

## 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

## LOCAL CHURCH PROFILE

**St Mark's UCC and St. James UCC**

**N9286 Dairyland Drive, Cleveland WI 53015**  
**13312 Pioneer Rd, Newton, WI 53063**

**Full Time Settled Pastor**  
**Northeast Association**  
**Wisconsin Conference**

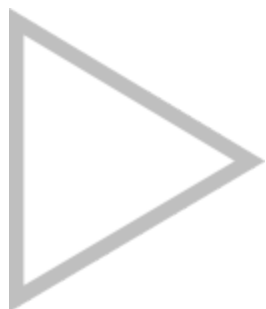
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### LOCAL CHURCH PROFILE CONTENTS

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*“God is able to provide you with every blessing, so that  
having all sufficiency in all things at all times,  
you may abound in every good work.”  
(2 Corinthians 9:8)*

## POSITION POSTING



LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

Church name: **St. Mark's UCC yoked with St. James UCC**

Street address: **St. Mark's: N9286 Dairyland Drive, Cleveland WI 53015**

**St. James: 13312 Pioneer Rd, Newton, WI 53063**

Supplemental web links:

**[www.stmarksucccleland.org](http://www.stmarksucccleland.org)**

Additional ecumenical affiliations:

**St James UCC is home to Eunpyong Korean Methodist Church services and activities.**

Conference: **Wisconsin**

Association: **Northeast**

UCC Conference or Association Staff Contact Person:

**Rev. Franz Rigert Wisconsin UCC Conference Minister**

**608-846-7880**

**[frigert@wcucc.org](mailto:frigert@wcucc.org)**

Summary Ministry Description:

**With God's blessing, St. Mark's and St. James' churches have maintained a yoked relationship of over 150 years. We have worked together to build an extremely strong and positive relationship. Located a few minutes from Sheboygan and Manitowoc and a hour from the larger cities of Green Bay and Milwaukee, our rural churches and home-town congregations provide a warm and welcoming place of worship. Our smaller congregations create a family like environment that results in first name good mornings and a more personal relationships between pastor and members/guests. As we look to replace our retired pastor of over 28 years, we are excited to find a pastoral leader who will share the passion and commitment that we have become accustomed to, and will also be up to the challenge and opportunity of improving our church's ministry.**

**We have been blessed to have strong Sunday School programs and look forward to continuing to plant the seed of faith that continues to bring back our local families. We also are financially sound, which means when needs arise we are able to address them. This good fortune allows us to prepare for future challenges and to be faithful to the visions and plans God has for us.**

**We look forward to energetic Sunday worship experiences that are biblical and scripturally sound, challenging, and applied to our current life situations. We also value a sense of humor.**

*A boy was watching his father, a pastor, write a sermon.*

*“How do you know what to say?” asked the little boy.*

*“Why, God tells me.” replied the father.*

*The boy then replied and said “Oh, then why do you keep crossing things out?”*

**We look forward to our youth and our congregations being exposed to and engaged in additional outreach opportunities. We look to become a more diversified congregation, explore the greater UCC identity, and seek a leader to join us and help us in these goals. We hope for our new settled pastor to assist with change where needed, yet to also recognize and support our successful ministry and the traditions that built it. We hope for our new settled pastor to be up to the challenge of helping us grow in numbers, spirituality, and fellowship.**

**We look to show love as Jesus taught us; for God, for each other; for the world; and for self.**

**St. Mark's UCC**



**St. James UCC**



## **Parsonage - Adjacent to St. Mark's UCC**



What we value about living in our area:

**Our rural communities are filled with hard working citizens who enjoy the beauty of the year's seasons and the picturesque shores of Lake Michigan. We are located halfway between Sheboygan and Manitowoc with a 15 minute drive to either. We are also located halfway between Green Bay and Milwaukee, offering sports, culture, entertainment and shopping within an hour's drive. Our rural communities offer a safe environment for our families to live and grow up in. We are not large enough for some things, but small enough to be family.**

Current size of membership:

**St. Mark's 167**

**St James 200**

Languages used in ministry:

**English, with the exception of one verse of Silent Night sung in German at Christmas.**



Position Title: **Full Time Settled 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

**Full Time**

Does the total support package meet conference compensation guidelines?

