

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who  
are  
we

Who  
is our  
neighbor

Who is  
God  
calling us  
to become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation the better!

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION

**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Osseo United Church of Christ  
Osseo, WI

Settled Pastor

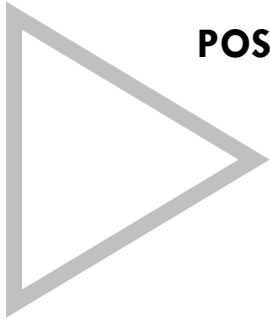
Wisconsin Conference, Northwest Association

October 2017

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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

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

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Church name: Osseo United Church of Christ

Street address: 50712 Main Street, Osseo, Wisconsin

Supplemental web links: [www.osseoucc.com](http://www.osseoucc.com)

Osseo sits on the cross roads of Highway 53, Highway 10 and Interstate 94 in west central Wisconsin where we enjoy the four seasons and all the beauty that nature offers. In this small community of 1700 people, there are a number of churches but only one United Church of Christ. Our location on major highways creates the opportunity to enjoy metropolitan adventures less than 25 miles from Osseo.

United Church of Christ - Osseo and its parsonage are nestled in the middle of town with a faithful congregation. The members have created a beautiful sanctuary that is waiting for the right minister to awaken new growth, ideas and leadership. Our community and church have the small-town charm and friendliness that leads to ecumenical and community involvement. We are an enlightened community that works hard to help others.

Conference: Wisconsin

Association: Northwest

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Rob MacDougall

Associate Conference Minister

WI Conference UCC

715-308-6120

[rmacdougall@wcucc.org](mailto:rmacdougall@wcucc.org)

#### Summary Ministry Description:

The Osseo United Church of Christ ministry is grounded in the teachings of Jesus and the Christian Church. We at the Osseo United Church of Christ, know “God is Still Speaking” and as outlined in our church logo:

- We Gather to worship, to share fellowship and to support each other.
- We Grow as we learn, experience God's grace and serve together.
- We Give of ourselves in Gratitude for the blessings we have received.

We invite all to join us on their journey of faith. We are open and affirming and share communion with all believers.

We understand that the churches ministry is evolving and are working to expand and adapt our internal and external programs. We are blessed to have two church members who have gone to UCC training and are willing to share their time and talents in whatever way the church and the minister require (one is licensed, and the other could be licensed).

We believe this is important because hiring a half-time minister we know that some of the responsibilities of the church need to be done by others. We are eager and willing to address all challenges and look forward to expanding our ministry and our role in the Osseo Community and the United Church of Christ.



#### Photographs:



What we value about living in our area:

The city of Osseo is in West Central Wisconsin in the Northeast corner of Trempealeau County with the interstate highway (I-94) just east of downtown so the community has good access for tourists and visitors. Osseo is a small community with a good mix of tourism, small business, agriculture and convenient access to larger cities (easy commute to the Twin Cities, Madison or Milwaukee). This area of Wisconsin is very scenic as the rolling hills produce some beautiful views throughout the seasons, and there are many outdoor activities including sports, hunting, fishing and other recreational activities. Our community is blessed with good access to educational opportunities at all levels from K-12, Technical College System, and the University of Wisconsin System, as well as reliable Internet access, and a nice library. We also have a Mayo Clinic Affiliate in town including a hospital, clinic, urgent care and emergency room.

Current size of membership: 192

Languages used in ministry: English

Position Title: Settled 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 association

Compensation Level:

Conference Guideline ½ Time

Does the total support package meet conference compensation guidelines?

Cash Salary Guidelines would meet for ½ pastor

## **SCOPE OF WORK**

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The church is looking for a minister who can provide pastoral care while providing guidance to others working to support the ministry of the church. We believe that the competencies that are important in our next minister include:

- Having true Christian values and appreciation for the work of spreading the word of God while taking care of the ministry needs of our members;
- Providing support and faith in times of crisis;
- Being open and fair and possessing good communications skills; and
- Having good leadership and organizational skills.

## **COMPENSATION AND SUPPORT**

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Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$                      Within conference guidelines for a ½ position.

Benefits: Salary plus Benefits

What is the expected living situation for your next minister? Preferred using the parsonage

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

Open to discussion

State any incentives: None

Describe peer and professional supports available for ministers in your association/conference: Communities of Practice, Local Clergy Group, UCC Annual Clergy Retreat, WI Conference Ministerial Coach, New Clergy Retreat, other WI Conference workshops and programs, Associate Conference Minister

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

We have had part-time pastors in the past and we are negotiable.

## WHO IS GOD CALLING TO MINISTER WITH US?

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

Depending on the goals and talents of the new minister the membership of this church is looking for someone who can help our church:

- ✓ Provide inspiring worship that renews and restores the faith and trust of the members with each other, the church and Jesus Christ.
- ✓ Provide leadership and communication between committees, staff and congregation members.
- ✓ Create a hopeful and exciting attitude about attending worship / church.
- ✓ Facilitate authentic fellowship that is inviting and welcoming to the membership and community that encourages us to guide each other on the faith journey with grace and honesty.

As stated our church is blessed with members and staff who are dedicated to helping with the organization and operation of the church. These people will need some guidance and support as we work on the following:

- ✓ Work with Visiting Partners who visit shut-ins and bring communion to those that can't get to church. Our goal would be to visit these people once a month.

