



# LOCAL CHURCH PROFILE

**UNITED CHURCH  
OF CHRIST**



St John UCC  
Appleton, WI

Pastor

NE Wisconsin Conference, UCC

[Validation Date]

## LOCAL CHURCH PROFILE CONTENTS

Position Posting

Who Is God Calling Us To Become?

Who Are We Now?

Who Is Our Neighbor?

References

Consent and Validation

*“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)*

# INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the work of preparing a Local Church Profile. Through the Profile, the congregation can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

The interim season is not the only time to give attention to questions and exploration of a congregation's vocation, however. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other entity in the church – not just by a search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The more participants, the better!

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these *italicized* prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytellings and many prayers, and as the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the *Call Agreement Workbook*. Be sure to use the *Call Agreement Workbook's* Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.

# POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

## LISTING INFORMATION

Church name: St John UCC

Street address: 1130 W Marquette St, Appleton, WI 54914-2312

Supplemental web links: [www.stjohn.ucc.org](http://www.stjohn.ucc.org)

Conference: NE Wisconsin

Association: UCC

UCC Conference or Association Staff Contact Person

Name: Jane Anderson

Title: Associate Conference Minister

Phone: 920-540-2586

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

Summary Ministry Description:

**St John UCC is a small/medium sized church that would like to grow in number, activity and faith. Our church is working to become more involved in our community and the greater UCC. We would like to retain the family feel of the church while attracting additional membership to allow us to increase our activity within and outside our building. We want to work towards our church playing an active role in members' lives seven days a week. To achieve our goals, we need to grow some. This will allow us the manpower and financial resources to become more involved in and create new ministry programs. Our called minister needs to be a dynamic person who can connect with the congregation thru Sunday worship. We are seeking a minister with energy and enthusiasm to teach child thru adult and guide us on our journey to be a church actively demonstrating Christian teachings.**

Photographs:



What we value about living in our area (2 – 3 sentences):

**Our community is a vibrant and diverse unit that provides an urban environment while keeping the small town family friendly feel. We tout a fantastic regional shopping center, top rated educational facilities, and various outlets for the arts. Our surrounding communities are safe and easy to travel to and around.**

Current size of membership:

**200 as of September 2017**

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

**Services are all in English**

Position Title: **Pastor**

Position Duration (*choose one, delete the other options listed*):

**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 (*choose one, delete the other options listed*):

**Full Time**

Does the total support package meet conference compensation guidelines?

**We expect to use the current compensation guidelines from the WI Conference to negotiate package.**

## SCOPE OF WORK

- ***Preparation and leadership of Sunday worship including scripture study, crafting of liturgy, sermon preparation, guiding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.***
- ***Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them***
- ***Leadership development by working with people in the church to create ministry and programs***
- ***Pastoral care in collaboration with lay people***
- ***Community engagement and leading the way for the church to be an ambassador of God's love***
- ***Weddings and funerals for participants in the worshipping community***

- ***strategic planning for current and new directions in ministry***
- ***attend meetings and give leadership as needed to church programs, in collaboration with lay leadership***
- ***participate in wider church activities such as conference and association meetings***
- ***Be aware of the delegation of administrative responsibilities such as email, website, church supplies, etc.***
- ***Faithful financial development and stewardship***
- ***Responsibility for coordination of staff***
- ***Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations***
- ***Counseling, listening and referral***
- ***Study and prayer to increase faith and to improve skills so as to lead, teach, preach better***
- ***Energizing and deepening spiritual connections and faith understandings of others in all they do***

Core Competencies:

***Dynamic/Enthusiastic***

***Good Communicator***

***Progressive***

## COMPENSATIONANDSUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance):

**\$39,000 to \$57,200 based on experience. Note: this total salary to be shared equally between the two churches.**

Benefits (choose one):

**Salary plus Benefits. Total is estimated to range from \$64,028.50 to \$86,441 again based on experience and final cost of benefits to be negotiated.**

What is the expected living situation for your next minister

***Living nearby with a housing allowance***

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

**We expect our next minister to be within 30 minutes of the church.**

State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position): **N/A Did provide gas gift cards to interim**

Describe peer and professional supports available for ministers in your association/conference: **The WI Conference encourages clergy to join a peer support group and the churches are encouraged to support them financially, currently training peer coaches to support clergy joining from other conferences, Samaritan Pastoral Counseling and American Foundation in Green Bay.**