**Yes, the total support package will meet conference guidelines.**

## **SCOPE OF WORK**

- 1. Preparation and leadership of Sunday worship at both churches, including: scripture, music, sermon, and crafting of liturgy and bulletin.**
- 2. Investigate and facilitate opportunities for church outreach projects.**
- 3. Help energize and deepen spiritual connections and the faith of others in all they do.**
- 4. Lead weddings, funerals and baptisms.**
- 5. Make nursing home, hospital and home(when homebound) visitations to members.**
- 6. Organize and conduct weekly confirmation classes from September through May.**
- 7. Assist with monthly newsletter publication by providing inspirational message and noteworthy announcements.**
- 8. Provide guidance and support to Sunday School teachers with curriculum and help to empower others in the congregation to take on a leadership role within the Sunday School.**
- 9. Collaborate with consistory presidents to create monthly agenda and participate in each church's monthly meetings.**
- 10. Collaborate with consistory presidents to lead each church's annual meeting.**
- 11. Lead bible study.**
- 12. Help organize annual Mission Fest for each church.**
- 13. Participate in conference and association meetings.**
- 14. Perform counseling, listening and referral.**

Core Competencies:

**We are looking for a full time settled pastor who possesses the following aspects of ministry:**

- **Can minister effectively to people in crisis situations**
- **Is an effective preacher/speaker**
- **Builds a sense of fellowship among the people with whom he/she works**
- **Is effective working with children/youth**
- **Encourages people to relate their faith to their daily lives**
- **Is accepting of people with divergent views**
- **Is compassionate and caring**

## COMPENSATION AND SUPPORT

Salary Basis:

**Based on conference guidelines.**

Benefits:

**Salary plus Benefits**

What is the expected living situation for your next minister?

**There is a parsonage adjacent to St. Mark's UCC that is available for housing needs. A housing allowance is also possible if there is a desire to live elsewhere.**

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

**In order to meet the needs of both churches we would request that pastor live within a 30 mile radius of the center point between both churches.**

State any incentives:

**The following are potential negotiable incentives:**

**Continuing education funds**

**School debt reduction**

**Relocation Allowance**



Describe peer and professional supports available for ministers in your association/conference:  
**Support Ministerial Peer Group would be available for Pastor's participation.**

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

**Not an option, as churches are yoked and would provide full time employment.**

## WHO IS GOD CALLING TO MINISTER WITH US?

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

- **Engaging our youth**
- **Looking at ways to serve our community and integrate more within our communities**
- **Creating a church experience that engages our current members and draws in new members**
- **Help our members to connect intergenerationally within each congregation and help us to make more familiar connections between both churches**
- **Visit home or hospital bound members who are not able to participate in worship.**
- **Integrating his/her own identity into church services while respecting and maintaining some of our longstanding traditions**

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

**We are looking for a pastor who can help educate and initiate potential outreach opportunities in our area. We have many people who are interested in doing more locally but are not sure how to make an impact or get involved.**

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 required. The majority of congregations are of German heritage.**

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.

**Exhibiting a spiritual foundation and ongoing spiritual practice.**

**Engaging sacred stories and traditions.**

**Caring for all creation.**

**Strengthening inter- and intra- personal assets.**



## 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 a congregation that is unified, accepting of others different from ourselves and working to fulfill the spiritual needs of its members and the financial needs of the church.**

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

**Within both congregations, we need to get a better understanding of what the current initiatives are within the UCC and how they relate to our communities and our church lives. As both churches have traditional views on religion and society, we are looking for someone who can help us to better understand and accept the differences of those around us and help us come to terms with the current goals and functions of the UCC. We are a group that is ingrained in tradition yet may be ready to be challenged and encouraged to support our neighbors in greater ways.**

## 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.

**God is described as the one who looks over all, created the earth and all that is in it, the one who sent his son to earth to live among us, teach us and give of himself to free us from our sins.**

Describe several strengths or positive qualities of your congregation.