- ✓ Work with and provide guidance to our lay leaders on nursing home services and pulpit supply when necessary.
- ✓ Organize and offer membership classes on a regular basis or as needed.
- ✓ Help the members of the church identify the gifts and talents they bring to our church and encourage their participation in church activities.
- ✓ Maintain church records for programs and events in a timely way to provide open communication to all members.

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

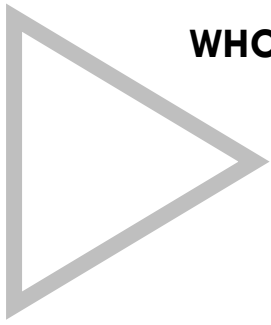
- ✓ Help our church develop meaningful programs that promote understanding and commitment to different culture, race and socio-economic groups in our community.
- ✓ Continue and expand the ecumenical youth programs while still maintaining our identity as a UCC Congregation.
- ✓ Continue and expand our ecumenical food distribution program (Ruby's Pantry) to our community and people in many neighboring communities.
- ✓ Provide leadership for outreach activities in the community that demonstrates compassion and grace.
- ✓ Create within the Sunday service a meaningful experience for children and young adults.

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

- ✓ English is our churches language with a broad range in cultural backgrounds represented in the church (though many identify themselves as Norwegians).
- ✓ As in many areas of the country we are experiencing an ever-growing Hispanic population. It might be interesting to explore the need for a worship service in Spanish to meet the needs of the community and to build our membership base.

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.

- Exhibiting a spiritual foundation and ongoing spiritual practice
- Building transformational leadership skills
- Engaging sacred stories and traditions
- Working together for justice and mercy
- Strengthening inter- and intra- personal assets



## WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

We believe that God is calling us as a congregation to come together and join forces to secure the future of our local church. To put aside differences, heal wounds and move forward as a church that is accepting and compassionate to those in our community and society that aren't defined as a “traditional Christian”. To advertise and promote the doctrine of the United Church of Christ as a main stream protestant denomination that believes in the Triune God and the scriptures of the Holy Bible. To be a “local / community” church that offers an alternative to the predominately Lutheran churches in this area.

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

Over the past 5 – 6 years our church has become much more engaged in ecumenical community projects. Almost two years ago our church decided to host Ruby's Pantry, a community food distribution program for anyone in need. On the second Tuesday of each month our church, with tremendous support from other churches and area food pantries distribute food to about 200 people. Clients purchase a share for \$20 and receive about two large boxes (or baskets) full of a variety of food. While Ruby's is an important source of food to those in need, it is even a better way of engaging and working with people from throughout the community and surrounding area in a heart-warming activity. We have about 80 volunteers who help us each month and the majority of those folks are from our community. This program has enabled us to introduce many people to our church and our church members.

For over ten years our church has participated in ecumenical youth programs with other churches in the community. In a small town it is easier to work together on youth programs because there are not great numbers of youth and most of them go to the same school. Working together while maintaining your churches identity provides youth with greater opportunities and experiences than working on our own.



Our church logo:



## WHO ARE WE NOW?

"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

## CONGREGATIONAL REFLECTIONS

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Describe your congregation's life of faith.

It is our faith in God as the Creator of all and as our Heavenly Father who sent his son, Jesus Christ, to save us by His grace from sin and damnation and the power of the Holy Spirit working in our lives that gives our congregation purpose and direction to serve God and offer him to others. We affirm these beliefs in the Statement of Faith of the United Church of Christ which we read once a month on communion Sunday.

While many versions of the Holy Bible are acceptable to us (King James, Revised Standard Version, The Message), the Good News Bible is the version presented to our 4<sup>th</sup> graders each year, used by our Sunday School and in Confirmation, placed in the pews and most often used in reading scripture.

In our liturgy, God is usually referenced with the pronoun 'he' or 'him' with the congregation's understanding that God is gender neutral.

The Holy Spirit is called into our worship, along with God and Jesus Christ, every Sunday through the liturgy. Special focus is placed on the Holy Spirit on Pentecost, in baptisms, and in confirmation. However, the Holy Spirit is constantly at work in each and every person and function of the church operating as the conscience of each soul, stirring up the energy and acting as the force driving us to do the will of God.

Describe several strengths or positive qualities of your congregation.

We are 'home' for a diverse group of persons who are willing to go outside of their comfort zone to take on responsibilities necessary to keep the church functioning. One example of this is while we were without a pastor, several of our parishioners from a variety of walks of life (retired police officer, educator, agriculturist, nurse, factory worker) took turns as pulpit supply. It was a great time of sharing and testimony.

Members are willing to take on responsibilities for many church projects-they just need to be asked. We also respond financially for special project needs. We raised \$20,000 in one Sunday for the repair of the roof.

Every woman in our church membership is considered a member of Women's Fellowship, a group responsible for raising funds and providing fellowship activities. Fundraisers held by Women's Fellowship include: a Harvest Supper that has a reputation for being "the best in the area"; a Spring Supper which this past year was changed to a "Supperless Supper" where members contribute money they feel is equal to the time and money they would have spent on the Spring Supper; and Christmas "Holly-Daze" featuring a light meal, cookies by the pound, and an auction of handmade and recycled items. Funds from these events make possible the monthly contribution they make to the general fund of the congregation, donations to missions, providing scholarships for youth to attend Bible Camp, and updates made to the parsonage. They have a separate Parsonage Committee which oversees necessary updates. The quilts are made up of persons from this group. They provide quilts to high school and college graduates in a very nice ceremony held during a church service in May. They also provide quilts to persons who have fallen victim to fire or flood as well as to those who are deemed needy by the police department or by social services.