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



## WHO IS GOD CALLING TO MINISTER WITH US?

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

**Goals: Grow the Congregation: We would like the Pastor to encourage more leadership from the congregation as well as connecting with our non-active members. We want the Pastor to spur current members into actively promoting existing and developing new programs that will attract new members. Be more involved in the community, young and old with a focus on education: We want our Pastor to be capable of communicating well between all the generations in the community. Our expectations for the Pastor are an active role in the development and participation in Sunday School, youth group, and adult education.**

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

**Our minister will act as a conduit and bridge between our congregation and the community. We believe that if the Minister is energetic and experienced, they will be able to lead the members of the church into outreach programs, and effectively use our already existing talent to positively impact those organizations.**

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

**We do not have any language requirements or culturally-specific capacities needed, but we do expect the minister to be open minded and accepting to all cultures who are interested in joining the congregation, by being able to effectively communicate to all ages and cultures.**

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.

Section 1 #3

Section 2 #8

Section 3 #6

Section 3 #12

Section 4-B #16

## WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

**God is calling us to become a more diverse, open and affirming congregation with deeper roots in our community and an active approach to assisting in solving problems within our existing congregation as well as the surrounding community.**

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

*For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

**Our church has a ten year plan that has been broken into an incremental approach. SEE 5 YEAR PLAN. We have implemented various outreach activities including a community garden, which has been a success and we hope to add more plots. We hosted a trunk-or-treat program which was a great success and drew over 200 people from the community to the church. In addition, our church supports local organizations like the Warming Shelter, the Salvation Army, and Habitat for Humanity. We host AA meetings and make space available for other community assistance programs.**

## WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS  
11-YEAR REPORT  
CONGREGATIONAL DEMOGRAPHICS  
PARTICIPATION AND STAFFING  
CHURCH FINANCES  
HISTORICAL INFORMATION

### CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

*For example, who is a favorite theologian admired in the congregation and why? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?*

**While we do not have a favorite Theologian, our worship allows for varied theories and conceptualizations of ministry and worship. Our liturgy expresses a God of love and peace and forgiveness more often than vengeful or punishment driven. While gathered, the Holy Spirit encourages caring and welcoming interactions among the congregation.**

Describe several strengths or positive qualities of your congregation.

**Our members are very dedicated to the church and willing to help move it forward by being open to changes and all peoples. We have a vibrant and active music program. We have a large building that is used often during the week for various activities. We have AV equipment that allows for multi-media presentations during our services and other programs.**

Describe what worship is like when your congregation gathers.

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

**Most of the time we gather in a formal sanctuary, but we do occasionally meet in a park setting, like the annual picnic or other informal settings. Our worship programs use the UCC Liturgy and we use a fairly standard format i.e. Welcome, donations, prayers, sermon, music, benediction. We have AV equipment that assists in worship programs. Good preaching would have a variety of services and sermons that are conversational and reflective. The services should be uplifting and keep the congregation invested and even entertained. The minister should be able to relate the sermon to the congregation's lives and community. Baptisms follow the UCC hymnal and we use our AV equipment to introduce and identify the family. Members of the families participate in the service. The infant is then introduced to the congregation and is gifted a candle and baptismal handkerchief.**

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

*For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?*

**Currently, several of our youth participate in various programs like music and acolyte duties. There is an active participation by the youth groups in various community based fund raising and charity. We have used the UCC Faith Practices Curriculum in the past, but have used a self created format most recently. Currently, there is no formal adult educational programming.**

Describe how your congregation is organized for ministry and mission.

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

**Currently, our members volunteer or are sought for their talents and serve on ministry teams. The teams are varied in size and activity and are managed internally. Communication from the teams varies based on the urgency of the information and the impact on the church and includes, but is not limited to: Newsletter, morning announcements, emails, congregational meetings, posted signs, and word of mouth. We believe our church struggles most with moving from the idea stage to the implementation stage and following through. One of the related struggles is making sure all of the invested groups are on the same page.**

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

**On average, between all the active groups tasked with decision making, 5 hours a month is spent.**

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

**Special meeting of the council was called, crisis was discussed, congregational meeting was held, approval of decision was given, action was taken.**

- 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]**

## 11-YEAR REPORT

## CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

|  |     | <i>Is this number an estimate?<br/>(check if yes)</i> |
|--|-----|---|
| Number of active members:                                | 110 | YES   |
| Number of active non-members:                            | 21  | YES   |
| Total of church participants (sum of the numbers above): | 131 | YES   |

Percentage of total participants who have been in the church:

|                                  |    | <i>Is this percentage an estimate?<br/>(check if yes)</i> |
|----------------------------------|----|---|
| More than 10 years:              | 80 | Yes   |
| Less than 10, more than 5 years: | 10 | Yes   |
| Less than 5 years:               | 10 | Yes   |