**Family Presence: Many church members are related to one another, yet there is a greater sense of "family" among all members. We enjoy friendship and fellowship and work as a team to accomplish physical projects(construction, maintenance) and projects of mission for the church.**

**Cooperation and Collaboration: As our churches have been yoked for over 150 years, we have excelled at cooperation and collaboration. In addition to sharing a Pastor, we have worked to reciprocate worship times to allow an early or late option to service (changing weekly). Our consistories meet 2 times a year to discuss mutual issues regarding budgets, calendars, salaries. Our churches share an office secretary who creates joint bulletins, newsletters and special mailings. We work collaboratively to alternate location of Lenten, Holy Week, Thanksgiving and Christmas services. Youth from both churches join for planned social, community service activities, volleyball league and hold a yearly Chili Dinner Fundraiser.**

**Generosity: Both congregations are also blessed with an extreme amount of generosity. Both churches have no debt. When needs are presented to help with collections for charities, church meals, youth projects and special offerings, our members answer the call.**

**When a recent need to support a youth event was presented to the congregations, \$250 was raised in less than 24 hours. In the years 2003-2007 St. Mark's underwent an addition to create handicapped accessibility. With a budget of \$450,000 the project was paid in full within five years. When St. Mark's resurfaced their parking lot, they requested a gift from St. James' Vision of Hope fund and were granted \$10,000 to help complete the project.**

**Describe what worship is like when your congregation gathers.**

- **Members and Pastor gather in the narthex 15-20 minutes prior to the service, while some choose to find their seat in the sanctuary.**
- **Bell is rung and youth light candles**
- **Service begins with announcements of joys/concerns, birthdays, anniversaries and upcoming events.**
- **Worship includes a Call to Worship, 3 hymns, additional music from choir, Sunday School children or a talented member, scripture readings (done by volunteer readers), Children's time, sermon, offering, Lord's Prayer, Statement of Faith or Apostle's Creed before closing benediction**
- **Some Sundays at St. Mark's conclude with a "Coffee time" with beverages and snacks.**

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

**Children at age three are invited to attend Sunday School from September to May. Curriculum is purchased and volunteers from the church give their time for instruction and music. Children attend through 8th grade. In addition, during 8th grade year, children participate in confirmation. The My Confirmation book by Thomas E. Dipko is used. Classes are held 1 hour weekly from September to April/May. Children are then confirmed into church membership.**

**Youth activities involving social and community service events and a volleyball league are offered from 5th grade to age 21 and currently led by parent volunteers. Summer volleyball is held on Sunday evenings from May to July.**

Describe how your congregation is organized for ministry and mission.

**Each church is governed by it's own consistory, consisting of six members at each church. Consistory members at each church serve a three year term. A Financial Secretary is an additional position in a paid capacity at St. Mark's. Consistories serve as the decision makers for all activities at the church and take the charge of calling for committees to be established. Volunteers are then sought based on interest and skill level. We struggle for vision with how to engage more members to participate with what we currently do so that we could offer additional activities, groups and community outreach.**

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

**4-6 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?

**Consistory will call impromptu meetings after a church service to discuss the issue. If in need of further attention, issue will then be discussed at next scheduled Consistory meeting**