We have a history of supporting missions through our church and have been a '5 for 5' church several times. We also support mission needs in our community by hosting Ruby's Pantry providing food at low cost to anyone and gave a house fire victim our parsonage to live in for six months until they could find new housing.

There is a strong 'this is my church' feeling in our church.

Describe what worship is like when your congregation gathers.

Members and visitors (All are welcome no matter where they are in their walk of faith) are greeted at the door and there is much conversing. Church is often the only time some parishioners see each other so progress on committee work or materials may be exchanged as well as just friendly conversation and concern for each other is expressed. The ushers make sure each one gets a bulletin and visitors are asked to sign the guest book and complete the yellow cards in the pews. Some conversing continues once in the sanctuary. When our talented pianist begins the prelude conversing settles and a more respectful and worship atmosphere evolves.

Our worship service is divided into three parts consistent with the mission statement of our church to Gather in God's Name, Grow in God's Love, and Give in Gratitude. As we gather in God's name the acolytes bring forth the light of God and the pastor brings the congregation together with announcements followed by an overview of today's theme, a call to worship and a gathering hymn. As we grow in God's love we share our joys and concerns and the pastor compiles them into the pastoral prayer followed by silent prayer and the Lord's Prayer. We then share the peace of Christ with one another. The children's message is given when there are children in church and sometimes even when there are not. We follow the common litany with a church member reading the old or New Testament reading for the day. The minister will read the gospel reading and deliver the message. It is hoped that the minister is knowledgeable in biblical study so that the message clearly takes the scripture and relates it to today's world using current examples and leaving parishioners with a clear, concise message that they can remember and personally reflect on throughout the week. Finally, as we give in gratitude, the offering is collected and a prayer of thanks and dedication is offered. The acolytes then come forward to extinguish the altar candles and carrying the symbolic light of Christ into the world.

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

The congregation has pledged to support parents in the education and faith formation of their children through the sacrament of baptism. Parents are primarily responsible for the Christian education of their children. The church offers children's sermons during the Sunday morning services. These services, though aimed at children, are often valuable to adults as well. (They are just not sitting on the steps near the altar and they don't get the treats.) The church begins enhancing Christian education through Sunday school around the age of four. Sunday school continues through grade seven. The children present a Christmas program and an end-of-the year program, about what they have learned during the current year, to the congregation during church services. Confirmation is a yearlong class open to students beginning at grade eight. There is an ecumenical middle school and high school youth program hosted by the Evangelical Lutheran Church in Osseo. The Appalachian Service Project trip is also available for freshmen through seniors in our community through them.

Young people in grades 8 through 12 are asked to read in church, acolyte, assist with running the slide show for Sunday services, work at church suppers and on special projects, and are offered scholarships from Women's Fellowship to attend Bible Camp.

We have an Adult Sunday School program that is open to any confirmed member or adult in our congregation. We have made several attempts at offering adult evening curriculums or short term studies but they have not been well attended.

Describe how your congregation is organized for ministry and mission.

We have four boards in our church – Ministry of Worship; Ministry of Outreach and Engagement; Ministry of Christian Education; Ministry of Church Property. We also have Women's Fellowship and separate committees for Music, Personnel, Pastoral Relations, Endowment Fund, Memorial Fund, Advocacy Panel, and Sanctuary Guild. A member from each of the boards and Women's Fellowship has a representative to the council. The council also has a moderator, a treasurer, and a clerk all of whom are nominated and elected at the annual meeting to the council. A Vice Moderator is elected from the council members at their first meeting. Members are asked to serve a three-year term on boards and terms are set up on a rotation based on the year their term began.

Actions taken by boards, Women's Fellowship, and committees are reported to the council. The actions/decisions that were made are then communicated through The Pilgrim Crier, our local church newsletter, our web page, church bulletin, special mailings, and by word of mouth.

We struggle in our vision to attract younger adult members and to keep youth engaged in the church throughout their lifetime. Music is important to our congregation but other than choir we have very little special music.

1. When it comes to decision-making, how many hours are spent in meetings per month?
  - a. Approximately 10 to 12 hours.
2. Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
  - a. A member of our congregation lost her home and all her belongings to fire. Another member of our congregation contacted the church moderator and suggested that we offer her the use of the parsonage as it was sitting empty. The moderator contacted members of the council and the gesture was approved. The victim was very grateful for the six months she had to live in the parsonage rent free, paying only her share of the electrical bill. It was a blessing for her and for us.
  - b. The city police department contacted our minister on the night a bus carrying a group of young singers from a foreign country had broken down on the interstate. They need immediate housing and it was very late at night. The pastor opened the doors and together with the advisor for the group arranged for their care overnight. The group did a private performance for the minister. They left in the morning as their vehicle was fixed and they had a performance schedule to keep. We have had similar situations occur when housing is needed for persons off the Interstate when travel is impossible.

