

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE



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

First Congregational United Church of Christ
Rhineland, Wisconsin

Minister

Wisconsin Conference, Northwest Association

November 13, 2017

LOCAL CHURCH PROFILE CONTENTS

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- Who Is God Calling Us To Become?
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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)*

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 preparation of a Local Church Profile. Using the Profile, the church 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.

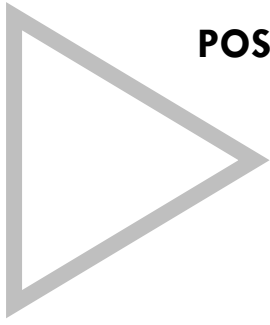
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

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: First Congregational United Church of Christ

Street address: 135 E. Larch St., Rhinelander, WI 54501

Supplemental web links:

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Conference: Wisconsin Conference

Association: Northwest Association

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

Rev. Rob MacDougall, Associate Conference Minister

715-308-6120 email: rmacdougall@wcucc.org

Summary Ministry Description:

We want to be together as a congregation and employ our varied gifts wherever they are needed, both in the programs and activities of the church and in mission to the community. We want to present a united front as members of a Congregational church dedicated to its historic faith journey and its commitment to the community in which we live. We need to be able to honor and be grateful for the teachings and leadership and genuine faith of our pastor, while at the same time experiencing his or her connection with and love for all of us, who vary widely in beliefs and desires and abilities. This describes not only what we need, but also whom we are seeking.

Photographs:

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.





What we value about living in our area:

We have abundant natural resources with four seasons of beauty and recreation. Rhinelander is a small community and it is the county seat. We have an excellent school system, a two-year community college and technical school, a YMCA, availability of medical and dental care, and an excellent public library.

Current size of membership:

We are credited with 276 members, but many are inactive.

Languages used in ministry (*other than English*): *None*

Position Title: *Minister*

Position Duration: *Settled*

Compensation Level: *Full Time*

Does the total support package meet conference compensation guidelines? *Yes*

SCOPE OF WORK

- *Energize and deepen fellowship, spiritual connections, and faith understandings of others in all they do.*
- *Prepare and lead worship including scripture study, bulletins, prepare sermons, guide lay liturgists and coordinate music with music staff and volunteers.*
- *Assist in faith formation for adults, youth and children through prayer, Bible study, service and identify helpful resources and opportunities.*
- *Encourage lay people in the church to develop leadership skills.*
- *Provide compassionate and empathetic pastoral care in collaboration with lay people.*
- *Become involved in the wider community, including ecumenical activities.*

- *Officiate at weddings and funerals for members and friends of the church and offer availability of same in the wider community.*
- *Attend meetings and provide leadership as needed for church programs, in collaboration with lay leaders.*
- *Participate in wider church activities such as Conference and Association meetings.*
- *Support church leadership in faithful financial development and stewardship.*
- *Assume day-to-day responsibility for and supervision of staff.*
- *Be available for counseling, listening, referral, and conflict resolution and handle all with confidentiality.*
- *Continue in study and prayer to increase personal faith and to improve leadership, teaching and preaching skills.*
- *Help people both within and outside the church to understand and act upon issues of social justice.*
- *Assist the congregation in reaching out to inactive members and potential new members.*

Core Competencies:

As our minister, we are seeking a person of integrity who is spiritually authentic, empathetic and inclusive of all people and all points of view.

COMPENSATION AND SUPPORT

Salary Basis: *We are prepared to pay \$85,000 – \$90,000 for salary and benefits combined.*

Benefits:

Conference guidelines will be followed.

What is the expected living situation for your next minister?

We will provide our minister with a housing allowance.

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

We expect our minister to live within the area.

State any incentives: *Incentives are negotiable*

Describe peer and professional supports available for ministers in your association/conference: *Rhineland Ministerial Association; Wisconsin Conference Community of Practice; Eagle River UCC Clergy Breakfast; Wisconsin Conference Clergy Coaching; Wisconsin Conference staff; Wisconsin Conference Seminary Debt Retirement program; the Merrill District Clergy meeting*

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.

Help us build our faith community including expanding Christian education and social opportunities for all ages.

