

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

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

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Grace United Church of Christ

Kohler, Wisconsin

Pastor – Settled

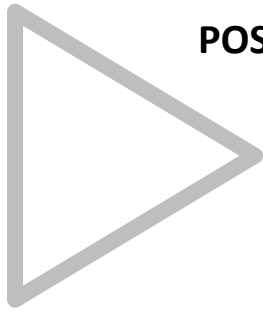
Wisconsin Conference UCC

December 1, 2017

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- 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)*



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Grace United Church of Christ

Street address: 500 School Street, Kohler, WI

Supplemental web links: <http://www.graceucckohler.org/>

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

Conference: Wisconsin Conference UCC

Association: Northeast Association of WI UCC

UCC Conference or Association Staff Contact Person:

Reverend Jane Anderson – Associate Conference Minister
4459 Gray Road, DeForest, WI 53532
janderson@wcucc.org

Summary Ministry Description:

Grace UCC, located in historical Kohler, Wisconsin, finds itself centered amongst a charming garden village filled with dedicated citizens from all walks of life. With a population of approximately 2,100 people, the vibrant village of Kohler may seem small, yet it is a highly desirable community surrounded by residential neighborhoods, major employers, excellent schools, beautiful and well-planned landscapes and mixed-use opportunities.

Nestled between Sheboygan Falls and Sheboygan, Grace UCC is conveniently 10 miles away from the shores of Lake Michigan. There is no shortage of experiences to enjoy such as art, music, sports, nature, fine cuisine, golf, state parks, and many outdoor activities. Additionally, nature abounds when heading to the Western part of the county into the beautiful rolling hills of the Kettle Moraine. When the bustling city life calls, it is only an hour drive to Green Bay or Milwaukee and two and a half hours to Chicago.

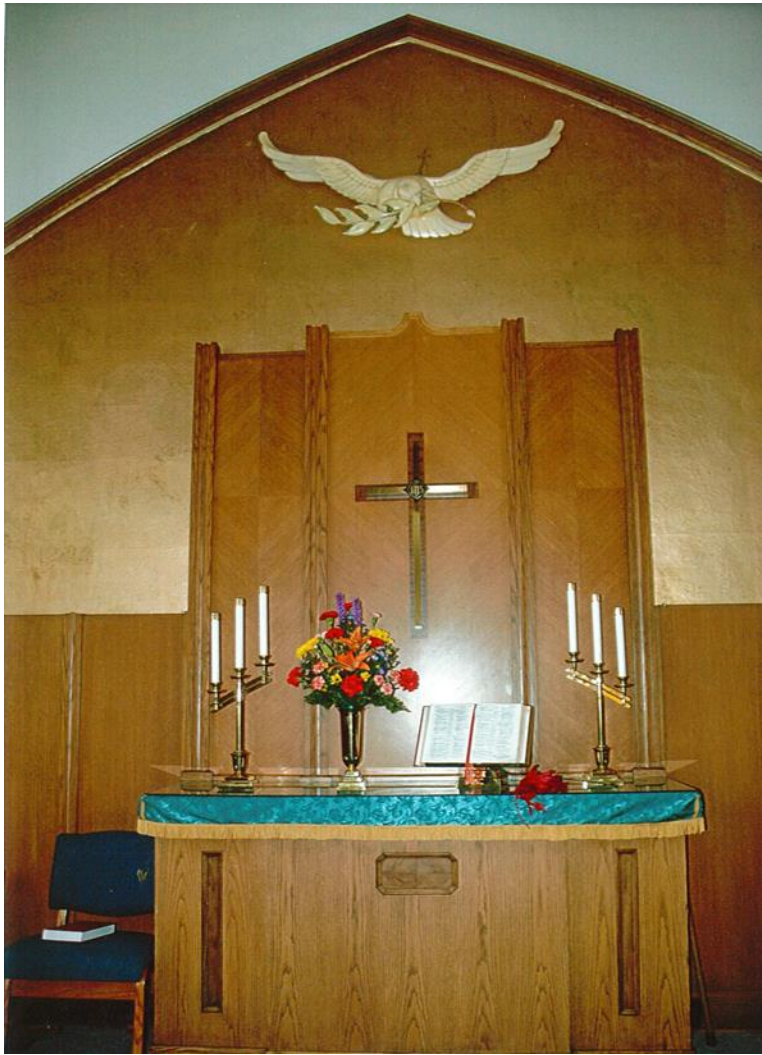
Kohler and the surrounding communities also offer an exceptional array of employment opportunities. The area is home to companies such as KOHLER, Sargento and Johnsonville which offer a variety of occupational opportunities in manufacturing, technology, hospitality and engineering. Additionally, there are several local colleges and universities and medical centers located within and nearby the area.