3. 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/No]
  - a. Yes

# 11-YEAR REPORT



*God is still speaking,*  
**UNITED CHURCH  
OF CHRIST**

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

Church#: 862150	Schedule: 0	United Church of Christ (Cong)	Osseo	WI	54758				
Assoc: 828									
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	263	75	55	0	0	2	10	12	-20
2006	268	68	48	5	0	4	3	1	5
2007	250	60	40	12	0	0	5	25	-18
2008	247	65	26	4	0	0	7	7	-10
2009	248	59	26	6	0	9	1	13	1
2010	248	59	26	0	0	0	0	0	0
2011	244	60	36	2	0	6	4	6	-2
2012	243	65	35	5	0	2	8	0	-1
2013	188	59	35	9	0	8	6	66	-55
2014	190	52	27	3	2	0	3	0	2
2015	187	47	26	6	0	0	1	0	5

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2005	\$80,003	\$480,305	\$3,514	\$2,386	\$5,900	\$0	\$5,900	4.39	\$566,208	\$114,079
2006	\$83,766	\$38,513	\$3,838	\$885	\$4,723	\$0	\$4,723	4.58	\$127,002	\$96,400
2007	\$82,829	\$16,000	\$4,822	\$1,137	\$5,959	\$100	\$6,059	5.82	\$104,888	\$98,294
2008	\$72,496	\$17,697	\$3,318	\$1,131	\$4,449	\$0	\$4,449	4.58	\$94,642	\$93,492
2009	\$66,201	\$16,455	\$3,436	\$558	\$3,994	\$134	\$4,128	5.19	\$86,784	\$83,301
2010	\$66,201	\$0	\$3,144	\$709	\$3,853	\$0	\$3,853	4.75	\$70,054	\$0
2011	\$65,189	\$18,000	\$3,076	\$606	\$3,682	\$214	\$3,896	4.72	\$87,065	\$76,039
2012	\$84,586	\$11,481	\$3,692	\$673	\$4,365	\$346	\$4,711	4.36	\$100,778	\$80,654
2013	\$75,891	\$30,254	\$4,515	\$532	\$5,047	\$262	\$5,309	5.95	\$111,454	\$107,830
2014	\$81,127	\$13,289	\$3,293	\$428	\$3,721	\$397	\$4,118	4.06	\$98,534	\$85,202
2015	\$81,127	\$0	\$3,397	\$1,377	\$4,774	\$0	\$4,774	4.19	\$85,901	\$74,769

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2010-2015	-24.60	-20.34	0.00	0.00	0.00	22.55	23.90	22.62
2005-2015	-28.90	-37.33	-52.73	200.00	-95.45	1.40	-19.08	-84.83

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

## CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	105	X
Number of active non-members:	5	X
Total of church participants (sum of the numbers above):	192	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	127	x
Less than 10, more than 5 years:	36	x
Less than 5 years:	29	x

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>
26	13	33	12	15	34	31	31	23	x

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5%	x
Joint household with minors:	25%	x
Single adults age 35-65:	10%	x
Joint household with no minors:	30%	x
Single adults over 65:	30%	x

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	45%	x
College:	32%	x

Graduate School:	18%	x
Specialty Training:	5%	x
Other (please specify):	0	x

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	50%	x
Adults who are retired:	30%	x
Adults who are not fully employed:	20%	x

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

Ranges from blue collar to white collar and full time to part time.

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?

We are mono-cultural but we are excepting of diverse life styles and cultures.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

We have not.

## **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	7	Ministry of Christian Education
Baptisms <i>(number last year)</i>	2	Pastor & Ministry of Worship
Children’s Groups or Classes	12	Ministry of Christion Education
Christmas Eve and Easter Worship	85/109	Pastor & Ministry of Worship
Church-wide Meals (2 potlucks)	64/50	Women’s Fellowship



Choirs and Music Groups	8	Music Committee
Church-based Bible Study	0	Have had in the past years
Communion ( <i>served how often?</i> )	1 x month	Pastor & Ministry of Worship
Community Meals (2 fund raisers)	Fall Harvest Dinner: 350 Spring Dinner: 200	Women's Fellowship
Confirmation ( <i>number confirmed last year</i> )	3	Ministry of Christian Education
Drama or Dance Program	0	
Funerals ( <i>number last year</i> )	2	Pastor
Intergenerational Groups	0	
Outdoor Worship	100	Lake Martha Days Celebration
Prayer or Meditation Groups	0	
Public Advocacy Work	3	Visiting Partners
Retreats	3	Confirmation Retreat
Theology or Bible Programs in the Community	0	
Weddings ( <i>number last year</i> )	2	Pastor
Worship (time slot: 10:15)	40	Pastor & Ministry of Worship
Young Adult Groups or Classes	0	
Youth Groups or Classes	4	C-YA
Other: Spring program various topics	12	Ministry of Outreach & Engagement

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- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
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Julie Garber	No	Licensed	Sacramental, education & spiritual direction	No
Roger Hofer	No	Licensed	Sacramental	No

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: none

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
Debbie Dahl	Pianist	Part time	Music Committee	20 years
Kari Smith	Church Secretary	Part time	Personnel Committee	1.5 years
Miranda Smith	Church Custodian	Part time	Personnel Committee	5 years

## REFLECTION

We are an aging congregation that enjoys the traditions of the UCC but still seek the energy and excitement of the youth. Our church has a core group of members who faithfully serve to maintain committees, programs and services that are vital to the church.