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

We envision our minister helping us generate excitement with and expansion of our local and global missions. We also need help in living out "Whoever you are, wherever you are on life's journey, you are welcome here".

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

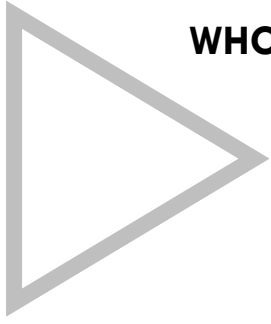
We are an older congregation, many with hearing problems. We need a minister who speaks clearly.

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.

We believe the following four categories are important for the next minister:

- 1. Exhibits a spiritual foundation and ongoing spiritual practice*
- 2. Builds transformational leadership skills*
- 3. Works together for justice and mercy*
- 4. Strengthens inter- and intra-personal assets*

In addition, "articulating a theology and practice of ministry consistent with the UCC Manual on Ministry as a guide" and "making sacred stories and traditions germane to us today" are extremely important.



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)

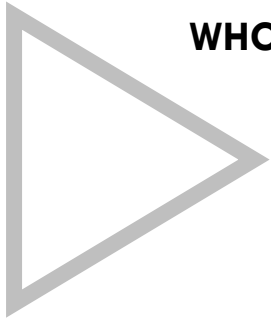
Who is God calling you to become as a congregation?

God is calling us to be followers of Jesus – with each other, in our church, in our community, in our country, and in the world. We are challenged to use the gifts we have been given in all ways with and for all people. We strive to be kind, loving, and fair, and to reach out to others in our community. We need to accept change and to grow in spirit. Always we strive to accomplish these goals by listening to the Holy Spirit.

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

The challenges in our community (apathy, departure of young people, increase in Medicaid and school free-lunch recipients, shrinking middle class) directly impact and reflect the challenges which face our church and, at the same time, provide us an opportunity to respond to what God is calling us to do.

In an effort to attract new members, we have recently held an alternative service (which is usually mid-week) in place of our traditional Sunday worship; this was quite well received. Additionally, we are planning to obtain more technical audio/visual equipment in order to augment and enhance our educational and worship experiences. We have recently held Visioning Workshops to help guide us in the future. Our hope is that these efforts will help us increase opportunities to reconnect with one another and rebuild congregational bonds.



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

Describe your congregation’s life of faith.

Per our constitution, the purpose of our church shall be to worship God, to proclaim the gospel of Jesus Christ, and to celebrate the sacraments; to realize Christian fellowship and unity within this church and the Church Universal; to render loving service to the human family; to strive for righteousness, justice and peace; and to embrace the vision that “whoever you are and wherever you are on life’s journey, you are welcome here”.

Our statement of faith is an expression of the spirit in which this congregation interprets the Word of God:

- 1. We value religious freedom and the accompanying responsibility to explore and put into action the teachings of Jesus using our own unique experiences, questions and ideas.*
- 2. We strive to balance our rich religious past with openness to new ideas, people and possibilities.*
- 3. We envision an alternate, open-minded and inclusive community of faith in which:*
 - a. We believe that God, however you/we define God, is all-loving and inclusive.*
 - b. Our congregation welcomes and accepts all persons as they are.*
 - c. Our minds are nourished as much as our souls.*
 - d. We affirm our responsibility as members of the United Church of Christ that in each generation we make faith our own in reality of worship, in honesty of thought and expression.*
 - e. Jesus is rediscovered and made relevant for the 21st century world and its people.*
 - f. We grow a just and peaceful world together through action.*

Describe several strengths or positive qualities of your congregation.

We have many members who are actively involved in the Rhinelander community. Our members are mission oriented. We have many members of long standing and we have a strong music program. We have people on boards and who serve as volunteers. Organizations include the YMCA, Library Foundation, ArtStart, Northern Arts Council, food, clothing and personal essentials pantries, Habitat for Humanity, Oneida Co. Fair Board, Downtown Rhinelander, Inc., Rhinelander School Board,

volunteer fire department, Kiwanis, Rotary, Salvation Army, Assoc. of Churches for Emergency Support, Lifeboat, various music groups, community theatre, and AARP income tax preparation.

Describe what worship is like when your congregation gathers.

