

LOCAL CHURCH PROFILE



Bethel United Church of Christ
Elkhart Lake, Wisconsin

Pastor

Northeast Association

February 12, 2018

LOCAL CHURCH PROFILE CONTENTS

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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)*

INSTRUCTIONS

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

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

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

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

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

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

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

POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Bethel United Church of Christ

Street address: W4225 County Line Rd., Elkhart Lake, WI 53020

Supplemental web links: www.bethelucc-ada.org

Additional ecumenical affiliations:

(e.g. denominations, communions, fellowships)

United Church of Christ

Conference: *Wisconsin Conference*

Association: *Northeast Association*

UCC Conference or Association Staff Contact Person

Name: Rev. Jane Anderson

Title: Associate Conference Minister

Phone: 920-540-2586

Email: 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?

The members of Bethel UCC gather to learn God's word through worship and Christian education. We strive to be a welcoming place that brings people of all ages together. By being compassionate to those in need, we spread the word of God, and as we leave our church, we strive to remain faithful to our Lord Jesus Christ. When all of these pieces come together our church flourishes, but a leader is needed to accomplish these tasks. We need a leader who can inspire and breathe energy into our congregation, bring in more people, and help us spread God's word.

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 (2 – 3 sentences):

We are a friendly community located in a peaceful rural setting that is within driving distance of multiple urban areas, such as Milwaukee, Appleton and Green Bay. These urban areas offer endless choices for recreational or cultural opportunities all located within 60 miles. A distinctive attribute of our community is the quality and number of educational choices from pre-school thru college. For example, Lakeland University is within 5 miles of Bethel.

Current size of membership: 129

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

Position Title: Full time pastor

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

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

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

Full Time
Part Time

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

SCOPE OF WORK *(add here the Scope of Work developed by your church using the Call Agreement Workbook)*

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayer, etc.
- Faith formation and vitality through prayer, bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them.
- Leadership development by working with people in the church to create ministry and programs with help of committee
- Pastoral care in collaboration with lay people, including home and nursing home visits
- Community engagement and leading the way of the church to be an ambassador of God's love
- Wedding and funerals for participants in the worshipping community
- Strategic planning for current and new directions in ministry
- Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- Participate in wider church activities such as conference and association meetings
- Faithful financial development and stewardship
- Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations
- Counseling, listening, and referral
- Study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- Energizing and deepening spiritual connections and faith understandings of others in all they do

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)

Effective speaker/preacher, looking for growth, caring and compassionate

COMPENSATION AND SUPPORT

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

Salary is negotiable and will be based on Conference guidelines.

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*)?

We will provide a housing allowance as Bethel UCC does not have a parsonage.

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

No expectation.

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

After 5 years of service, we offer a 3-month sabbatical with the expectation of 1 year of additional service after the sabbatical.

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

The Kiel area UCC ministers collaborate regularly in what is called the Kiel Clergy Cluster. The meetings focus on mutual support of each other's ministries as well as discussing challenges facing the local congregations. The Northeast Association headquarters is located in Appleton which is approximately sixty miles away. The association can provide a range of support.

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

We are definitely willing to discuss this and are open to any suggestions.

WHO IS GOD CALLING TO MINISTER WITH US?

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

We would like our new minister to assist us in bringing new members to the church, as well as a new energy. We would like our new minister to bring some passion and inspiration to our worship service.

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

A new minister that brings energy as well as passion and inspiration to our members, will also help bring new members into our church. This is engaging our community and reaching out beyond our walls.

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.

We would like to see a pastor who are exhibiting a spiritual foundation and ongoing spiritual practice, engaging sacred stories and traditions, building transformational leadership skills, and strengthening intra and interpersonal assets

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

God is calling us to have a stronger youth presence to help secure a promising future; to inspire unity from youth to adults, while engaging all generations.

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

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

Mission Statement stuff – long range plan

Love Rocks on was developed to reach out into the world. Rocks were decorated with labels that had our churches information to spread the word of God's love. They were distributed through the congregation out into the community in hopes that they would be found by others. The label asked the finder to post where they found them. Part of the outreach was to see if they would be found and shared and if the stars aligned the rocks could possibly bring in new members. The rocks at the very least may start conversations about love and sharing.

We are participating in the shift program in a means to explore fresh paradigms for ministry in the 21 century. The ideas of the programming will guide us to be the church that can evolve into the future.

Both programs are ongoing and we are seeing small changes in how we communicate and share the word of God.

WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

For example, 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?

We the members of Bethel United Church of Christ gather to learn God's word through worship and Christian education. We provide spiritual guidance and a welcoming place to bring people of all ages closer together. We seek to serve the Lord by spreading God's word and being compassionate to the poor, sick, and those in need. As we leave our church, we strive to remain faithful to our Lord Jesus Christ.

Describe several strengths or positive qualities of your congregation.

Our congregation has a small town feel. We are very friendly and welcoming like family. For example, after church, members often gather to catch up on the past week's happenings in the narthex.

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?

Our worship takes place in our sanctuary and is based on scriptures, and we have a variety of musical offerings depending on the Sunday. Some words to describe good preaching are inspiring, memorable, relatable, understanding, and thought provoking.

