor Nate Crandall
Seventh Day Baptist Church
720 E Madison Ave, Milton, WI 53563
(608) 868-2741

Adam Albrecht
Albrecht Funeral Home
828 South Janesville Ave.
Milton, WI 53563
(608) 868-2542

Acknowledgments

The Pastoral Search Committee of the First Congregational Church of Milton created this document. The United Church of Christ provided administrative guidance and the basic template on which this document was developed. The Pastoral Search Committee sincerely appreciates the support, patience, and thoughtful input of the church congregation during this process. We also thank and acknowledge the special considerations and technical assistance provided by our Church Moderator, Bill Whitford, and the careful guidance and discernment of our interim pastor, Marlea Gilbert.

Pastoral Search Committee members:

Richard Eddings	Reddings63@yahoo.com	
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Shawn Wilson (Chair)	spaulwilson@gmail.com	608-868-3185

STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Signed:

A handwritten signature in cursive script, reading "Shaun P. Wilson", is written over a light-colored rectangular background.

Chair

Pastoral Search Committee

08/01/2017

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

4. My signature below attests to the above three items.

Signature:



Name / Title: Rev. Joanne Thomson/Associate Conference Minister

Email: jthomson@wcucc.org

Phone: 608-630-2992

Date: 8/3/2017