Worship is currently scripturally based and the Common Lectionary is followed. We are open to and enjoy personal adaptations of worship. As an example, at a recent baptism the pastor included the child's family in interpersonal conversation at the altar and established a connection with the congregation. At the conclusion of the baptism, the father of the child, not the minister, introduced the child to the congregation. This was something we had not experienced before and was very well received. Music is chosen to enhance the worship experience and can be diverse with participants from within and outside the congregation.

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

1. Lesson series on Forgiveness was presented by a retired pastor who is a church member.
2. Visioning workshops were led by an interim pastor.
3. Weekly Study & Share Bible study is led by the pastor.
4. Monthly "Movies That Matter" are presented by a church member.

Describe how your congregation is organized for ministry and mission.

Five boards report monthly to the Executive Council. Each board may form Ministry Teams as needed to address specific needs. Board minutes are published and visible within the church. Each board and the Executive Council meet once a month for approximately one hour. If there is a crisis within the church, the Moderator is notified and further action is communicated via email as necessary.

Can you provide the next minister with a copy of an organization structure, by-laws and/or annual report to further explain the patterns of the church's activity and governance? Yes

11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite) See Page 28 for the 11-Year Report

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	120	Estimate

Number of active non-members:	35	Estimate
Total of church participants (sum of the numbers above):	155	Estimate

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	80%	Estimate
Less than 10, more than 5 years:	12%	Estimate
Less than 5 years:	8%	Estimate

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>
5	2	3	5	5	10	25	70	30	Estimate

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	10%	Estimate
Joint household with minors:	15%	Estimate
Single adults age 35-65:	3%	Estimate
Joint household with no minors:	54%	Estimate
Single adults over 65:	18%	Estimate

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	37%	Estimate
College:	53%	Estimate
Graduate School:	7%	Estimate
Specialty Training:	3%	Estimate
Other (please specify):	0	Estimate

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	42%	Estimate
Adults who are retired:	54%	Estimate
Adults who are not fully employed:	4%	Estimate

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

More than half of our members are retired. The remainder are employed in teaching, medicine, forestry, social work, blue collar jobs as well as small business owners such as liquor sales, physical therapy, bath and kitchen design, plumbing and heating, resort owners, and more.

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 99.9% Caucasian. We do have one member who is Native. We are single, married, divorced, widowed, straight, gay, or just not sure. We are rich, poor, skinny as a rail or could afford to lose a few pounds. We are over 60 or not yet grown up or grew up too fast. We are tree huggers, starving artists, latte sippers, vegetarians, junk food eaters, or sensible cooks. We are clean or in recovery or still addicted. We work too hard, don't work at all, can't spell, or are proud members of the Spelling Police. We are seekers, doubters, bleeding hearts or believers. In our diversity we are ordinary and extraordinary!

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 welcome diversity but have not engaged in a formal program concerning diversity.

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	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders,</i>

	in attendance	<i>pastors, musicians, other staff)</i>
Adult Groups or Classes	12	Lay leaders
Baptisms (<i>number last year</i>)	3	Pastor
Children's Groups or Classes	4-6	Lay leaders
Christmas Eve and Easter Worship	C = 216 E = 135	Pastor and music staff
Church-wide Meals	15 to 65	Lay leaders
Choirs and Music Groups	44	Music staff
Church-based Bible Study	8-10	Pastor
Communion (<i>served how often?</i>)	Once a month plus M. Thurs. and Ash Wed.	Pastor
Community Meals	8+	Lay leaders
Confirmation (<i>number confirmed last year</i>)	None	Pastor
Drama or Dance Program	10-20	Lay leaders
Funerals (<i>number last year</i>)	5	Pastor
Intergenerational Groups	1 discontinued end of 2016	Music staff
Outdoor Worship	0	
Prayer or Meditation Groups	0	
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	1	Pastor
Worship (time slot: 9 a.m.)	50 - 75	Pastor, lay leaders
Worship (time slot: 6:15 p.m.)	8 - 15	Lay leaders, pastor
Young Adult Groups or Classes	0	
Youth Groups or Classes	3 - 6	Lay leaders

Other		
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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- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Ann Wahlers	No	N/A	N/A	Yes

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

She is active on boards and revered for her knowledge and passion.