The congregation of Grace UCC represents the surrounding hard-working, tight-knit community of Kohler. The community environment can best be described as “Love Thy Neighbor.” The offer of continual support, friendship, and love to one another is easily seen throughout both the community and the congregation at Grace UCC.

As a congregation, we value the tradition of our foundation roots while at the same time, have a strong desire to embrace new ideas and future innovation that will foster growth and engagement. We are seeking a dynamic person who will lead us to ignite the community; encouraging and leading us in faith and purpose. Together with Jesus, we will continue to grow our faith; creating a loving space for worship, acceptance, and community.

Photographs:







What we value about living in our area:

We are extremely lucky to call Sheboygan County home. Sheboygan County has a plethora to offer in the areas of culture, music, art, dining, outdoors, and geographical beauty. From hiking, swimming, boating, and surfing (yes surfing), Sheboygan has everything for one who loves outdoor recreation. Additionally, Sheboygan area puts a big emphasis on arts and culture offering theatre productions, symphony, and both large and small- scale concerts at The Stephanie Weil Center, Kohler Arts Center and Kohler Memorial Theatre.

The Village of Kohler is unmatched in quaint beauty, green space, and quality and ease of life. Beyond its beauty, Kohler is consistently ranked a top education system in the state. Furthermore, the Village prides itself on being a community of neighbors who care for and look out for one another. It is a place with celebrated tradition and pride in community.

Current size of membership: 262

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

Position Title: Pastor

Position Duration:

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines?
Competitive package for church of our size

SCOPE OF WORK

Grace Church is an accepting community of faith committed to growth through change. We will become a hybrid of our past with a new change leader who takes ownership, focusing on younger congregation and development of new programs.

Core Competencies:

Good Leadership Skills, Sociable, Organized

COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$54,000

Benefits:

Salary plus Benefits

What is the expected living situation for your next minister?

Parsonage or living nearby with a housing allowance.

Comment on the residential/commuting expectations for your next minister. None

State any incentives:

None/TBD

Describe peer and professional supports available for ministers in your association/conference:

Local Pastoral Group

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.

1. Growth in membership
2. Keeping status quo as friendly
3. Create excitement for participation and volunteers
4. Welcoming friends
5. Warm experiences relating to children
6. Working with other churches and missions in county- "wider vision"

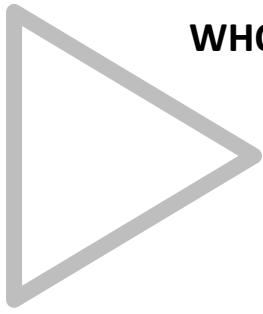
Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

1. Attend organizations with other pastors
2. Network with community organizations
3. Be pro-active to service organization in the community

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

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.