Number of total participants by age:

| 0-11 | 12-17 | 18-24 | 25-34 | 45-54 | 55-64 | 65-74 | 75+ | <i>Are these numbers an estimate?<br/>(check if yes)</i> |
|------|-------|-------|-------|-------|-------|-------|-----|--|
| 5    | 21    |       | 7     | 11    | 21    | 17    | 7   | YES (Based on Survey Response)                           |

Percentage of adults in various household types:

|                                 |        | <i>Is this percentage an estimate?<br/>(check if yes)</i> |
|---------------------------------|--------|---|
| Single adults under 35:         | 10.00% | YES   |
| Joint household with minors:    | 35.00% | YES   |
| Single adults age 35-65:        | 30.00% | YES   |
| Joint household with no minors: | 20.00% | YES   |
| Single adults over 65:          | 5.00%  | YES   |



Education level of adult participants by percentage:

|                               |        | <i>Is this percentage an estimate?<br/>(check if yes)</i> |
|-------------------------------|--------|---|
| High school:                  | 30.00% | YES   |
| College:                      | 60.00% | YES   |
| Graduate School:              | 5.00%  | YES   |
| Specialty Training:           |        |   |
| Other (please specify): No HS | 5.00%  | YES   |

Percentage of adults in various employment types:

|                                    |        | <i>Is this number an estimate?<br/>(check if yes)</i> |
|------------------------------------|--------|---|
| Adults who are employed:           | 40.00% | YES   |
| Adults who are retired:            | 50.00% | YES   |
| Adults who are not fully employed: | 10.00% | YES   |

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

**The congregation has a varied range of occupations, with no one occupation making up a significant majority. The range includes doctors, business professionals, county and city employees, labor, and others.**

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?

**The vast majority of our church is of German heritage with some other European background. The majority of the congregation is Caucasian with some individuals falling under the category of African American, Asian, and American Indian.**

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

**Currently the congregation has no formal plans to use any resources like the Welcoming Diversity Inventory, however we are open to using such resources. The reasoning is most likely due to lack of knowledge or leadership in using such resources.**

## 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                          | 30  | Members of Group  |
| Baptisms <i>(number last year)</i>               | 1   | Pastor/Family   |
| Children's Groups or Classes                     | 6   | Teachers  |
| Christmas Eve and Easter Worship                 | 102/134   | Pastor/Council/Music Director/Worship Committee   |
| Church-wide Meals                                | N/A   | Special Occasions   |
| Choirs and Music Groups                          | 30  | Tim/Music Director  |
| Church-based Bible Study                         | x   | x   |
| Communion <i>(served how often?)</i>             | 70  | Once a Month/1 <sup>st</sup> Sunday/Special Occasions   |
| Community Meals                                  | 0   | Assist at Warming Shelter/Salvation Army  |
| Confirmation <i>(number confirmed last year)</i> | 4   | Pastor  |
| Drama or Dance Program                           | x   | x   |
| Funerals <i>(number last year)</i>               | 4   | Pastor/Family/Guild   |
| Intergenerational Groups                         | x   | x   |
| Outdoor Worship                                  | 70  | End of Summer Picnic  |
| Prayer or Meditation Groups                      | ?   | Prayer Chain  |
| Public Advocacy Work                             |   | Warming Shelter/Prison Ministry/AA/City Band/Project Christmas Child/Polling Location   |
| Retreats   | x   | x   |
| Theology or Bible Programs in the Community      | x   | x   |
| Weddings <i>(number last year)</i>               | 2   | Pastor/Family   |
| Worship (time slot: ___ 8:30 ___)                | 50  | Pastor  |
| Worship (time slot: _____)                       |   |   |
| Young Adult Groups or Classes                    | 8   | Teachers  |
| Youth Groups or Classes                          | 10  | Teachers  |
| Other  |   |   |

Additional comments:

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

| Name   | Three-Way or Four-Way Covenant?<br>(3 or 4 or No) | Ministry Setting | Type of Ministry Role | Retired?<br>(Y or N) |
|--------|---|------------------|-----------------------|----------------------|
| Connie |   | Lay Minister     | Visitations           | N                    |
|        |   |                  |                       |                      |
|        |   |                  |                       |                      |
|        |   |                  |                       |                      |
|        |   |                  |                       |                      |

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:

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<br>(full time, part time, volunteer) | Supervised by | Length of Tenure for current person in this position |
|-----------------------|----------------|---|---------------|--|
| Connie (Lay Minister) | N              | PT  | Personnel     | 5  |
| Tracy (Secretary)     | N              | PT  | Personnel     | 4  |
| Mark (Custodian)      | N              | PT  | Personnel     | 18   |
| Tim (Music Director)  | N              | PT  | Personnel     | 20   |

## REFLECTION

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

**We are a medium sized congregation made up of predominantly white middle-class families of German decent. We have a stable base of members with low turn-over. For the size of our active membership we are involved in community outreach and we have an active Sunday participation including a music program and youth education program. The congregation is well educated and is made up of an even mix of family and single households with the majority of members above 50 years old. There is opportunity for more adult education to be offered for the congregation.**

## CHURCH FINANCES

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

| Source  | Amount                        |
|---|-------------------------------|
| Annual Offerings and Pledged Giving   | \$146,191.85                  |
| Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> ) | \$ None                       |
| Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )                   | \$ None                       |
| Fundraising Events  | \$ None/ Ministries may raise |
| Gifts Designated for a Specific Purpose   | \$                            |
| Grants  | \$ None                       |
| Rentals of Church Building  | \$                            |
| Rentals of Church Parsonage   | \$ None                       |
| Support from Related Organizations ( <i>e.g. Women's Group</i> )  | \$0.00                        |
| Transfers from Special Accounts   | \$0.00                        |
| Other (specify):  | \$                            |
| Other (specify):  | \$                            |
| TOTAL   | \$146,191.85                  |

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

***Budget is Attached***

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **35%**

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)
- One Great Hour of Sharing
- Strengthen the Church

- Neighbors in Need
- Christmas Fund

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

***Our council chooses an amount that is based on multiple factors including the budget. The last example was during the Kitchen Remodel Project.***

What is the church's current indebtedness?

Total amount of loan debt: **\$76,000.00**

Reason for debt: **Mortgage**

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.

**None**

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

| Year(s) | Purpose         | Goal        | Result      | Impact      |
|---------|-----------------|-------------|-------------|-------------|
| 2013    | Kitchen Remodel | \$50,000.00 | \$50,000.00 | New Kitchen |
|         |                 | \$          | \$          |             |

If a capital campaign is underway or anticipated, describe: **None**

| Year(s) | Purpose | Goal | Result | Impact |
|---------|---------|------|--------|--------|
|         |         | \$   | \$     |        |
|         |         | \$   | \$     |        |

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

**Asked for donations within the church congregation and a couple of small varying fundraisers within the membership.**

Does your church have an endowment? **YES**

What is the market value of the assets? **\$178,332.00**

Are funds drawn as needed, regularly, or under certain circumstances? **As Needed**

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

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

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): **\$ 34,000.00**

Investments (other than endowment): **Cash \$ 44,000.00**  
**SCRIPT PGM \$ 12,600.00**

Does your church have a parsonage? **No**

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church: **Church itself and Cemetery**



Describe non-owned buildings or space used or rented by the church: **None**

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) ***Our church is 100% accessible except for our basement space which is used for storage.***

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

***While the church finances indicate that our management approach is one of fiscal conservancy, it does not reflect our approach in ministry and missions. We feel that if there is something that the congregation is passionate about, we find a way to gather the finances needed to support that mission. This is reflected in our previous capital campaigns and the several missions and community projects our church has been involved with.***

## HISTORICAL INFORMATION

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

**New building and addition allowed us to be more open to the community and restricted the finances of the church.**

**The retirement and transition of Tom Fritz as Pastor to current search. Pastor Fritz had been the church leader for 30 years and had become a fixture of the church community. Many of the church members had only known his style of leadership and governance and therefore had struggle dealing with the change.**

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

**Interim Minister becoming ill and leading the church into a trial shared ministry.**

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.

*For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when Does your church have policies, protocols or structures for dealing with conflict?)*

**Congregational Care Committee which is outlined in the churches bylaws which is tasked with any conflict resolution issues between the Pastor and the Congregation as well is inter congregational issues. Pastor Fritz's Retirement was the last time this protocol was used in the recent past. The congregation learned that 30 years of the same leadership is not necessarily the best option for the church.**



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

| Staff member's name | Years of service | UCC Standing (Y/No) |
|---------------------|------------------|---------------------|
| Pastor Tom Fritz    | 30               | Yes                 |
|                     |                  |                     |
|                     |                  |                     |
|                     |                  |                     |
|                     |                  |                     |

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

**The church does not want another tenured Pastor who assumes most of the control over decisions or direction of the church. The church wants a partnership and more leadership that comes from the congregation.**

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

**No**

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?