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
Church Secretary	No	Part time	Pastor	27
Custodian	No	Part time	Pastor	5
Interim Pastor	Yes	Part time	Executive Council	Since October 2017
Choir Director	No	Volunteer	Pastor	5
Handbell Choir Director	No	Volunteer	Pastor	35+
Organist	No	Volunteer	Pastor	43

REFLECTION

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

Not surprisingly, our overall ministry is limited by the age and seasonal status of our members. Should we find a way to appeal to younger families with children, we would enjoy a wonderful opportunity to expand our ministry and enhance and rejuvenate the traditions we so love, as well as to introduce new ways to worship together. We are an untapped potential and are waiting for a leader to work together with us to provide a spark.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$180,098.37
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$3,440.00
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$1,000.00
Transfers from Special Accounts	\$
Other (specify): Vacation Bible School income	\$115.00
Other (specify):	\$
TOTAL	\$

Current annual expenses (dollars budgeted for most recent fiscal year): \$183,166.00

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 45%

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

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year?

- Our Church's Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? Budgeted around 8%

What is the church's current indebtedness? None

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
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

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

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? *\$205,151.12*

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)? *None*

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*

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): *\$28,522.56*

Investments (other than endowment): *\$317,937.46*

Does your church have a parsonage? *No*

Describe all buildings owned by the church:

Our church building located at 135 E. Larch St., Rhineland, WI is a lovely one-story lannonstone building with a two-room minister's office; secretary's office; church treasurer's office; large nicely decorated lounge; meeting room with board room-style table which readily seats 12; music room; choir room; large and attractive fellowship hall; state-of-the-art, fully equipped modern kitchen; Sunday school wing with three large classrooms, and a small chapel/theater equipped with up-to-date audio/visual technology; and most important, a beautiful sanctuary which seats 240 (with cushions on the pews!) and is flanked by nine gorgeous contemporary stained glass windows designed by Charles Z. Lawrence of Philadelphia, PA, fabricated by John Koch of Architectural

Alliance, Inc. of Minneapolis, MN, and installed in 1993; a marvelous 1,000-pipe Casavant organ installed in 1996; a huge rough-hewn wooden cross at the head of the chancel; and a small balcony for the bell choir. At the back of the balcony is an exquisite round stained glass Creation window. The exterior of the church is professionally landscaped and maintained, and surrounding the manicured lawns is forest with century-old oaks and towering pines. A family of white tailed deer inhabit the wooded area and are often seen near the church building. They have been invited to become members, but thus far have declined; we believe they may be Naturalists!

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

Which spaces are accessible to wheelchairs? *All spaces are accessible except the chancel area and balcony. A ramp could easily be installed in the chancel area.*

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

What new ministry initiative has your church financed?

"God Is Still Speaking" initiative

"Five Practices of a Fruitful Congregation" initiative

None recently

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.

- 1. We became the first organization in our area to organize, staff, and house a food pantry.*
- 2. After many years we voted to close our food pantry, as a more organized and better staffed stand-alone food pantry had developed, thus leaving a void in our collective outreach.*

The most important event in the last ten years was that we became open and affirming by an almost unanimous vote.

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

We have added a monthly alternative service called 4U2, held on Wednesday evenings. In the recent past this service has also been held occasionally at the normal Sunday worship time and has been well received.

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.

Having spent some years as a divided membership, we are in the long process of healing ourselves. Some members supported the then-called pastor as he taught and preached an alternative theology, and others longed for traditional worship and theology. We are respectfully doing the work of the church. We hope to become a more understanding and open congregation, allowing one another to go in the direction of authentic different paths which open hearts to God’s love and understanding.

Describe an occasion when your church experienced conflict without being able to resolve it well.

We have had a tough time of late. While we do all love one another (most of the time), some of us are more outspoken and assertive (a minority) than others of us (the majority) and, as might be expected, it’s difficult to find neutral ground on which both can be comfortable. But we are Congregationalists after all, and we work hard at working together respectfully toward our common goals. We all know that each of us desires in his or her own way to follow the teachings of Christ, and we make every effort to allow one another to go in the direction each desires without criticism or rebuke.