1. Building Transformational Leadership Skills
 - Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
 - Strategically creating the future of God's Church
 - Witnessing in the public square to God's redeeming power.
 - Performing necessary and appropriate administrative tasks.
 - Working collaboratively with intercultural awareness and sensitivity.
 - Encouraging leadership development of self and others through continuing education and lifelong learning.
2. Strengthening Inter- and Intra- Personal Assets
 - Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
 - Living in relationships of covenantal accountability with God and the Church.
 - Exhibiting strong moral character and personal integrity.
 - Respecting the dignity of all God's people.
 - Understanding and ministering to stages of human development across the life span.
 - Demonstrating excellent communication skills.
3. Caring For All Creation
 - Nurturing care and compassion for God's creation.
 - Maintaining a basic understanding of mental health and wellness.
 - Practicing self-care and life balance.
 - Providing hope and healing to a hurting world.
 - Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate.
 - Stewarding the resources of the Church.
4. Working Together For Justice and Mercy
 - Drawing on the ministry of Jesus Christ to confront injustice and oppression.
 - Practicing the radical hospitality of God.
 - Identifying and working to overcome explicit and implicit bias in the life of the Church.
 - Understanding community context and navigating change with a community.
 - Engaging in mission and outreach.
 - Building relationships of mutual trust and interdependence.



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 become an open, friendly and welcoming congregation. We are called to be supportive of one another and celebrate each other. We are called to provide an environment for our children to learn and grow in Christian values and love. We are called to look for opportunities to work and serve the local community and beyond through volunteerism and giving.

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

Our congregation has had the ability to work together to embrace challenges and find solutions and opportunities in regard to both our church and the local community.

In the past we have collaborated on projects such as an addition to the church building and the purchase of a new organ. We are currently working on the goal of restoring and protecting our beautiful stained-glass windows.

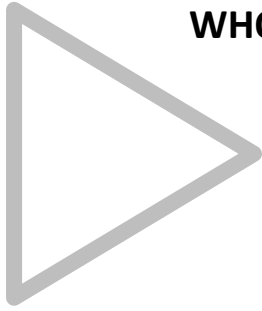
We have held workshops such Core Values Workshop and retreats to gain better understanding of each other and needs and desires of the congregation as a whole. Additionally, we are beginning to offer opportunities for learning and spiritual growth and reflection with Wednesday evening group sessions.

Our congregation has celebrated giving through Consecration Sunday Service and congregational meal.

We have embraced the spirit of giving and serving through activities such as: providing back packs and supplies to local children in need, preparing and serving Emmaus meals through the local Salvation Army, coats for kids donations, food pantry donations, Holiday giving tree for families at Head Start, and Turkey in a bag donations.

We look for opportunities to engage and welcome the local community with events such as: Brat Fry and Social on the lawn prior to Kohler High School tradition of Graduation Scroll Night, Lakeland University public concert at Grace UCC, Community trick or treat with goodies and invitations for members of the community to join us for worship, leading/organizing and hosting the Community Christmas Carol walk consisting of three village churches, their members, and community members.

On the horizon is a community “Love your Neighbor” dinner, to be held during Valentine week.



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.

Providing meaningful worship and sacrament. Commitment to foster a welcoming atmosphere that invites enthusiastic participation and growing membership. Our life of faith includes the commitment to encourage and support our pastor.

COVENANT OF GRACE CHURCH

We covenant one with another to seek and respond to the word and the will of God. We purpose to walk together in the ways of the Lord, made known and to be made known to us. We hold it to be the mission of the church to witness to the gospel of Jesus Christ in all the world, while worshiping God, and striving for truth, justice, and peace. As did our Fathers, we depend on the Holy Spirit to lead and empower us. We pray for the coming of the Kingdom of God, and we look with faith toward the triumph of righteousness and eternal life.

Describe several strengths or positive qualities of your congregation.

We are active participants who are inclusive, friendly, giving and generous. We meet our financial obligations and have strong volunteer commitment. We have a strong youth and adult music program that enhances our worship services.

Describe what worship is like when your congregation gathers.

Our worship has been described as traditional with a magical touch of comfort. The messages received are uplifting and thought provoking. Children are welcomed in the children's sermons. Services are music filled with children's choir, adult choir, and other occasional performers. Biblical messages are tied in with everyday life examples. At the conclusion of service people leave with a sense of belonging and being uplifted.

