

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Zion United Church of Christ  
Dale, Wisconsin

Part-Time Called Pastor

Northeast Association, Wisconsin Conference

February 2018

## LOCAL CHURCH PROFILE CONTENTS

- Ø Position Posting
- Ø Who Is God Calling Us To Become?
- Ø Who Are We Now?
- Ø Who Is Our Neighbor?
- Ø References
- Ø Consent and Validation

*“God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work.”*

*(2 Corinthians 9:8)*

## INSTRUCTIONS

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

For many congregations, the interim time between ministers is an intentional season that is guided in part by the 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.

## **Joint Opening Statement**

**Zion UCC and First Congregational are two unique congregations looking to learn from our past and grow in the future. You will find that both congregations have wonderful qualities and members who are looking to build their faith and stronger relationships with God. We are seeking a minister who will lead both churches in developing our Christian values and beliefs and inspire us to continue the mission of Jesus.**

**Currently, both congregations require filling our pastoral vacancy under a shared ministry agreement with Zion UCC in Dale, WI and First Congregational in Redgranite, WI. In looking to fill the position, both churches were introduced to the idea of a shared ministry. Although this idea is new for both churches we are excited about the opportunity this will provide for all of the members of both congregations.**

## **POSITION POSTING**

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

## LISTING INFORMATION

Church name: Zion United Church of Christ Dale, WI  
Street address: W9803 WI-96 Fremont, WI 54940

Conference: Wisconsin Conference

Association: Northeast Association

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

Rev. Jane Anderson 920-540-2586 janderson@wcucc.org

Summary Ministry Description:

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

Our congregation is focused on building and growing the opportunities for our congregation. We are highly devoted to our youth, who are our future and primary focus. Part of our vision extends into the community thru collaboration utilizing the diversity of the members. We are seeking an individual who will help us bridge our youth, faithful members, and those living in our local communities.

Photographs:



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

We are all members of small communities who value the rural culture and the feeling of being home. We value the family relationships with those who share our faith but are also members who share the same love for our towns.

Current size of membership: 70

Languages used in ministry (other than English): English

Position Title: Part Time Called Pastor

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

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

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

½ Time

Does the total support package meet conference compensation guidelines? Yes (Part Time)

## SCOPE OF WORK

The Pastor will be the spiritual leader of the church to help guide the congregation through the journey to find a permanent pastor for Zion UCC in pursuing the primary mission of deepening relationships with Jesus Christ.

This is position will be part-time estimated to be around 20 - 30hrs/week.

1. Develop and prepare Sunday service worship program.
2. Lead Sunday Worship service.
3. Participate in fellowship time following Sunday worship service.
4. Special services through the year including Christmas Eve, Ash Wednesday, and Maundy Thursday evenings.
5. Participate in monthly council meeting held during fellowship time.
6. Consultant and coordinator to boards, committees, and program leaders.
7. Pastoral services such as funeral and wedding services as needed.
8. Visitation of shut-in members, hospitalized members, and potential new members.
9. Provide counseling and referral services.
10. Expand opportunities for our youth.

## Core Competencies:

Youth-Driven, Casual, and Sociable

## COMPENSATION AND SUPPORT

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

\$1764.05/Month \$21,168.56/Annually

Housing Allowance \$1,075/Month \$12,900/Annually

Benefits (*choose one*): Salary plus Benefits

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)? *To be decided by the future pastor. A Parsonage is available next to the church if Pastor so desires.*

Comment on the residential/commuting expectations for your next minister. *Parsonage currently has a renter. Parsonage could become available to the Pastor or a Housing Allowance would be allocated.*

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): *Option for Sabbatical is negotiable.*

Describe peer and professional supports available for ministers in your association/conference: *Northeast Association among many others as decided by Pastor.*

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: *We have members in the Church who volunteer to perform services as needed which will allow for flexibility as needed.*

## WHO IS GOD CALLING TO MINISTER WITH US?

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

*Fostering engagement during children's moments and how that can relate and tie into sermons. Especially if other members would chose to lead the children's moments.*

*Coordination and Development of Youth Program to continue the development of faith in our youth.*

*Connecting historical biblical teachings to the congregation's current lives using the sermon as a basis in building relationships with the members of our church.*

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

*Opportunities for Growth, Community Events, and Outreach.*

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, No Specific Cultural Capacities.*

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.