Question: does your church have structures for dealing with conflict? *We do not have written policies and procedures, but we do have a personnel committee. In addition, the Wisconsin Conference is available for resolution of conflict resolution.*

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Dr. Christopher Hucker	2012-2016	Y
Rev. Dr. Dale Bishop	2006-2011	Y
Rev. Jeffrey Wartgow	1999-2004	Y
Rev. Dr. Mark Pirazzini	1989-1999	Y
Rev. David Michael	1975-1987	Y

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

We value humility and authenticity. We attempt to honor and respect a range of beliefs and desires as we recognize this range exists among our members.

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

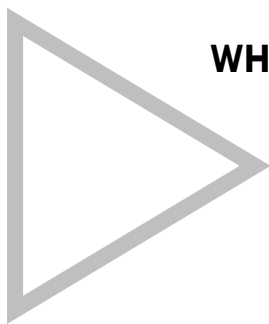
In our recent past two pastors have left due to personality conflicts and theological differences. We are prepared to share details verbally.

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

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

We make quilts for Moon Beach Camp; offer Fair Trade items for sale; assist Habitat for Humanity; participate in ACES, a program where area churches provide funds for emergency assistance; founders of and ongoing support for Warm for Winter, a clothing give-away program; worship services at a local nursing home; rummage sales to earn funds for church projects; participants in World Day of Prayer services yearly; provide twice-monthly meals for local homeless shelter; help staff local food pantry once a month; participate in providing backpacks for school-age children; provide Christmas gifts for children and elderly in conjunction with other community social service agencies; started a Love Rhinelander day for congregants to provide various services to those in our community; provide scholarships for Moon Beach campers; allow use of the facility for outside groups; perform weddings and funerals for non-members.

As far as global connections, we have participated through the emergency ministries of the UCC for natural disasters. The congregation has also written letters to military personnel.

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

Church members regularly participate in the Wisconsin Conference Annual Meeting, the Northwest Assoc. Annual Meeting and General Synod, the Merrill District Clergy Meeting.

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.)

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 checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" 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 |

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

We anticipate A2A in the near future

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

We participate in ecumenical worship services and the Assoc. of Churches for Emergency Support program.

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.

As can be seen from the listing of mission activities above, we do collectively spend much time going out into the wider community.

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?

We support the pastor's involvement in ecumenical activities as well as the Wisconsin Conference, Northwest Association, and General Synod.

MISSION InSite

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

The trend shown in the MissionInsite report towards a more aging population provides us the opportunity to create an environment favorable to older members of the community. There are also many unchurched people in our town, along with many former members who have left our church. These all provide us opportunities for outreach and evangelism.

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?

Our congregation's demographics reflect the demographics of our community and environs, with the exception that there are few families with younger children in our church.

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

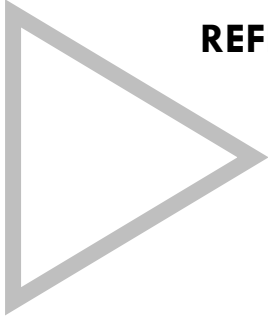
Insofar as our community is an aging one, its demographics shape our congregation and its ministries, as we are also aging. There are, however, two additional factors related to demographics which affect our ministry. First, we have very few children and so are not able to carry out a robust young people's Christian education ministry. Second, due to the many snowbirds in our congregation who leave for three to six months every year, our ministries fluctuate according to the energies and abilities of those remaining.

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

Our church is known for the quantity and quality of its outreach and missions. At the same time, the community is aware of intermittent difficulties within our congregation.

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

Friendliness, openness, the UCC philosophy, and we are accepting and inclusive.



REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

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

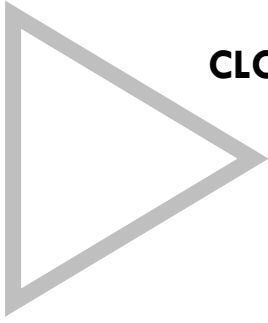
Rev. Dr. Dale Bishop, retired
511 Sunstein Rd.
Eagle River, WI 54521
715-479-1152 dbishop511@frontier.com
Former pastor

REFERENCE 2

D. Bruce Carlson, Funeral Director
134 N. Stevens St.
Rhineland, WI 54501
715-369-1414

REFERENCE 3

Tammy Modic, Director of Frederick Place Homeless Shelter
204 W. Frederick St.
Rhineland, WI 54501
715-369-9777



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Romans 1:12

“That is, that I may be encouraged together with you while among you, each of us by the other’s faith, both yours and mine.”