## CHURCH FINANCES

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

Source: Our Church Records	Amount
Annual Offerings and Pledged Giving	\$67,024.00
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$ 0
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$None
Fundraising Events	\$ 0
Gifts Designated for a Specific Purpose	\$ 0
Grants	\$ N/A

Rentals of Church Building	\$ N/A
Rentals of Church Parsonage	\$ N/A
Support from Related Organizations – Women’s Fellowship	\$ 4,200.00
Transfers from Special Accounts	\$ N/A
Other (specify):	\$ 356.17
Other (specify): Bank interest, miscellaneous donations	\$ 1,103.00
Ruby’s Pantry	\$ 3310.25
<b>TOTAL</b>	<b>\$75,993.42</b>

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 76,937.94

PROPOSED GENERAL FUND BUDGET FOR 2017			
	BUDGET 2016	DATE 2016	2017 PROPOSED BUDGET
<b>GENERAL FUND</b>			
<b>I. PASTORAL RELATIONS</b>			
A. PASTOR'S SALARY	\$19,000.00	\$14,831.49	\$11,780.00
B. TRAVEL REIMBURSEMENT	\$1,200.00	\$3,539.08	\$12,000.00
C. SOCIAL SECURITY ALLOWANCE	\$2,043.00	\$1,776.39	\$1,890.00
D. PROFESSIONAL EXPENSES	\$300.00	\$390.03	\$300.00
E. PARSONAGE FURNISHING ALLOWANCE	\$2,000.00	\$3,305.52	\$7,220.00
<b>II. BENEFITS</b>			
A. HEALTH INSURANCE	\$5,388.00	\$4,284.00	\$3,208.00
B. DENTAL INSURANCE	\$489.00	\$448.25	\$489.00
C. LIFE AND DISABILITY	\$400.00	\$359.64	\$370.00
D. ANNUITY	\$3,738.00	\$3,513.63	\$3,458.00
E. PER CAPITA	\$3,088.00	\$3,087.52	\$3,088.00
<b>III. MAINTENANCE / TRUSTEES</b>			
A. CHURCH			
1. HEATING	\$4,000.00	\$2,491.60	\$4,000.00
2. ELECTRIC	\$4,000.00	\$4,323.81	\$4,000.00
3. WATER & SEWER	\$850.00	\$829.78	\$850.00
4. REPAIRS	\$5,000.00	\$328.14	\$3,000.00
B. PARSONAGE			
1. HEATING	\$1,000.00	\$621.02	\$850.00
2. ELECTRIC	\$950.00	\$1,029.45	\$950.00
3. WATER & SEWER	\$600.00	\$602.24	\$700.00
4. REPAIRS	\$1,500.00	\$99.52	\$1,500.00
C. INSURANCE	\$4,200.00	\$4,389.50	\$4,390.00
D. CUSTODIAN'S SALARY	\$4,100.00	\$4,100.04	\$4,200.00
E. EQUIPMENT REPAIRS	\$600.00	\$0.00	\$600.00
F. MAINTENANCE SUPPLIES	\$600.00	\$1,379.43	\$1,500.00
G. MISCELLANEOUS	\$200.00	\$187.00	\$200.00
H. WORKMEN'S COMPENSATION INSURANCE	\$909.00	\$913.00	\$912.00
I. INSPECTIONS	\$200.00	\$98.00	\$200.00
<b>IV. MUSIC</b>			
A. MUSIC	\$200.00	\$69.49	\$200.00
B. CLEANING/TUNING	\$210.00	\$0.00	\$210.00
C. ORGANIST	\$3,500.00	\$3,500.00	\$3,600.00
D. COPYWRITE LICENSE FEE	\$124.00	\$124.00	\$124.00

**PROPOSED GENERAL FUND BUDGET FOR 2017**

	<b>BUDGET 2016</b>	<b>YEAR TO DATE 2016</b>	<b>2017 PROPOSED BUDGET</b>
<b>V. CHRISTIAN EDUCATION</b>			
A. CURRICULUM YOUTH & ADULT	\$200.00	\$0.00	\$200.00
B. SUPPLIES	\$100.00	\$0.00	\$100.00
C. CONFIRMATION/YOUTH	\$500.00	\$109.09	\$500.00
D. SAFE SANCTUARY	\$150.00	\$168.00	\$150.00
E. SPECIAL EVENTS	\$150.00	\$0.00	\$150.00
<b>VI. MINISTRY OF WORSHIP</b>			
A. PULPIT SUPPLY	\$100.00	\$1,800.00	\$1,000.00
B. WORSHIP EXPENSES			
1. BULLETINS	\$125.00	\$66.77	\$150.00
2. SUPPLIES	\$200.00	\$225.66	\$200.00
3. WORSHIP RESOURCES	\$200.00	\$2.11	\$200.00
4. DEVOTIONALS	\$125.00	\$144.90	\$125.00
5. SANCTUARY GUILD	\$500.00		\$200.00
<b>VII. MISSIONS</b>	\$100.00	\$0.00	\$100.00
<b>VIII. STEWARDSHIP</b>	\$350.00	\$343.21	\$350.00
<b>IX. GENERAL OFFICE EXPENSE</b>			
A. SECRETARY'S SALARY	\$6,000.00	\$6,000.00	\$6,100.00
B. COPIER EXPENSE	\$600.00	\$220.23	\$300.00
C. OFFICE SUPPLIES	\$1,000.00	\$413.65	\$500.00
D. POSTAGE	\$700.00	\$642.80	\$600.00
E. EQUIPMENT	\$0.00	\$728.19	\$0.00
F. TELEPHONE AND INTERNET	\$2,500.00	\$2,870.28	\$1,500.00
<b>X. OUTREACH AND ENGAGEMENT</b>			
A. MARKETING	\$250.00	\$55.00	\$250.00
B. EVENTS	\$200.00	\$0.00	\$200.00
C. WELCOMING	\$200.00		\$200.00
<b>XII. SUPPLEMENTAL</b>			
A. DELEGATE AND ANNUAL MEETING EXPENSE	\$200.00	\$20.00	\$200.00
B. CHURCH'S SHARE FICA TAX	\$773.00	\$742.16	\$788.00
C. FICA TAX PAYABLE	\$0.00	-\$30.60	
D. OTHER	\$500.00	\$1,794.92	\$1,000.00
E. PAID STAFF BONUS			
F. RUBY'S PANTRY			
<b>TOTAL GENERAL FUND EXPENDITURES</b>	<b>\$86,112.00</b>	<b>\$76,937.94</b>	<b>\$90,852.00</b>