## **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?

A fun, positive, and supportive environment that encourages the education and growth of our adult and youth congregation through the Christian Faith.

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

Extending beyond our church walls has been brought to our attention by providing additional resources to our community. A focus has been helping to fill the shelves of our local pantry by having members bring food items to donate. Our congregation has supported the pantry during the holidays by adopting area children and purchasing gifts for them based on need.

Over the past year we have spent numerous hours looking at the updates needed to our church. As our church members start to age we have found importance in providing them with the updates that are needed so they can participate in the activities of our congregation. This includes installation of a chair lift, remodeling of the fellowship hall, classrooms in the basement of the parsonage, and the current bathroom facilities.

Our Church is open to engaging in strategic planning as this has not been performed for a few years.

## **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.

*For example, what beliefs and commitments are stated in your congregation's purpose*



*statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?*

Zion United Church of Christ acknowledges as its sole Head Jesus Christ, the Son of God and Savior of all humankind.

It acknowledges as brothers and sisters in Christ all who share in this confession. It looks to the Word of God in the Holy Scriptures, and to the presence and power of the Holy Spirit, to prosper its creative and redemptive work in the world. It claims as its own the faith of the historic church as expressed in the ancient creeds and reclaimed in the basic insights of the Protestant reformers. It affirms the responsibility of the church in each generation to make this faith its own in reality of worship, in honesty of thought and expression, and in purity of heart before God.

In accordance with the teaching of our Lord and the practice prevailing among Protestant Christians, it recognizes two sacraments: Baptism and Holy Communion. We recognize the validity of both infant and adult Baptism. The administration of Holy Communion shall be one of open communion with all who repent of their sins and seek to be at one with God, through Jesus Christ.

Zion United Church of Christ shall make public affirmation of its faith through the Apostle's Creed and the UCC Statement of Faith.

Describe several strengths or positive qualities of your congregation.

Flexible, Casual, Accepting, Friendly, Focused on Youth

Describe what worship is like when your congregation gathers.

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

Worship takes place traditionally in the sanctuary of our building that was built in 1949. We have traditional Infant Baptism Ceremony where members pledge to guide the new member in the Christian faith. During the summer we have held worship services outside in green space as weather permits as well as in the fellowship hall in the basement. Good preaching would entail connecting biblical messages to be applied in daily lives efficiently.

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

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

Weekly Sunday School classes are offered during the church service for all youth. We have offered bi-weekly confirmation classes to those in sixth through ninth grades. Youth have many opportunities to showcase their talents during the services. For example, playing music, performing, reading scripture, collecting offering, ringing the bell, and lighting the candles. Our vision includes the formation of a youth group that invites them and others from our community to serve and practice becoming faithful Christians.

Describe how your congregation is organized for ministry and mission.

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

- When it comes to decision-making, how many hours are spent in meetings per month? Currently our council meets for one to two hours per month. Other committees meet as needed (for example building and grounds meets an hour every other month).
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? When a crisis or disaster occurs, we utilize phone and email to efficiently communicate as applicable.
- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No] Yes

## 11-YEAR REPORT

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



Church#: 860530

Assoc: 824

Schedule: 0 Zion United Church of Christ

Date

WI 54931

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2006	116	50	0	3	0	4	5	0	2
2007	123	42	0	10	0	1	4	0	7
2008	101	64	14	0	0	8	2	28	-22
2009	101	55	15	4	0	8	12	0	0
2010	104	40	10	0	0	8	2	3	3
2011	108	40	17	5	0	0	1	0	4
2012	81	40	20	0	2	0	1	28	-27
2013	79	35	15	4	0	0	6	0	-2
2014	75	35	30	0	0	0	4	0	-4
2015	40	30	37	0	0	0	5	15	-20
2016	40	30	37	0	0	0	0	0	0