- 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

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



Church#: 863470

Assoc: 824

Schedule: 0

Saint Mark's UCC

Cleveland

WI

53015

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	231	84	50	0	0	8	4	0	4
2007	224	79	53	3	0	0	7	3	-7
2008	226	81	51	2	0	5	6	0	2
2009	224	83	49	1	0	2	5	0	-2
2010	171	82	48	1	0	4	9	49	-53
2011	177	80	41	7	0	2	3	0	6
2012	169	74	42	1	0	2	7	4	-8
2013	171	73	63	2	0	5	4	1	2
2014	165	73	62	0	0	0	6	0	-6
2015	170	70	59	7	0	3	5	0	5
2016	170	65	49	2	0	2	4	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	\$57,841	\$0	\$5,411	\$2,988	\$8,399	\$1,447	\$9,846	9.35	\$67,687	\$59,183
2007	\$54,713	\$399,014	\$5,312	\$1,472	\$6,784	\$0	\$6,784	9.71	\$460,511	\$49,665
2008	\$55,861	\$56,213	\$5,351	\$1,333	\$6,684	\$0	\$6,684	8.12	\$126,788	\$55,375
2009	\$54,961	\$44,004	\$5,418	\$1,143	\$6,561	\$0	\$6,561	8.34	\$115,526	\$55,465
2010	\$72,896	\$31,851	\$5,354	\$1,820	\$7,274	\$0	\$7,274	7.34	\$112,021	\$73,414
2011	\$83,023	\$15,459	\$5,305	\$3,225	\$8,530	\$0	\$8,530	6.30	\$107,012	\$71,660
2012	\$80,608	\$0	\$5,487	\$1,313	\$3,800	\$0	\$6,800	6.79	\$87,808	\$70,243
2013	\$80,608	\$0	\$5,463	\$2,052	\$7,505	\$0	\$7,505	6.75	\$88,313	\$0
2014	\$114,528	\$0	\$5,462	\$1,830	\$7,292	\$250	\$7,532	4.74	\$122,460	\$72,721
2015	\$90,630	\$0	\$5,504	\$1,890	\$7,494	\$0	\$7,494	6.07	\$98,124	\$64,298
2016	\$87,687	\$5,720	\$5,833	\$2,210	\$7,843	\$0	\$7,843	6.40	\$147,550	\$63,784

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2011-2016	-3.95	-18.75	19.51	-55.56	33.33	5.98	-8.25	37.88
2006-2016	-26.41	-30.85	-2.00	-50.00	0.00	52.12	-6.82	117.99

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.



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



Church#: 360400

Assoc: 324      Schedule: 0      Saint James UCC      Newton      WI      53063

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	167	84	55	3	3	8	4	0	7
2007	171	93	48	0	0	13	4	5	4
2008	178	95	46	4	0	6	3	2	7
2009	183	97	36	5	0	2	1	1	5
2010	189	90	37	4	0	4	1	1	6
2011	186	80	48	2	0	2	7	0	-3
2012	196	81	43	3	0	6	2	0	10
2013	202	66	47	3	0	4	1	0	6
2014	201	71	44	2	0	0	3	0	-1
2015	207	72	39	6	3	0	3	0	6
2016	210	63	29	5	0	0	2	0	3

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	\$55,540	\$22,647	\$5,175	\$2,566	\$7,771	\$400	\$8,171	9.32	\$86,356	\$87,206
2007	\$60,330	\$9,612	\$6,477	\$2,207	\$7,684	\$734	\$8,418	9.30	\$78,356	\$80,718
2008	\$67,707	\$0	\$5,221	\$2,049	\$7,270	\$400	\$7,670	7.71	\$75,377	\$81,132
2009	\$64,044	\$0	\$5,413	\$2,408	\$7,819	\$2,552	\$10,371	8.33	\$75,315	\$80,633
2010	\$79,964	\$0	\$5,309	\$1,889	\$7,198	\$550	\$7,748	6.64	\$87,712	\$81,637
2011	\$82,685	\$0	\$5,135	\$3,324	\$8,459	\$0	\$8,459	6.21	\$91,144	\$83,137
2012	\$81,970	\$0	\$5,855	\$1,979	\$7,834	\$250	\$8,184	7.14	\$90,154	\$86,546
2013	\$81,970	\$0	\$5,791	\$1,718	\$7,509	\$91	\$7,600	7.06	\$89,570	\$89,252
2014	\$77,512	\$0	\$5,479	\$2,064	\$7,543	\$3,495	\$17,338	7.07	\$94,550	\$71,522
2015	\$75,543	\$0	\$5,070	\$2,003	\$8,073	\$35,000	\$43,373	7.99	\$118,016	\$88,939
2016	\$108,475	\$0	\$5,027	\$5,394	\$11,421	\$0	\$11,421	6.65	\$119,896	\$78,341

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2011-2016	12.90	-15.00	-36.93	25.00	-71.43	31.18	35.02	31.55
2008-2016	25.75	-19.35	-47.27	-54.55	-60.30	95.31	46.97	38.34

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

## CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

	St Mark's	St. James	<i>Is this number an estimate? (check if yes)</i>
Number of active members:	168	200	X
Number of active non-members:	1	2	X
Total of church participants (sum of the numbers above):	169	202	X

Percentage of total participants who have been in the church:

	St Mark's	St. James	<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	91%	61%	X
Less than 10, more than 5 years:	5 %	20%	X
Less than 5 years:	4 %	19%	X

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>
26	23	12	16	20	27	28	36	19	St Mark's
22	20	25	21	26	42	31	13	20	St James

Percentage of adults in various household types:

	St Mark's	St. James	<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	17%	22%	X
Joint household with minors:	18%	24%	X
Single adults age 35-65:	19%	10%	X
Joint household with no minors:	23%	38%	X
Single adults over 65:	22%	6%	X

Education level of adult participants by percentage:

	St. Mark's	St. James	<i>Is this number an estimate? (check if yes)</i>
High school:	40%	27%	X
College:	32%	45%	X
Graduate School:	8%	10%	X
Specialty Training:	20%	15%	X
Other (No High School):		3%	X

Percentage of adults in various employment types:

	St Mark's	St. James	<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	57%	69%	X
Adults who are retired:	33%	21%	X
Adults who are not fully employed:	11%	10%	X

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

**We have a diverse population of farming families, factory workers, teachers, health care providers, small business owners and law enforcement officers.**

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 a white congregation of mostly German heritage. Diversity in our churches currently comes from age, education and socioeconomic status.**

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 we have not had this conversation and there are no imminent plans but we would welcome the opportunity.**

## 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?
	St Mark's	St. James	
Adult Groups or Classes			
Baptisms ( <i>number last year</i> )	2	1	Pastor
Children's Groups or Classes	40	30	4-5 lay teacher, Pastor in on planning meetings
Christmas Eve and Easter Worship	150	120	Pastor, Choir Director, Organist
Church-wide Meals	90-120	100	Consistory, Pastor, Youth Chili Dinner
Choirs and Music Groups	10	18	Organist, Choir Director

Church-based Bible Study	10 between both churches		Pastor
Communion ( <i>served how often?</i> )	60-80 each church (seven times per year)		Pastor
Community Meals	120	120	St Mark's prepared Sack Lunches for Salvation Army Shelter
Confirmation ( <i>number confirmed last year</i> )	2	4	Pastor and parents of confirmands
Drama or Dance Program			
Funerals ( <i>number last year</i> )	0	2	Pastor
Intergenerational Groups			
Outdoor Worship			
Prayer or Meditation Groups			
Public Advocacy Work			
Retreats	6	4	Youth
Theology or Bible Programs in the Community			
Weddings ( <i>number last year</i> )	0	0	
Worship (time slot: 9:00)	40-80	70	Pastor, Choir Director, Organist
Worship (time slot: 10:30)	40-80	80	Pastor, Choir Director, Organist
Young Adult Groups or Classes			
Youth Groups or Classes	10 Total between both churches		Parent Leaders

Additional comments:

**Early church offered at 9:00 am at St. Mark's on first and third Sundays of the month, St. James on second, fourth, and fifth Sundays. Late services are offered at churches on opposite dates starting at 10:30 am.**

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).

**NA**

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:

**NA**

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
Organist/Choir Director	Head	part time	consistory	40-60 years
Financial Secretary	Head	part time	consistory	1 year
Interim Pastor	Head	full time	consistory	4 months
Office Secretary	Head	part time	consistory	15 years
Custodian	Head	part time	consistory	10 years

## REFLECTION

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

**We have many very dedicated and diverse individuals serving the churches in many capacities.**

## CHURCH FINANCES

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

Source	Amount	
	St.Marks	St.James
Annual Offerings and Pledged Giving	\$77,022	\$85,795
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$4,000	
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$0	\$0
Fundraising Events	\$9,777	\$10,701
Gifts Designated for a Specific Purpose	\$30,065	\$0
Grants	\$0	\$0
Rentals of Church Building	\$0	\$0
Rentals of Church Parsonage	\$0	\$0
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$ 0	\$3,600
Transfers from Special Accounts	\$0	\$0
Other (specify):	\$0	\$0
Other (specify):	\$0	\$0
TOTAL	<b>\$111,097</b>	<b>\$99,080</b>