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? *Search Committee appointed by the Executive Council*
2. Additional comments for interpreting the profile:

Signed:

Name: Judith Pagano-Thoms

Title: Chair, Search Committee

Date: November 30, 2017

VALIDATION BY CONFERENCE/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:

A handwritten signature in black ink, appearing to read "Rev. Rob MacDougall". The signature is fluid and cursive, with the first name "Rev." written in a smaller, more legible script than the last name.

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

Email: rmacdougall@wcucc.org

Phone: 715-308-6120

Date: 12/1/2017



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

Church#: 862490

Assoc: 828

Schedule: 0 First Congregational UCC

Rhineland

WI

54601

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	502	153	96	7	0	3	14	16	-20
2006	486	130	80	0	0	7	14	9	-16
2007	503	154	50	11	9	2	5	0	17
2008	475	148	50	0	11	0	5	34	-28
2009	489	155	35	11	8	0	5	0	14
2010	488	158	38	0	5	1	7	0	-1
2011	477	115	28	0	3	0	7	7	-11
2012	346	100	20	0	7	0	2	136	-131
2013	274	81	28	0	1	2	8	67	-72
2014	280	76	32	0	9	0	3	0	6
2015	276	70	40	0	0	2	5	1	-4

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2005	\$277,313	\$0	\$15,000	\$3,308	\$18,308	\$26,344	\$44,652	5.41	\$321,965	\$229,223
2006	\$280,713	\$17,901	\$15,212	\$4,318	\$19,530	\$19,342	\$38,872	5.42	\$337,486	\$239,078
2007	\$181,761	\$0	\$20,000	\$5,475	\$25,475	\$21,306	\$46,781	11.00	\$228,542	\$226,825
2008	\$189,066	\$0	\$20,308	\$4,405	\$24,713	\$28,628	\$53,341	10.74	\$242,407	\$222,769
2009	\$193,711	\$52,791	\$20,000	\$4,494	\$24,494	\$20,576	\$45,070	10.32	\$291,572	\$243,408
2010	\$204,915	\$103,690	\$21,000	\$6,641	\$27,641	\$30,017	\$57,658	10.25	\$366,263	\$200,681
2011	\$184,247	\$0	\$21,650	\$3,441	\$25,091	\$30,842	\$55,933	11.75	\$240,180	\$213,340
2012	\$194,080	\$0	\$22,367	\$2,570	\$24,937	\$2,550	\$27,487	11.52	\$221,567	\$213,695
2013	\$193,855	\$0	\$17,949	\$3,443	\$21,392	\$4,421	\$25,813	9.26	\$219,668	\$203,538
2014	\$101,483	\$0	\$12,420	\$4,142	\$16,562	\$5,864	\$22,426	12.24	\$123,909	\$160,078
2015	\$180,777	\$0	\$14,000	\$1,568	\$15,568	\$4,369	\$19,937	7.74	\$200,714	\$156,505

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	TOTAL CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2010-2015	-43.44	-55.70	5.26	-66.67	-14.29	-11.78	-43.68	-45.20
2005-2015	-45.02	-54.25	-58.33	-80.00	-80.00	-34.81	-14.97	-37.66

Please note: Zero values ("0") or ("0.0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

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

**UNITED CHURCH
OF CHRIST**



LETTERS OF REFERENCE

November 3, 2017

To whom it may concern:

I have been asked to provide a “letter of reference” for potential pastoral candidates for the First Congregational United Church of Christ in Rhinelander, Wisconsin. I am happy to do so. I was pastor of this church from 2006 until 2011, when I retired. For the first year and a half of this period, I was licensed to serve the church by the Northwest Association of the Wisconsin conference and subsequently, in November of 2008 I was ordained there and installed as pastor and teacher. Those five years were among the happiest of my thirty-one years of active service in the United Church of Christ, most of them in the national setting of the church.