  

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2006	\$87,475	\$0	\$1,200	\$346	\$1,546	\$0	\$1,546	1.37	\$89,021	\$52,637
2007	\$87,475	\$0	\$4,340	\$3,996	\$8,336	\$0	\$8,336	4.96	\$95,811	\$0
2008	\$30,000	\$0	\$1,522	\$1,300	\$2,822	\$500	\$3,322	5.07	\$33,322	\$60,900
2009	\$86,947	\$0	\$2,000	\$1,327	\$3,327	\$0	\$3,327	2.30	\$90,274	\$54,900
2010	\$71,986	\$0	\$737	\$350	\$1,087	\$10	\$1,097	1.02	\$73,083	\$62,834
2011	\$72,058	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$72,058	\$57,600
2012	\$65,376	\$0	\$1,000	\$0	\$1,000	\$0	\$1,000	1.53	\$66,376	\$52,612
2013	\$69,088	\$0	\$1,000	\$0	\$1,000	\$0	\$1,000	1.45	\$70,088	\$47,516
2014	\$65,078	\$0	\$1,000	\$0	\$1,000	\$0	\$1,000	1.54	\$66,078	\$45,244
2015	\$65,718	\$0	\$1,000	\$0	\$1,000	\$0	\$1,000	1.52	\$66,718	\$55,214
2016	\$65,718	\$0	\$1,000	\$160	\$1,160	\$0	\$1,160	1.52	\$66,878	\$0

  

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2011-2016	-62.96	-25.00	117.65	-100.00	-100.00	-8.80	0.00	-7.19
2006-2016	-65.52	-40.00	0.00	-100.00	-100.00	-24.87	-24.97	-24.87

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:	50	Yes, estimate
Number of active non-members:	20	Yes, estimate
Total of church participants (sum of the numbers above):	70	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	50	Yes, estimate
Less than 10, more than 5 years:	25	Yes, estimate
Less than 5 years:	25	Yes, 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>
12	4	5	5	16	6	6	8	8	Yes estimate

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	6	Yes
Joint household with minors:	10	Yes
Single adults age 35-65:	5	Yes
Joint household with no minors:	10	Yes
Single adults over 65:	10	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	45	Yes
College:	30	Yes
Graduate School:	10	Yes
Specialty Training:	15	Yes
Other (please specify):		

Percentage of adults in various employment types:

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

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

[Homemakers, Business Professionals, Skilled Trades, Educators, Engineers, and Medical Professionals.](#)

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 currently mono-cultural from an ethnic perspective but are open to all seeking to embrace the Christian Faith.](#)

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:

[That conversation has not taken place.](#)

## 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		
Baptisms ( <i>number last year</i> )	2	Pastor
Children's Groups or Classes		
Christmas Eve and Easter Worship	40/40 people	Pastor, Music Director, Sunday School Teachers
Church-wide Meals	20-30 people	Council, Volunteers
Choirs and Music Groups	Varies	Music Director, Sunday School Teachers
Church-based Bible Study		
Communion ( <i>served how often?</i> )	Monthly	Pastor, Council
Community Meals		
Confirmation ( <i>number confirmed last year</i> )	4 Students	Pastor and Sunday School Teachers and Mentors
Drama or Dance Program	25	Christmas Pageant and Youth Worship Leaders

Funerals ( <i>number last year</i> )	0	
Intergenerational Groups		
Outdoor Worship	30 People	
Prayer or Meditation Groups		Pastor Parish Committee (4)
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )		
Worship (time slot: <u>9:00</u> )	Currently 1	Open to changing if required
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes	10-20 students	Sunday School
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- FourWay Covenant? (3 or 4 or No)	or	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 staffperson 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