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

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

Young people will sometimes read scriptures in church to assist the minister. In the mornings before church we have a Sunday School program, confirmation class, and an adult bible study.

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?

The church has a consistory where a lot of things are organized. We also have an annual meeting, that allows for voting of the members. We have an announcement page weekly in the bulletin, as well as a monthly newsletter. We also actively have a website and Facebook page that is maintained regularly. Here is a link to our webpage <http://bethelucc-ada.org/>.

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

3 to 5 hours per month

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

We have a consistory that does the bulk of our decision making, and if there is a crisis they are the first to meet. If they find it necessary, a special congregational meeting is called.

- **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

Please see the attached report, but note that the financial information for year 2015 has been requested to be updated.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	70	x
Number of active non-members:	10	
Total of church participants (sum of the numbers above):	80	

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	74%	
Less than 10, more than 5 years:	20%	
Less than 5 years:	6%	

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>
16	3	9	16	22	29	16	20	13	

Percentage of adults in various household types:

		<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	12%	
Joint household with minors:	17%	
Single adults age 35-65:	27%	
Joint household with no minors:	27%	
Single adults over 65:	17%	

Education level of adult participants by percentage:

		<i>Is this percentage an estimate? (check if yes)</i>
High school:	48%	
College:	20%	
Graduate School:	4%	
Specialty Training:	20%	
Other (please specify):	8%	Did not complete High School

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	67%	
Adults who are retired:	25%	
Adults who are not fully employed:	8%	

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

We have farmers in our community, educators, business professionals, and laborers.

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’re a Caucasian German based church.

Given our location, the diversity of our area is heavily rural. We are not opposed to diversity in our church, however, our area lacks diversity.

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

None are scheduled at this time, we have not had a conversation, but are open to it.

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>	5	pastor
Children’s Groups or Classes	15	Sunday School Superintendent
Christmas Eve and Easter Worship	225	pastor
Church-wide Meals	25	Hospitality team
Choirs and Music Groups	25	Musicians
Church-based Bible Study	10	Pastor and lay leaders

Communion (<i>served how often?</i>)	45 (1 st Sunday of the month)	Pastor
Community Meals	400	Various lay committees
Confirmation (<i>number confirmed last year</i>)	(0)	pastor
Drama or Dance Program	30	Sunday School Superintendent
Funerals (<i>number last year</i>)	2	pastor
Intergenerational Groups		
Outdoor Worship	40	Worship team
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats	6	External conference leaders
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	(1)	pastor
Worship (time slot: 10am Sept-May)	55	pastor
Worship (time slot: 9:30 June-August)	45	pastor
Young Adult Groups or Classes	20	Various lay leaders
Youth Groups or Classes	6	Youth Group Leader
Other		

Additional comments:

Our church has 5 standing committees (Pastoral Relations, Cemetery, Consistory, Nominating, Building and Grounds) as well as various supporting teams such as worship, technology, welcoming committee. Other committees or teams are created based on congregations need.

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

Name	Three-Way or Four-Way Covenant? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>

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:

n/a

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
Secretary		Part Time	Consistory	20+ Years
Organists (2)		Part Time	Consistory	15 Years
Janitor		Part Time	Consistory	1 Month
Sunday School Superintendent		Part Time	Consistory	20+ Years

REFLECTION

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

Based on our congregational demographics, we are very inward focused, but we would like to see more outward focus.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$79,500
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$6000
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$11,000
Gifts Designated for a Specific Purpose	\$3,500
Grants	\$0
Rentals of Church Building	\$200
Rentals of Church Parsonage	\$n/a
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$
Other (specify):	\$
TOTAL	\$100,200

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

Annual Report Attached

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

65%

Has the church ever failed to pay its financial obligations to a minister of the church?

No

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

Yes

Our Church's Wider Mission (OCWM - Basic Support)

One Great Hour of Sharing

Strengthen the Church

Neighbors in Need

Christmas Fund

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

We budget for OCWM, it is currently about 4%.

What is the church's current indebtedness?

Total amount of loan debt:0

Reason for debt:n/a

Are capital and other payments current?n/a

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.

Recent foundation repair completed at a cost of \$50,000 in 2016.

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
2020	Blacktopping	\$60000	\$	
		\$	\$	

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

n/a

Does your church have an endowment? Yes

What is the market value of the assets? \$130,000

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

Only certain circumstances

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

We currently do not draw

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

We currently do not draw

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

Please comment on the above calculations or estimates:

We have 2 endowment funds that we use the interest for special projects

Other Assets

Reserves (savings): \$40,000

Investments (other than endowment): \$0

Does your church have a parsonage? no

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

Church that holds about 140 people with an attached fellowship hall that has a kitchen, office, handicap accessible bathrooms, as well as meeting areas. There is also a garage used for storage. All are located on the church grounds.

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

n/a

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

All areas except the chancel (pulpit, lectern, and altar) as well as a balcony.

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?