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

**St. Mark's: \$99,926**

**St. James \$81,940**



	St James Financial Report & Budget		
	2017 Budget	2017 Actual	2018 Budget
<b>SALARIES AND BENEFITS</b>			
Pastor's Salary	\$24,525.76	\$ 17,806.71	\$ 21,000.00
Parsonage Allowance	\$2,750.00	\$ 2,087.41	\$ 9,000.00
Pastor's Social Security	\$2,439.20	\$ 1,506.47	\$ 2,295.00
Group Health Insurance (Church)	\$3,363.75	\$ 3,363.76	\$ 3,370.00
Group Health/Dental Insurance (Pastor)	\$5,146.22	\$ 2,683.12	\$ 5,989.00
Pension Fund	\$4,463.90	\$ 1,259.67	\$ 4,200.00
Office Secretary	\$2,000.00	\$ 2,075.58	\$ 2,200.00
Secretary Social Security	\$300.00	\$ 343.87	\$ 340.00
Organist/Choir Director	\$3,000.00	\$ 3,300.00	\$ 3,300.00
Supply Pastor	\$250.00	\$ 1,785.45	\$ 250.00
Janitor Services	\$1,500.00	\$ 1,500.00	\$ 1,500.00
Treasurer's Salary	\$1,500.00	\$ 1,500.00	\$ 1,500.00
Social Security Withholding	\$450.00	\$ 481.95	\$ 482.00
<b>SUBTOTAL</b>	<b>\$51,688.83</b>	<b>\$ 39,693.99</b>	<b>\$ 55,426.00</b>
<b>PROGRAM EXPENSES</b>			
Decorations	\$200.00	\$ 154.32	\$ 200.00
Christian Education	\$1,200.00	\$ 631.82	\$ 700.00
Association Per Capita	\$808.00	\$ 879.75	\$ 945.00
Donations and Gifts	\$1,500.00	\$ 1,250.00	\$ 1,250.00
Pastor's Continuing Education	\$500.00	\$ -	\$ 500.00
Periodical Allowance	\$75.00		\$ 100.00
Miscellaneous	\$200.00		\$ 200.00
Music Program	\$1,500.00	\$ 851.35	\$ 1,000.00
<b>SUBTOTAL</b>	<b>\$5,983.00</b>	<b>\$ 3,767.24</b>	<b>\$ 4,895.00</b>
<b>CHURCH OPERATION EXPENSES</b>			
Shared Expenses w/St. Mark's	\$5,000.00	\$ 3,308.77	\$ 4,000.00
Pastor's Travel Reimbursement	\$4,050.00	\$ 2,157.66	\$ 4,050.00
Fuel	\$2,800.00	\$ 1,115.94	\$ 2,000.00
Telephone	\$1,000.00	\$ 890.95	\$ 1,000.00
Electricity	\$4,700.00	\$ 3,135.51	\$ 3,500.00
Physical Damage & Liability Insurance	\$2,300.00	\$ 2,301.00	\$ 2,400.00
Workers Comp Insurance	\$1,000.00	\$ 911.00	\$ 1,000.00
Building Maintenance & Repair	\$4,000.00	\$ 3,863.18	\$ 4,000.00
Copy Machine and Office	\$600.00	\$ 378.98	\$ 400.00
Miscellaneous	\$1,000.00	\$ 502.50	\$ 500.00
<b>SUBTOTAL</b>	<b>\$26,450.00</b>	<b>\$ 18,565.49</b>	<b>\$ 22,850.00</b>
<b>GRAND TOTAL</b>	<b>\$84,121.83</b>	<b>\$ 62,026.72</b>	<b>\$ 83,171.00</b>
<b>MINISTRY BEYOND OUR CHURCH</b>			
Lakeland University	\$400.00	\$ 400.00	\$ 400.00
One Great Hour of Sharing		\$ 1,024.00	
Neighbors in Need		\$ 930.00	
Blanket Fund		\$ 723.00	
Christmas Fund		\$ 502.00	
Strengthen the Church		\$ 745.00	
Our Church's Wider Mission	\$5,400.00	\$ 6,471.06	\$ 5,400.00
United Churchmen & Women	\$100.00		
Rural Church Fellowship Fund	\$150.00	\$ 150.00	\$ 150.00
<b>TOTAL</b>	<b>\$6,050.00</b>	<b>\$ 10,945.06</b>	<b>\$ 5,950.00</b>