## REFLECTION

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

*The congregation is happy and pleased with our current church and looking for a minister as a leader to guide us in opportunities to grow and learn in our faith.*

## CHURCH FINANCES

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



Source	Amount
Annual Offerings and Pledged Giving	\$55,000
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$2000
Endowment Draw <i>(beyond what is permitted by spending policy, "drawing down the principal")</i>	\$0
Fundraising Events	\$1200
Gifts Designated for a Specific Purpose	\$5000
Grants	\$0
Rentals of Church Building	\$300
Rentals of Church Parsonage	\$9000
Support from Related Organizations <i>(e.g. Women's Group)</i>	\$0
Transfers from Special Accounts	\$20000
Other (specify):	\$0
Other (specify):	\$0
<b>TOTAL</b>	<b>\$84,000</b>

Current annual expenses (dollars budgeted for most recent fiscal year): \$69,457.30

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?

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? No, checked those that apply.

(indicate those included during the most recent fiscal year)

- X Our Church's Wider Mission (OCWM – Basic Support)
- X One Great Hour of Sharing
- \_\_\_ Strengthen the Church
- \_\_\_ 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%)

2%-based on what the congregation has budgeted.

What is the church's current indebtedness?

Total amount of loan debt: Zero debt

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.

Tuck Pointing the exterior of the church along with a new roof. The roof is being replaced due to hail damage and the tuck pointing is needed due to the age of the building. All of these projects will be completed by the end of summer.

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? [Building and Grounds Fund and an Annuity](#)

What is the market value of the assets? [\\$63,000.00](#)

Are funds drawn as needed, regularly, or under certain circumstances? [Under Certain Circumstances](#)

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

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: [NA](#)

At the current rate of draw, how long might the endowment last? [NA](#)

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): [\\$45,000](#)

Investments (other than endowment): [None](#)

Does your church have a parsonage? [Yes](#)

Fair market rental value of the parsonage: [\\$800 per month plus Utilities](#)

How is the parsonage used? [Renter](#)

Street / City / State / Zip: [W8903 WI-96 Fremont, WI 54940](#)

Finished square footage: [1718 square feet](#)

Number of Bedrooms, Number of Bathrooms: [3 Bedrooms 2-1/2 Baths](#)

Assessed real estate value: [\\$130,000.00](#)

Available for minister residence: [Yes](#)

Expected minister residence: [Negotiable](#)

Condition of structure, systems and appliances: [Excellent](#)

Entity in the church responsible for review and needed repairs: [Building and Grounds](#)

Describe all buildings owned by the church: [Church and Parsonage](#)

Describe non-owned buildings or space used or rented by the church: [NA](#)

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) [The Sanctuary has a wheelchair ramp and from the main entrance we have a chair lift from main level to sanctuary.](#)

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

*For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?*

## **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.

[Pastor James Deckert became pastor and retired after 10 years with our faith family. He built a strong foundation for the members and focused on the importance of our youth as we worshiped together.](#)

[A Steer Roast had been organized by the members of the church for approximately 20 years. Due to changes in the community we evolved into a Corn Roast at the Dale Fireworks. A major factor was the decline of attendance at the dinner and decided to look into a local event where people already gathered. Additionally, the community donated food items and those donations were starting to be declined.](#)

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

[After Pastor Deckert's Retirement we briefly started the process of searching for a new Pastor. We had an interim pastor who started shortly after but knew we would need to continue with our search. Our members have had to promote stability and assure members of our commitment to finding the right candidate. We effectively navigated through the transition of the interim pastor and continue to be committed through the search process.](#)

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

*For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)*

We acknowledge there is a diverse thought process around changes and manage this through safe and Direct communication with council always upholding Christian values.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev Brian Demrose	6 months	Y
Rev James Deckert	10 years	Retired/Y
Rev Greg Watling	2 years	Interim/Y
Rev Virgie Davis	7 years	Y
Rev Janis Davis	2 years	Interim/Retired Y
Rev Steve Vorass	3 years	Y
Rev Debra and Rev Kent Meyer	8 years	Y

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

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

Y/N/Ask us [Yes Rev Steve Vorass](#)

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us [NO](#)

Has a past pastor been the subject of a Fitness Review while at your church?  
Y/N/Ask us [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?