Our congregation has a wonderful baptism tradition where the newly baptized baby/child is walked up and down the aisle by the pastor for all the congregation to see.

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

Our curriculum is based largely on opportunity for giving and serving the needs of the community and bringing awareness to those in need.

Recently began Mission Sundays to get youth involved in community. Encourage confirmation class to meet service hour requirements.

Our church has a goal for expansion of youth programs to include more programs open to the community and potential to work together with other community churches and organizations.

We are focused on increasing the frequency of mission trips for youth and adults.

We continue to form our faith through workshops and discussion groups.

We are working to create more opportunities for adults in faith formation and affirmation.

Describe how your congregation is organized for ministry and mission.

Our church follows our Constitution, Rules and Procedures: See attached

We are organized into committees which are divided in categories and are volunteer based. Committee decisions are communicated verbally on Sundays as well as through "Grace Notes" and email.

- When it comes to decision-making, how many hours are spent in meetings per month?
Approximately 10 hours
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? The head of the grounds committee took the initiative to contact the appropriate people for repairs on the church exterior. This decision was brought to the congregation whom supported the decision with unanimous support.
- 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



UNITED CHURCH OF CHRIST

ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC

UNITED CHURCH
OF CHRIST

YEARBOOKS

Church#:	861330	Schedule:	O	Grace United Church of Christ	Kohler	WI	53044			
Assoc:	824									
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHRED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFEROR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NETMEMBS ADDS-REMOVED	
2006	339	121	118	4	0	10	6	14	-6	
2007	325	117	109	4	0	8	12	14	-14	
2008	330	113	80	3	0	10	6	2	5	
2009	323	105	93	7	0	8	13	9	-7	
2010	319	103	87	6	0	4	6	8	-4	
2011	311	97	36	4	0	0	5	7	-8	
2012	304	95	49	3	2	0	2	10	-7	
2013	298	86	77	9	0	2	4	13	-6	
2014	294	85	336	3	0	5	8	4	-4	
2015	285	79	54	0	0	4	4	5	-9	
2016	287	77	49	3	0	5	4	2	2	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCMW	OTHE R GIFTS	WIDER MISSION	BASIC SUPP%	TOTAL EXPEND	PLEDGES AND OFFERINGS
2006	\$123,709	\$0	\$11,894	\$1,442	\$13,336	\$1,377	\$14,713	9.61	\$138,422	\$110,452
2007	\$121,819	\$0	\$13,028	\$1,594	\$14,622	\$725	\$15,347	10.69	\$137,166	\$122,827
2008	\$123,030	\$11,903	\$12,382	\$2,305	\$14,687	\$1,313	\$16,000	10.06	\$150,933	\$124,670
2009	\$129,687	\$4,098	\$13,252	\$1,264	\$14,516	\$3,115	\$17,631	10.22	\$151,416	\$128,517
2010	\$120,927	\$11,917	\$12,557	\$962	\$13,519	\$3,060	\$16,579	10.38	\$149,423	\$123,922
2011	\$118,540	\$26,741	\$6,755	\$1,764	\$8,519	\$4,183	\$12,702	5.70	\$157,983	\$122,429
2012	\$132,702	\$27,220	\$7,365	\$1,532	\$8,897	\$3,246	\$12,143	5.55	\$172,065	\$126,285
2013	\$121,701	\$0	\$6,094	\$860	\$6,954	\$2,156	\$9,110	5.01	\$130,811	\$114,608
2014	\$127,270	\$0	\$6,104	\$1,137	\$7,241	\$7,054	\$14,295	4.80	\$141,565	\$120,133
2015	\$127,482	\$0	\$6,355	\$12,766	\$19,121	\$0	\$19,121	4.99	\$146,603	\$118,027
2016	\$126,540	\$0	\$6,230	\$4,108	\$10,338	\$8,660	\$18,998	4.92	\$145,538	\$114,117
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHRED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCMW	TOTAL EXPENDITURE		
2011-2016	-7.72	-20.62	36.11	100.00	-50.00	6.75	21.35	-7.88		
2006-2016	-15.34	-36.36	-58.47	-42.86	-70.00	2.29	-22.48	5.14		