The members of Bethel UCC take great pride in our church and the opportunities it provides to bring our family of faith together. For example, when our church needed to fix a crack in the foundation of our church the whole congregation rolled up its sleeves because the needed outlay could not be paid for within our normal budget. Bethel used a combination of interest from our investments, fundraising and additional giving to pay off the work on the foundation without taking out any loans.

Even though Bethel spends a significant portion of its budget on the physical building and our pastor, we also look outside of our church and help those in need. Bethel is a 5 for 5 church in terms of UCC giving. We have a penny pail whose proceeds go to various local charities or causes. Each Christmas we adopt a family going through hardship and help to make their Christmas brighter. Just this fall our Sunday school ran a bake sale and sent the proceeds to those affected by the hurricane. Our young adults meet regularly, and in following with the spirit of the UCC Shift movement, connect with Project Angel Hugs.

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.

150th Celebration-past 10 years
Affiliation with Mission Haus/Lakeland Unviersty
Building the Fellowship hall

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

Nothing major has changed in our church in the recent past.

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

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

Bethel’s core value in all things, but especially in times of conflict, is its sense of family. Many of the descendants of our founding families, who founded our church over 150 years ago, are still active members today. Many of our members were baptized together, went to Sunday school together, attend each other’s weddings, grow old together and mourn with each other when the time comes. Bethel certainly has welcomed many new families over the generations but its core value remains that sense of family.

We also have a pastoral relations committee; any disagreements are to be raised to the pastoral relations committee.

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

Staff member's name	Years of service	UCC Standing (Y/No)
Rev. James Sizelove	4	Yes
Pastor Melinda Feller	12	Yes
Pastor Sara Morse	5	Yes
Pastor Jim Liddle	8	Yes

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

Our church thrives with an effective speaker/preacher, who is caring and compassionate, and looking for growth.

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

Y/N/Ask us

Yes, they left under pressure

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?

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?

We have many missions (but not limited to) in our church, which are listed below:

Penny pails
Aluminum cans
Backpack buddies
Food pantries
Giving tree
Salvation Army
Samaritan's purse
Veterans

Globally we do all UCC Sponsored fundraising

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

We send representatives to all UCC Conferences, and we have had members on the board. We also have had UCC lay academy graduates and participants in our church.

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

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

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

We were not aware of all these programs, but are willing to work towards implementing programs that fit our community with the help of a new pastor.

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

Good Friday
Thanksgiving
Rural church fellowship
Tri-County ministry

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.

We would like to increase our presence in the community, knowing that there are a lot of opportunities in our area. Our mission statement doesn't discuss how much time we need to spend in each area.

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?

As part of the pastoral call agreement, we are ok with the pastor participating in the UCC missions. We encourage them being part of whatever they so choose.

MissionInSite-

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

The trends are very little change, they are trending an exodus of the younger generation leaving the area. The ethnic diversity is not changing. The local manufacturing industries are hiring currently, so there may be some growth in the near future. In a 20 mile radius we have very large companies that are expanding. We see a higher percentage of civilians in the labor force than what is being projected for our area. The trend line is projecting 60% white collar, but we think it is more white collar than that in our congregation.

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?

- A) There is very little change compared to churches adjacent to your church. The local school districts are seeing growth as well. A community adjacent to us is seeing some diversity growth. Our adjacent communities are seeing growth in white collar growths.
- B) The diversity is pretty flat across the board. The adjacent communities are seeing growth in school. We also connect with Lakeland University, where we see a large amount of diversity.

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

We see the same trend that you see throughout churches. The younger people are searching for different opportunities or different methods of worship. And the current congregation is filled with older members. There is a great opportunity for growth of our younger members.

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

We are very welcoming to our community, we invite them in for chili supper, apple pie sales, and our raffles. We donate to local organizations in our community as well.

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

They were invited by a current member and chose to stay because of the welcoming environment.

REFERENCES

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

REFERENCE 1

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Rev. Sara Morse/ Pastor/Hazel Park Church in Minnehaha, Minnesota
(651-707-4859/ /Previous Pastor)

REFERENCE 2

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Kristal Klemme/Pastor/First Congregational UCC
920-893-3411/1congouccplyrev26@gmail.com/local pastor and friend of
the church

REFERENCE 3

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Rev Jim Klein/ Interim Pastor/ Bethel UCC
920-565-2977/revjwklein@gmail.com/current interim pastor

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

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

We are a congregation who appreciates the love that God has filled us with. We work hard, but we laugh harder. We have done well building a community that is proud of its physical building and spiritual life. God once told Abraham, "You will be a blessing," we take these words seriously and honor them to the best of our abilities. We see them as a gift and challenge to Bethel UCC and live to fulfill them.

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.*)

The search committee designated by the consistory

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.

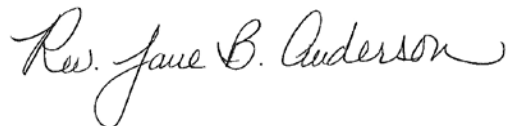
Staff Comment:

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:

A handwritten signature in cursive script that reads "Rev. Jane B. Anderson".

Name / Title: Rev. Jane B. Anderson/Associate Conference Minister

Email: janderson@wcucc.org

Phone: 920-540-2586

Date: February 27, 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