COMMUNITY VISION

MISSION INSITE

## COMMUNITY VISION

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

**Our Church currently supports the local Warming Shelter with meals and service once a month. We also help prepare and serve meals for the Salvation Army, and host several visits from the Blood Mobile throughout the year. The youth group collects and mails several boxes for Project Christmas Child, and the Women's Guild supported the Pine Ridge Indian Reservation by collecting personal items and school supplies in combination with Lawrence University. We have on-site community gardens for use by church and community members, and Diversity Sunday proceeds go to help various groups around the world. The church has raised money for the Heifer Project, we have hosted Angel Trees, and we collected for the St Joseph food pantry. The church hosts multiple AA meetings, as well as Prison Ministries, and our church has been designated as an emergency shelter to be used by a local elementary school and we serve as a polling place for the city of Appleton.**

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

**Our church sends representatives to the Wisconsin Conference annual meeting. We also support the UCC camps, and occasionally have sent members to the camps. We regularly support the UCC Conference giving and support programs. The church has also supported aid programs**

**designed to assist other UCC churches in need due to disasters. Our church has supported the Back Bay Mission.**

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

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Immigrant Welcoming
- Inter-cultural/Multi-racial (I'M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Other similar designations in affiliated denominations
- None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

**Our church has taken many steps towards several of the above listed statements of witness, but has not necessarily reached full completion. We are committed to continuing our work towards becoming more inclusive and accessible and hope that our new pastoral leadership would support this continuation.**

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

**Our church participates in the Good Friday ecumenical service, but does not have regular interactions or relationships with interfaith groups.**

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

### **Celebrating Christ, Loving All Persons**

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 church did not put hard and fast assigned time on the Pastor's weekly schedule to be in the community and minister on the church's behalf, but it was understood that the Pastor would know best how to ensure that there would be regular effort put into community outreach. In the future, the congregation expects the Pastor to effectively manage their time to allow for meaningful outreach into the community and be open for input from the congregation.**

**(Check 5 Year Plan for direction)**

## MissionInSite

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

**We see that our neighborhood is very stable when it comes to growth in households, ethnic trends and family make up. We did find that there is a large population of children and youth that we can create opportunities for local engagement. With the small portions of the population that fall under the different racial categories, we don't see a lot of demand for varied services. We will continue to be an open and welcoming church and be open to opportunities to serve varied cultures as they make themselves available.**

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?

**Comparing our internal demographics with the local community, we find that our ethnicity is lower than the local households and that we have fewer family households as members than what the local ratio is. We also found that our congregation is slightly more affluent than the average household in the neighborhood.**

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

**Currently our church ministry has not been greatly affected by the community demographics. We have noticed a slight trend of increased diversity in the surrounding community and feel that our church is lagging behind in reflecting that change.**

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



**We do not have much directed contact with community leaders so we are unable to answer this question.**

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

**Most of our new members tell us that they got involved because they enjoyed the fellowship and the music program.**

## REFERENCES

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

### REFERENCE 1

Connie Raether

920-419-0928, [vcfvws@gmail.com](mailto:vcfvws@gmail.com), Connie is the volunteer coordinator at the Fox Valley Warming Shelter where the church assists regularly

### REFERENCE 2

Karen Much

920-810-0092, Karen is the coordinator for the Prison Support Group that meets at our church regularly

### REFERENCE 3

Pastor Jill Meyer

715-823-2365, [pastorgoddess@gmail.com](mailto:pastorgoddess@gmail.com), Visiting Pastor and prior member

## **CLOSING THOUGHTS**

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

“Doubt sees the obstacles, faith sees the way. Doubt sees the dark of night, faith sees the day. Doubt dreads to take a step, but faith soars on high. Doubt questions, who believes? Faith answers I.”

-Rich DeVos

Jack Smith, Living Without Waits , Possibility Press 2007

## 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.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *All members of the church participated in fact finding meetings and surveys, our Church Secretary provided statistical support, our Finance Committee provided financial records, church counsel, and this designated search committee.*
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

VALIDATIONBYCONFERENCE/ASSOCIATION

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

Staff Comment:

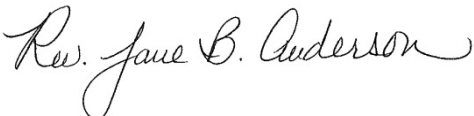
To the best of my knowledge, ministerial history information is complete.

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. Jane B. Anderson/Associate Conference Minister

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

Phone: 920-540-2586

Date: October 27, 2017

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*