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

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	262	Current less 2017 deaths
Number of active non-members:	25	
Total of church participants (sum of the numbers above):	297	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	60%	
Less than 10, more than 5 years:	25%	
Less than 5 years:	15%	

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>
15	12	33	22	22	30	47	40	43	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	21%	
Joint household with minors:	24%	
Single adults age 35-65:	.05%	
Joint household with no minors:	37%	
Single adults over 65:	12%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	3%	✓

College:	90%	✓
Graduate School:	3%	✓
Specialty Training:	4%	✓
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	52%	
Adults who are retired:	32%	
Adults who are not fully employed:	10%	

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

Wide range that reflects the local community.

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?

Western European background with minimal diversity – everyone is welcome.

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: No

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	0	

Baptisms (<i>number last year</i>)	3	
Children's Groups or Classes	43	
Christmas Eve and Easter Worship	150	
Church-wide Meals		Volunteers
Choirs and Music Groups	2	Adult and Children's
Church-based Bible Study	1	
Communion (<i>served how often?</i>)	77	
Community Meals	4	
Confirmation (<i>number confirmed last year</i>)	3	
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	5	
Intergenerational Groups	2	
Outdoor Worship	0	
Prayer or Meditation Groups	6-12	
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	3	
Worship (time slot: <u>8 am</u>)	15	
Worship (time slot: <u>10 am</u>)	75	
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
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- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or 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 (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Church Secretary	No	Part Time	Pastor	6 months
Treasurer	No	Part Time	Church Council	15+ years
Choir Director	No	Part Time	Pastor	30+ years
Custodian	No	Part Time	Pastor	30+ years
Organist	No	Part Time	Pastor	5+ years
Organist	No	Part Time	Pastor	20+ years
Choir Accompanist	No	Part Time	Pastor	25+ years

REFLECTION

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

Stable, committed, and devoted.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$117,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$4,000
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$11,000
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$
Other (specify): Interest/Grace Notes	\$1000
Other (specify):	\$
TOTAL	\$133,000

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 133,000

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 55%

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)

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

X One Great Hour of Sharing

X Strengthen the Church

X Neighbors in Need

X Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%) 5% operating budget
What is the church's current indebtedness?

Total amount of loan debt: none

Reason for debt:

Are capital and other payments current?

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. N/A

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

Year(s)	Purpose	Goal	Result	Impact
2007	Organ Update	\$83,000	\$83,000	Successful/Positive
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2018	Church Window Restoration	\$36,190	>\$12,000	Just started project in December 2017 For beautification and preservation
		\$	\$	

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

Does your church have an endowment? No

What is the market value of the assets?

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

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): \$50,000

Investments (other than endowment): \$115,000

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$1,200 monthly

How is the parsonage used? Currently used as a rental

Street / City / State / Zip: 514 School St, Kohler, WI 53044

Finished square footage: 1800

Number of Bedrooms, Number of Bathrooms: 4, 1.5

Assessed real estate value: \$235,000

Available for minister residence: Yes

Expected minister residence: No

Condition of structure, systems and appliances: Good

Entity in the church responsible for review and needed repairs:

Property Committee

Describe all buildings owned by the church:

Church, House, Garage

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.*) All – worship space, fellowship space, facility

Reflection: After reviewing the church's finances and assets described above, what does this

information reflect about your congregation's mission and ministry?

We are proud to have a history of being financially stable. Our budget has remained fairly constant. Our congregation continues to be committed to giving as is evident by our Capital Giving Campaign and fundraising. Our recent Consecration Sunday is an excellent example of the excitement for giving.