I came to the church after an unsettled period in its history. It had enjoyed two lengthy and stable pastorates in the 1980’s and 1990’s, but had a rough patch in the early 2000’s. People were honest about the conflict that had torn the church, but they were also ready to move on. My first impressions were that the congregation liked to be challenged intellectually and theologically, and that they were committed to carrying out God’s mission in the community and in the wider world. I looked forward to leading worship. The congregation was attentive and thoughtful, and the music was excellent. The church has been blessed by having good musicians with varying musical tastes and expertise, and a superb organ—the best in northern Wisconsin, I think. It was, for me, a kind of dream come true—working with a group of people committed to mission who were, at the same time, nurtured by a vibrant spirituality. I felt loved, and I loved them back.

After my retirement, I did my best to follow the mandate of the pastoral code of ethics to separate myself from the ongoing life of that congregation, as much as I cared about it. But these are small communities in northern Wisconsin, and I became aware that conflict had arisen once again in the church. I know very little about it, but in these small towns, staying blissfully ignorant can be difficult. What I do know is that there is great potential for faithfulness and commitment in that congregation, at least as I knew it. That certainly proved to be the case when I began my ministry, and I trust that it still is.

Here are some of the strengths of the congregation: it is an intelligent and curious (in a good way) group of people. They listened to my sermons; I never felt that I needed to “dumb things down.” (If I had, I would have heard about it.) They are a caring congregation. They were instrumental in getting a much needed homeless shelter going, and they have continued to support it financially and in people hours. (I know this because I have been a member of the board of the homeless shelter.) They have given space in the church for AA, al-Anon and for respite for Alzheimer’s care-givers. They started the first food pantry in the community, and when a broader-based successor came into being, they were gracious in supporting it as they withdrew, however reluctantly, from their own program. Members of the church, self-starters,

developed a “Warm for Winter” program of distribution of clothing and bedding to help less fortunate people cope with our harsh winters in northern Wisconsin.

The church facility itself is beautiful. I love the large, rough-hewn wooden cross that dominates the chancel area. The church is well located, next door to the Rhinelander High School, and it is well used by the community, including for programs in the arts. The building has been well-cared for, and members take justifiable pride in it.

Here are challenges: we have an aging population in our area, and the congregation was, and I presume still is, aging. I also worried that the financial support for the church’s program was highly dependent upon the generosity of a relatively small number of church members. People are VERY generous—at least three years during my pastorate we had the unusual challenge of coping with a budget surplus. This after we quadrupled our giving to OCWM. And perhaps the most serious challenge is a loss of confidence after a couple of stormy periods in the church’s relatively recent history. When I arrived people were down on themselves and worried about their image in the community. I trust that a good interim ministry will help the congregation to regain its confidence in itself after this latest turmoil.

To a prospective pastor I would say, as two of my predecessors said to me, “This is a good church.” It is a good church.

Faithfully,

Dale L. Bishop

511 Sundstein Rd.

Eagle River, WI 54521

dbishop511@frontier.com;

715-479-1152

204 West Frederick Street
PO Box 913
Rhineland, Wisconsin 54501



Phone: (715) 369-9777
Fax: (715) 369-5174
nathnorthwoods@gmail.com
www.nathnorthwoods.com

November 27, 2017

First Congregational United Church of Christ
135 E Larch Street
Rhineland, WI 54501

To Whom It May Concern:

This letter is being written on behalf of Northwoods Alliance for Temporary Housing, Inc. (NATH) which owns and operates Frederick Place Emergency Temporary Homeless Shelter.

First Congregational United Church of Christ (UCC) in Rhineland has been partnering with NATH since before Frederick Place opened its doors in January of 2011. The church and its members have partnered with us in many different ways. They have supported Frederick Place by providing multiple meals a month for many years now. This has been taken on by a wonderful group who have taken their time to provide home cooked meals for the over 600 unduplicated residents who have called Frederick Place home. Each meal that is provided helps us to keep our general operating costs down and means a great deal to us.

The church has partnered with NATH to provide financial donations both directly from the parish as well as by hosting events that have helped to raise money for the operations of Frederick Place. They have hosted a nationally known organist and several of our Soup for Shelter events. These free will donation events have helped raise several thousands of dollars.