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 48%

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

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

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

Yes One Great Hour of Sharing

Yes Strengthen the Church

Yes Neighbors in Need

Yes Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%) By members donations

What is the church's current indebtedness? \$8,911.00

Total amount of loan debt: \$8,911.00

Reason for debt: Church Roof Repair

Are capital and other payments current? Yes

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

Roof Replacement: Start of fund raising January 2016, Replacement completed August 2017

Total Cost: \$34,525.92 – donations \$25,614.92 = balance on loan \$8,911.00

This will be paid off by the end of 2017

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
2015	Furnace Replacement	\$ 19,713	\$ 19,713	We paid off the furnace replacement in one year
2005-2015	New Sanctuary	\$160,000	\$160,000	We paid off the loan for the new sanctuary in 10 years

If a capital campaign is underway or anticipated, describe: No

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

Does your church have an endowment? Yes

What is the market value of the assets? \$11,390

Are funds drawn as needed, regularly, or under certain circumstances? No

What is the percentage rate of draw (last year, compared to 5 years ago)? 0

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: None

At the current rate of draw, how long might the endowment last? N/A

#### Other Assets

Reserves (savings): \$ None

Investments (other than endowment): \$ None

Does your church have a parsonage? Yes

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Fair market rental value of the parsonage: \$8,400 annual

How is the parsonage used? For Pastors, currently idle

Street / City / State / Zip: 50706 Main St. Osseo WI 54758

Finished square footage: 2,070 square feet

4 Bedrooms, 2 Bathrooms

Assessed real estate value: \$133,500 in 2006

Available for minister residence: Yes

Expected minister residence: Yes

Condition of structure, systems and appliances: Good

Entity in the church responsible for review and needed repairs: Church Trustee's

Describe all buildings owned by the church: Church and Parsonage

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

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) All church facilities except basement

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

When we have larger purchases, our congregation borrows the money and then pays it off in a timely manner.

## HISTORICAL INFORMATION

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

1. Founding of the church in 1878
2. 125<sup>th</sup> Anniversary Celebration 2003
3. New Sanctuary addition 2005
4. The celebration of burning the mortgage on the new sanctuary on February 2016.

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

Members of the UCC, Osseo care very much about our church, our members, our pastors and our community. We are a small church and members need to participate in the life of the church. Members are requested to invest time on committees, boards and the workings of the church.

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.

Because of a part-time pastor status, we’ve adapted change in worship. Lay leaders have blessed us by planning and leading worship. Many of our members actively participate in the service as part of the choir, individual song performance, readers, ushers, greeters and pulpit supply and more. We understand participation is necessary and the natural leaders step forward and we call out to the shy members of our church and encourage their participation.

We sincerely welcome the possibility and hope to again have a pastor to lead our worship and direct our spiritual development.

Describe values and practices when it comes to conflict:

As a church we value the ability to respectfully express disagreement by active listening with attempt to work through thoughts, concerns, ideas & differing opinions. With that said, some parishioners will not speak out, so whether its fear of judgement or indifference is hard to know. Our church is currently struggling with conflict related to loss of our previous pastor and loss of some members & families. We need pastoral leadership to help the church move forward united in faith, community and prayer.

What has the church learned about itself & its relationship with persons who provide guidance?

Our lay leadership has been amazing and truly a blessing for our church. To have leaders so talented and giving is a gift. Their sharing of God’s word has touched many hearts in our church and in the community. We’ve learned it’s up to all church members to be open and giving to keep our church viable and alive.

Juanita Rosenberg, Julie Garber and Roger Hofer have shown us what it means to be a true believer and follower of God’s word.

We’ve had many people participate in the many ways to maintain the operations of the church.



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

Staff member's name	Years of service	UCC Standing (Y/N)
Les Munnik	2012 - 2016	Y
Sandee Kosmo	2009 – 2010	Y
Sheri Randolph	2005 – 2008	Y
Co Pastors Kate Winters & Joel Krueger	2000 - 2004	Y
Ann Moyer, Jill Christopherson	1999	Y
Penny VanderBerg	1989-1998	Y
Richard Lewin	1985-1988	Y

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

Put into sentences: Patient, understanding, council with Pastor in any disagreement

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

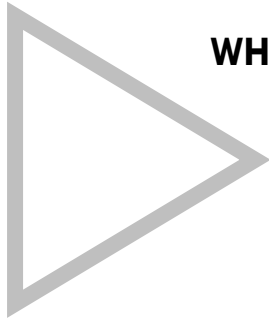
Yes

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church?