Currently we give 5% of our total budget to Our Church's Wider Mission.

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.

In the past ten years we have seen the revival of the children's choir. We have seen a new energy and commitment to service.

The biggest event in the life of our church in the past 10 years was the Celebration of our 90 year anniversary.

Another considerable event was the retirement and celebration event for Pastor Schroeder.

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

Our church has managed a more transient congregation with people moving and re-locating for work. The church receiving new members has allowed more members to be able to step up and serve in leadership positions. Our church recently amended it's Constitution to allow for shorter waiting period for new members to participate on Church Council.

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.

Our congregation is unique in diversity of age which can bring about different viewpoints and ideas. Where there has been potential for disagreement we encourage people to express opinions and move forward for the good of the entire congregation. This has proved successful in limiting conflict and is one of the strengths of our congregation. We have worked hard to have committees that are cross-sections of populations so all groups are represented.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Reverend Tom Schroeder, Pastor	28.5	Y
Chuck Morkin, Interim Pastor	1.5	Y

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

We have learned that we embrace a minister and consider them as family. We are supportive of the needs of our leadership which can be seen through our congregation having two pastors in the past 40 years. We look forward to new leadership that can guide us to reach our goals while continuing to challenge us to meet our potential.

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

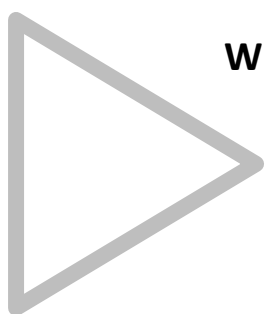
Ask us

Has your church been involved in a Situational Support Consultation?

Yes, not in past 30 years.

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?

Participation and giving for: Unicef, Adopted School in Tanzania, One great hour of sharing, Thanksgiving in a Bag, Backpacks, Emmaus Meals, Host several community gatherings with public invited.

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

Attendance at NE Association Conference meetings.

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) | Just Peace |
| <input type="checkbox"/> Creation Justice | Global Mission Church |
| <input type="checkbox"/> Economic Justice | Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | WISE Congregation for Mental Health |
| <input type="checkbox"/> God Is Still Speaking (GISS) | Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | 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 congregation is definitely interested in exploring how these certifications would be beneficial to our church and community.

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

Our congregation recently led and hosted a Community Carol with the Lutheran and Catholic churches in the community. The entire community was invited to join.

Good Friday service with a congregation in neighboring community.

We are looking to expand future interfaith activities in the future. On the horizon is a "Love your Neighbor" dinner.

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.

Our church activities are an accurate reflection of our mission statement.

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 congregation expects the Pastor to be wise and judicious in serving the needs of the community.

MISSION InSite

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

The indicators show little or slow change in most areas over the next decade. Furthermore, the lack of diversity within the community and congregation presents a wonderful opportunity.

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?

The community, both close and extended, share similar demographics and interests.

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

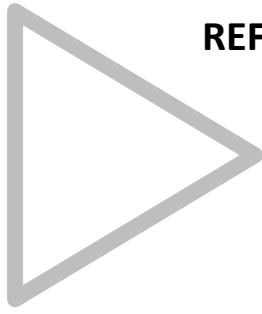
The demographics presented in the report are very similar to the congregation. Our ministry is made up of the same people as the surrounding community.

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

Grace UCC is a stable, welcoming congregation.

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

Many of them join the church after they get married and have kids. Others have family members or friends that already attend the church.



REFERENCES

REFERENCE 1

Dan Ognavic

920-452-1517, ognavic@gmail.com

Part-time Organist

Strengths in the ministry of Grace UCC:

The people of Grace minister to the needs of fellow members and the neighboring communities through worship services, programs and activities that are open and welcoming to all, from the youngest children to senior citizens. Always eager to welcome visitors to its services, I have seen how well guest musicians and their families are treated.