The church also continues to host our monthly Community Outreach and Fundraising Committee meetings allowing us to continue to plan for the future of Frederick Place. This has helped us by providing a location for this large group. Several of the parish members also sit on this committee and serve as NATH Board of Directors.

The only area of improvement would be to have the minister him/herself be actively involved in the understanding of NATH or one of its committees. Although members have filled this role the minister(s) have not always sought the knowledge that the members have.

The word partner truly does describe UCC and its members and we are forever grateful for their presence in the support of NATH. Please feel free to contact me with any questions specific to this wonderful partnership.

Sincerely,

TAMMIE A. Modt. M.S.W
NATH Executive Director



Carlson

FUNERAL SERVICE, INC

134 N. Stevens Street • Rhinelander, WI 54501 • Phone 715-369-1414



www.carlsonfh.com

D. Bruce Carlson
John Mayo
Michael Carlson

November 14, 2017

To Whom It May Concern,

My name is Bruce Carlson and I am the current President and 4th generation of my family to operate the Carlson Funeral Home. I am joined by my brother in law John Mayo and my son Michael, the 5th generation. The Rhinelander community has called on us at their time of need for a little over 105 years. We thank God for the trust that families have shown us each and every day. Throughout those 105 years God has blessed us with many close relationships. Among those are the wonderful members of the First Congregational UCC Church that we have been blessed to serve. We have always been treated as though we were a member of their family and I can only hope and pray that we have returned the favor.

The members of the First Congregational UCC church of Rhinelander have always been some of the most caring people in our community. They have come from all walks of life and have been the leaders of our community, not only in their chosen profession, but also in their efforts to support and improve our community. Their members have also set a good example by being grounded in the church and showing the community what they have and what they give, is from the Lord. It has been a pleasure and an honor to serve the members of this church.

We have also worked closely with all those that are responsible for the daily operation of the First Congregational UCC. That would include the office staff, custodial staff, musicians, ladies and gentleman assisting with luncheons, and the clergy. Any minister considering coming to Rhinelander would find an office and structure that we have always found to be one of the easiest to work with. They have always gone out of their way to make things work for each and every family grieving the loss of a loved one.

We have also worked closely with all of the Ministers of the UCC church. Beyond our need to work together for the wellbeing of the families, they have been our neighbors and friends. We have been partners in civic projects, Christmas programs and duck blinds (Rev Lamar). For the most part they have been all that a congregation could ever hope for, with a couple of exceptions.

There have been a couple of instances when the UCC church has had Clergy in my humble opinion, that had their own personal agenda. Often times it did not have the purpose of expanding God's kingdom here on earth. Now mind you, we have had an entirely different relationship with those people than the members of the church have had. All I will say is God teaches us to be the same person when people aren't looking. Unfortunately that was not the case with a couple and I think that they may have caused some division among people that should never have occurred. This however is not unique as most congregations go through this at some time in their existence. There are a couple of congregations in



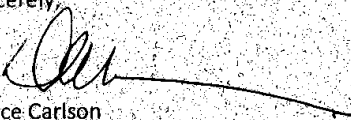
town going through this right now. Fortunately for the UCC church here in Rhinelander those instances were not many and were short lived. It is good for us to remember that at those times, God is challenging us and judging us on how we handle it. This is the strength of the First Congregational UCC church in Rhinelander. They have had some challenges. They have faced the challenges and handled them and then moved on to the real purpose of any church, spreading God's word to all nations.

I believe that any person that has chosen to be a called worker of the Lord would find an eager flock at the UCC church here in Rhinelander. They would find a community ripe for mission work and a congregation that is willing to support those efforts. It has been our experience that the clergy that have God as their guide in all that they do and have put the spiritual wellbeing of their members first, have flourished here in Rhinelander. In those instances God blessed all those involved, the congregation, the community and themselves. If you are that person you will find a congregation and a community full of love and good will, that you will be proud to call your home.

Thank you for the opportunity to share my thoughts and I hope and pray that God answers your prayers in regards to your search.

God's blessings to all of you.

Sincerely,



Bruce Carlson