No



## WHO IS OUR NEIGHBOR?

"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)

COMMUNITY VISION

MISSION InSite

### COMMUNITY VISION

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

- Ruby's Pantry is our newest service activity. It extends beyond our doors and beyond our membership. We are a distribution site for Ruby's. On the second Tuesday of each month we bring in, sort and set up about 22,000 pounds of surplus food. We then help guests fill their baskets with the food and load the food into their cars. This involves 75 to 80 volunteers, some our members, some from other churches and some with no church affiliation. Our guests number from 170 to 210 per distribution. We are committed to this ministry and open our doors to anyone wanting to receive the food and to all willing to volunteer. Participation in this program has made us aware of a great need and energized many of our member to serve alongside others from our community and surrounding communities.
- We also collect offering for the 5 for 5 giving program of the WI Conference UCC. Some of this money is used for global outreach.
- Each Christmas season we fill shoeboxes (Samaritan Purses) to send to children in other countries.
- Heifer International
- Cemetery Fund Offerings
- Food Pantry
- Quilters make quilts for county agencies or folks in need. They also make blankets for all high school graduates and tied quilts for all graduates with post-secondary diploma
- Ministerial fund for stranded travelers
- Nursing Home Services

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

We have a Ministry of Outreach and Mission where the members bring to our attention the mission projects of the UCC, collecting offerings and letting us know of the needs.

One member is a part the Northwest Association Local Church and Ministry Board. We also have a member on the WI Conference Catalyst Team (formerly Church Development and Renewal). The former pastor and a licensed pastor have been involved in Communities of Practice with the Northwest Association.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at [ucc.org](http://ucc.org).) Check any statements below that apply to your UCC faith community.

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)           | <input type="checkbox"/> Just Peace                            |
| <input type="checkbox"/> Creation Justice                  | <input type="checkbox"/> Global Mission Church                 |
| <input type="checkbox"/> Economic Justice                  | <input type="checkbox"/> Open and Affirming (ONA)              |
| <input type="checkbox"/> Faithful and Welcoming            | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input type="checkbox"/> God Is Still Speaking (GISS)      | <input type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Border and Immigrant Justice      | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> None                                  |

We have not officially been connected to any of these specific programs or "Statements of Witness". We have been involved this year in a Trempealeau County event for Mental Health Awareness, highlighting our church and other churches in the Spiritual component of mental health. We also have not officially gone through the ONA process, but have employed an openly gay pastor as our last pastor. We believe the makes a welcoming statement to the LGTB community.

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

1. As stated previously our Ruby's Pantry involvement is an interfaith and ecumenical activity.
2. We also participate in an annual Community Thanksgiving Service and an annual Lake Martha Days (community celebration weekend) Sunday Workshop Service.
3. We are part of an ecumenical Visiting Partners Ministry, with training being collaborate with our local Lutheran Church. The group goes to those not able to come to worship and brings them communion and visits monthly.

4. We participate in an interfaith and ecumenical youth program called C-YA (Christian Youth Association)
5. Our High School youth and some of our adults have participated each year of the last 4 years in the ASP (Appalachian Service Project) Mission Trips to Kentucky.
6. Our Pastors have traditionally participated with the local Lutheran Pastors in a “Round Robin” type of Lenten Services, with the pastors going to different churches each week to lead the services on Wednesdays.

According to our mission statement, we gather in God’s name on a weekly basis, with or without a settled pastor. Our church is a 5 for 5 congregation which reflects our giving with gratitude. We struggle to grow in membership but our love for our church and its members keeps God’s love growing within us.



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

The involvement of our Pastor in community ministries has varied throughout the years with different Pastors defining their interests and setting their involvement. Sometimes this involvement has been minimal and sometimes it has challenged us to expand our expectations.

## MISSION InSite

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

The report stated that the community is somewhat global but in this church, we support local and global initiatives.

Opportunities could be with Jail Ministry.

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?

We are an aging congregation with many retired persons.

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

The strain of a struggling economy has an impact of the types of ministry that we do.

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

We are active with Ruby's Pantry each month. During the year we host a Spring and Fall Community Dinner coordinated by the Women's Fellowship.

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

People inviting them to worship and the casualness of the atmosphere at the church.



## REFERENCES

### Reference One

Gregory A. Gregerson  
City of Osseo Police Officer / Chief of Police (Retired) 29 years Total.  
715-533-4734  
Past Member and still good friend of the Church and Congregation

I Feel one of the greatest strengths of the Church is the Congregation. They are full of Energy and Faith, and are constantly planning and working on how to help and improve the Church, Congregation and Community. Ruby's Pantry is a large job to take on in a small community and Church. They are doing it and helping hundreds of families in the Greater Osseo Area in supplementing their Monthly meal Budget. The churches also work well with other Churches in the area and that is huge in my Book. They are a hard working Group of Great People!!

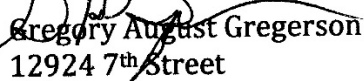
As for improvements, I really can't think of anything. I know that funding is always a big issue for churches, as it is for a lot of small town organizations.

One of my Great Experiences that I have had with the church is when I was asked visit with and talk to the Confirmation Class about my Faith, (Raised Missouri Synod Lutheran) and how I applied it to my growing up, Family and living my life and how I used my faith to get through good and bad times. I also advised them how I applied it to my professional life, and how it helped me deal with 30 years of Law Enforcement.

I moved to this Community over 30 years ago, I have assisted almost everyone in the Community over the last 30 years and always tried to do what was best for them and their Families. They don't know it, but they have helped me 10 fold in return, I am thankful for making this my home.

This Congregation shows no sign of slowing down in helping the Greater Osseo Area and Church.