Areas for improvement in this ministry:

I feel Grace UCC faces the same challenges of all congregations. Church attendance and participation in this ministry are voluntary and can be affected by demands of school, sports, work, health (etc.). It's often challenging to keep young people engaged in the years following confirmation. Please remain patient – the young people and those who think they're too busy may return.

Significant personal experience with this ministry:

I have been a substitute organist at Grace UCC for over twenty-five years and have been treated warmly by the congregation and choir members for all this time especially during the transition from the old organ to the new one. Everyone was very patient as I struggled with the mechanical challenges of one instrument that was breaking down and then as I learned how to handle the new one.

As a private music teacher, I have on occasion brought in students to perform with me during worship services. These youngsters and their families have been treated kindly and felt the appreciation of the people of Grace Church.

Thank you for this opportunity to share my thoughts this evening!

Danny Ognavic - Sheboygan

REFERENCE 2

Brett Edgerle

Work: 920-459-3881, Mobile: 920-698-0971, bedgerle@kohlervillage.org

Director of Public Works, Kohler, Wisconsin

It may be useful to describe who I am, and my knowledge-base of Grace. My wife and I joined Grace in the 1990's. We were married by Pastor Schroeder in 1999 and our daughter was baptized in 2001. We left Grace in 2005ish as we were looking for a stronger Children program. The program was "weak," but I am not trying to blame anyone, as I could have stepped up and assisted. My wife and I are busy with work and with other programs outside of work....one more thing just was not in the cards. We joined a non-denominational Christian church in Sheboygan Falls in 2006ish. All this said, my observations may be outdated, as I have not attended a service there, with the exception of Pastor Schroder's last service (Easter 2017), in 13 or so years.

Overall the UCC Church is somewhat liberal in a very conservative community. That may be its greatest challenge. I know some parishioners left about the same time we did, due to the UCC's more liberal teachings. (Personally, I do not have a problem with these less conservative outlooks.) Grace is in need of new visions and leadership to "move the needle." I believe there are members that are looking to do more, if the challenges were more visible and effectively communicated.

Grace has a wonderful foundation of humble, sober, salt-of-the-earth parishioners. Their somewhat conservative opinions can be their greatest strengths or an area of improvement – depending on how you look at it.

Brett

REFERENCE 3

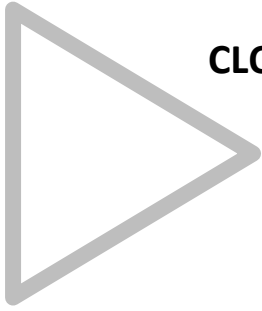
Sue Hildebrand

920-458-8027

Accompanist for Choir

1. An area of strength is the addition of new members, families with or without children. These new members have already taken service roles in the church. Our choir also continues to grow.
2. Building improvements were recently discussed at a congressional meeting, prioritizing needs and use of a memorial fund.
3. Working with the choir has been a great experience musically and socially. Dedicated and fun group that adds another to dimension to worship.
4. Grace church has a welcoming and friendly atmosphere. After Sunday services I am left with how I can better my faith and the faith of those around me instead of a feeling of guilt of what I have done wrong.

Sue Hildebrand



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Dear God, the church doesn't stand on any one person's shoulders. Not one of us can further Your plans on our own. But together, we can complement each other's strengths and cancel out our weaknesses. As a team, a unified body focused on the gospel of Christ, we can do great things in Your honor as we were purposed to do. Remind us always of Your love as we see our plans unfold and accomplish the goals we set. Through the power of the Holy Spirit that dwells in us through our belief in Jesus, our Lord and Savior, inspire our hearts to seek You in Your Word daily. In Jesus' Name Amen.

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? *(for example, church council or consistory, transition team, etc.)*
 - Church Council
 - Transition Team
 - Search Committee
2. Additional comments for interpreting the profile:

Signed: ***Paul A. Green***

Name: Paul Green

Title: Search Committee Chairman

Date: 1/26/18

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:

Name / Title:

Email:

Phone:

Date:

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22