*For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far*

[Our current outreach is focused on local community events including: The congregation holding a corn roast during the annual community fireworks festival. We also held an Adopt a Child Christmas Program and donated to the Hortonville Food Pantry.](#)

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

[We have had limited participation over the past years. Current participation includes: Pilgrim Center and Moon Beach Youth Camps.](#)

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.

Accessible to All (A2A)

Creation Justice

Economic Justice

Faithful and Welcoming

God Is Still Speaking (GISS)

Border and Immigrant Justice

Inter-cultural/Multi-racial (I’M)

Just Peace

Global Mission Church

Open and Affirming (ONA)

WISE Congregation for Mental Health

Other UCC designations:

Designations from other denominations

None

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

We are unfamiliar with this and would like to learn more.

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

Cemetery Association with St Paul Lutheran of the Dale Union Cemetery.

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 mission extends to all of our members through all of our different activities.

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?

Scope has been limited due to part time position. We are interested in opportunities with a new pastor.

## MISSION InSite

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

The information from the report shows that the level of religiosity, number of families living in poverty, and diversity within our area is very low. Within the 10 year future the area will see moderate growth in terms of the population but a decline of school age children. Families with children are more likely to live in two parent households which aids in the somewhat greater median family income. The level of education for adults is rated high and we are somewhat split in the continuum between blue collar and white collar occupations.

Considering the information in the report we have an opportunity to reach out the those members of our community who do not identify with any religion. The majority of our population consists of white, non-hispanic people which gives us an opportunity to reach out to the diverse members of our community. The growth of the population and the families with children also allow for us to use this as a catalyst for growth and sustainability. Our demographic future looks positive moving into the future.

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 internal demographics are very similar to those neighborhoods adjacent and those with which we connect. The demographics change slightly in the larger communities such as Appleton but the rural churches within 50 miles share our demographics.

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

The community demographics are not shaping the local ministry as our local church establishments have remained the same. As far as the community we have the opportunity for growth by reaching out to those who do not belong to an area church.

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

Our congregation has been an active part of the community for over 50 years. Community leaders recognize us as a longtime member of the community who has been involved in keeping the small community feel like a place to call home. Many recall the various community events we sponsored or were a part of over the years, especially the Steer Roast and Corn Roast. The community leaders also felt that our congregation is very welcoming and always willing to serve when called upon.

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

The new members of our church became involved because the congregation is centered on our children and youth. We have time during the service dedicated to teaching our children and have several different opportunities for children to participate and be active in our congregation. Families also said they feel comfortable in our casual environment and enjoy the time getting to know others during fellowship.

## **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**

Doug Wunderlich/ Assistant Fire Chief and Town Chairperson / Town of Dale  
(Telephone / Email / Community Member)

### **REFERENCE 2**

David Schultz / Relation of UCC Member  
(920-851-5550 / daves@wiroofer.com / Father of Current Member)

### **REFERENCE 3**

Molly Tews / Friend of UCC Members



(920-740-8856 / Tewsacres@gmail.com / Friend of Current Member)

## **PROMPTS FOR REFERENCES**

Describe some areas of strength in this church's ministry.

Describe some areas for improvement in this church's ministry.

Describe a significant experience you have had of this church's ministry.

Anything else you wish to share.

## **CLOSING THOUGHTS**

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

## **CLOSING PRAYER**

### **1 Peter 3:8**

Finally, all of you, be like-minded, be sympathetic, love one another, be compassionate and humble.

## **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.*)  
[Pastoral Search Committee](#), [Congregational Surveys](#), [Church Council](#).
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

## 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: Rev. Jane Anderson/Associate Conference Minister

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

Phone: 920-540-2586

Date: 2/6/2018

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*