Any Questions Feel Free to Contact me



Gregory August Gregerson  
12924 7<sup>th</sup> Street  
Osseo, Wisconsin.  
54758  
715-533-4734

## Reference Two

Rita Jury – Nurse Administrator – Mayo Clinic Health System Oakridge – Osseo and Mondovi

Work phone during business hours is best 715-597-8567

Personal email [ritanorlin@msn.com](mailto:ritanorlin@msn.com)

Relationship to congregation – friend! I have sung in the choir a few times when they've needed a loud soprano. My husband and I rented the parsonage for a year when we first moved to Osseo – and if my house sells I'd love to rent it again! I've attended some turkey suppers, some Good Friday services, some Christmas cookie sales and raffles, we've participated in the Ruby's Pantry food distribution

- 1. Describe some areas of strength in this church's ministry. Service to the community – I think the UCC really stepped up to take on the work of the Ruby's Pantry food distribution – takes a great deal of coordination and volunteer effort. Well done! I think their community events – turkey and meatball and spaghetti dinners, have been well attended and contribute to the spirit of Christ working in the community, through UCC. Their cookie and craft sale at Christmas has always been a favorite and they have fun raffles. The people are nice, fun, dedicated to the church.*
- 2. Describe some areas for improvement in this church's ministry. I am a joyful person, and I love a congregation that celebrates the love and grace of Christ Jesus through their joyful worship. I think UCC could use a joy infusion. It's a dark time in our world – and while we need to own the darkness and proclaim our God as the God of Light as well as the God of Darkness – because God is God! We need to figure out how to celebrate His grace in the midst of the trials of this world. Also, when Frank and I moved to Osseo, we were never invited to join the church, even though we rented the parsonage. I was invited to the "events" like the turkey dinners, I was invited to sing as a guest when they needed a strong voice, but we were not invited to "become". Being very conservative in our Christian beliefs, I don't believe we would have joined, but it might have been nice to be asked. So that whole perception of small town cliques needs to be disbanded, that in the body of Christ, we are friends, believers, and our arms are open. The people I know from UCC are lovely....and they love their church. How can you translate that love for your church, to a visible love for our God and our Savior through your ministry?*
- 3. Describe a significant experience you have had of this church's ministry. My interactions with the ministry of the UCC are so peripheral that I can't give a good example.*
- 4. Anything else you wish to share. I have great hope for the UCC in Osseo – the people of this town need this church. I grew up Lutheran, but I never want to see a town dominated by one church, or one worship option. So how can the UCC become different, more, special, faith-filled, spiritual and joyful? That's the challenge that a great pastor has in leading this dedicated congregation. I believe that pastor is out there – and he will not be a lone ranger – he will have a core group of parishioners motivated to water the roots of this congregation.*

### Reference Three

Lorn Schultz / Owner/ operator of the King's Countrymen Bluegrass Gospel Group.

Phone 715-926-5854 email schultzfam92@yahoo.com

Relation to congregation - Have worked with the congregation for Sunday services , doing the pulpit fill on occasion. As a bluegrass gospel group they are very receptive to the message we present in word & song.

To Whom it May Concern

I have also worked with this church on the Ruby's Pantry as a volunteer. They have a very active program with this ministry and involves many church members plus many others in the community.

I have not been involved with the formal church so It would be hard for me to comment on improvements that would need to be made.

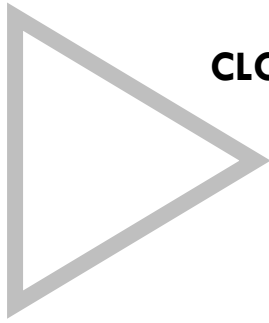
This church has taken on a very big part of ministry to the community with the feeding of many families per month thru the ministry of Ruby's Pantry. This church seems to pull together well as a group and work hand and hand with many others in the community that come to volunteer. They are always happy and very appreciative to the many folks that come to be a part of this ministry.

Lorn Schultz

W579 U.S. Hwy 10

Mondovi, WI 54755





## CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

### CLOSING PRAYER

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The Paradoxical Commandments

People are illogical, unreasonable, and self-centered. *Love them anyway.*

If you do good, people will accuse you of selfish ulterior motives. *Do good anyway.*

If you are successful, you will win false friends and true enemies. *Succeed anyway.*

The good you do today will be forgotten tomorrow. *Do good anyway.*

Honesty and frankness make you vulnerable. *Be honest and frank anyway.*

The biggest men and women with the biggest ideas can be shot down by the smallest men and women with the smallest minds. *Think big anyway....*

### STATEMENT OF CONSENT

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

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

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

1. Call committee

- a. Melody Dodge: Woman's Fellowship, Greeter
- b. Susan Frame: Sanctuary guild, Woman's Fellowship
- c. Brad Garber: Choir, Music Committee
- d. David Hofer: Usher
- e. Ron Johnson: Usher
- f. Tammy Johnson: Clerk, Ministry of Worship, Woman's fellowship. Visiting Partners
- g. Sherry Meeks: Pastoral relations, Sanctuary guild, Women Fellowship

- h. Juanita Rosenberg: Lay leader, Pastoral relations, Ministry of Worship, Sanctuary guild,  
Woman's Fellowship, Choir
- 2. Rocky Thompson, Church Treasurer
- 3. Kari Smith, Church Secretary
- 4. Trustees
- 5. Lois Gunderson, Church Historian
- 6. Church Council
- 7. Pastor JoBeth Marshall, Interim pastor
- 8. Helen Zorbrist, Choir, church member

Signed: Susan Frame

Chairperson of the Osseo UCC Call Committee  
10-10-2017

## VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.



Signature:

Name / Title: Rev. Rob MacDougall/Associate Conference Minister

Email: [rmacdougall@wcucc.org](mailto:rmacdougall@wcucc.org)

Phone: 715-308-6120

Date: 10/17/2017

**UNITED CHURCH  
OF CHRIST**



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***