<b>St. Mark's United Church of Christ Budget</b>			
<b>General Fund 2018</b>			
<b>Consistory recommended giving per member for 2018</b>			
General Fund	\$800		
Building Fund	\$100		
OCWM	\$ 85		
	2017 BUDGET	2017 ACTUAL	2018 BUDGET
<b>Income</b>			
Member Contributions	\$ 69,000.00	\$ 59,619.00	\$ 70,000.00
Sunday Loose Offerings	\$ 4,300.00	\$ 4,463.25	\$ 4,400.00
Co-Energy Dividends	\$ 100.00	\$ 84.04	\$ 100.00
Miscellaneous	\$ 800.00	\$ 4,150.00	\$ 500.00
Easter Lillies & Pointsettias	\$ 400.00	\$ 405.75	\$ 400.00
Interest	\$ 75.00	\$ 63.93	\$ 75.00
Total Income budget	\$ 74,675.00	\$ 68,785.97	\$ 75,475.00
<b>Expenses</b>			
<u>Pastor (St. Mark's Only)</u>			
Basic Salary	\$ 24,525.76	\$ 16,931.74	\$ 21,000.00
Housing Allowance	\$ 2,750.00	\$ 2,080.10	\$ 9,000.00
Travel/Auto Allowance	\$ 4,050.00	\$ 2,057.65	\$ 4,050.00
Pension/Family Protection	\$ 4,942.18	\$ 1,259.67	\$ 4,200.00
Health/Dental Insurance	\$ 5,000.00	\$ 2,718.45	\$ 5,235.00
Social Security	\$ 2,439.20	\$ 1,506.48	\$ 2,295.00
Christmas Gift / Retirement	\$ 250.00	\$ 950.00	\$ 250.00
Continuing Education			\$ 500.00
Total Pastor	\$ 43,957.14	\$ 27,504.09	\$ 46,530.00
<u>Insurance</u>			
Workman's Compensation	\$ 1,000.00	\$ 913.00	\$ 1,000.00
Church Portion of Health Ins.	\$ 2,750.00	\$ 2,762.52	\$ 2,800.00
Total Employee Insurance	\$ 3,750.00	\$ 3,675.52	\$ 3,800.00
<u>Utilities</u>			
Propane	\$ 5,000.00	\$ 4,169.82	\$ 5,000.00
Electricity	\$ 2,600.00	\$ 2,707.63	\$ 2,800.00
Telephone/Internet	\$ 1,300.00	\$ 1,408.91	\$ 1,450.00
Total Utilities	\$ 8,900.00	\$ 8,286.36	\$ 9,250.00
<u>Office Expenses (St Mark's Portion only)</u>			
Copy Machine	\$ 750.00	\$ 835.12	\$ 850.00
Sunday Bulletins	\$ 550.00	\$ 446.82	\$ 500.00
Paper/Office Supplies	\$ 900.00	\$ 763.81	\$ 800.00
Stamped Envelopes	\$ 350.00	\$ 420.38	\$ 400.00
Postage/Permits	\$ 450.00	\$ 487.86	\$ 500.00
Music Licensing Fee	\$ 60.00	\$ 87.50	\$ 90.00
Secretary	\$ 2,200.00	\$ 2,075.59	\$ 2,200.00
Internet Fee/Security	\$ 400.00	\$ 239.99	\$ 250.00
Total Office	\$ 5,660.00	\$ 5,357.07	\$ 5,590.00



<b>General Fund Budget Continued</b>			
<u>Employees</u>			
Organist/Choir Director	\$ 4,500.00	\$ 3,915.64	\$ 4,000.00
Financial Secretary	\$ 2,220.00	\$ 2,216.40	\$ 2,220.00
Bell Ringers	\$ 150.00		\$ 520.00
Guest Speakers	\$ 300.00	\$ 2,175.00	\$ 400.00
Custodian	\$ 900.00	\$ 890.45	\$ 950.00
Employee Social Security	\$ 1,800.00	\$ 1,097.94	\$ 1,200.00
Total Employee	\$ 9,870.00	\$ 10,295.43	\$ 9,290.00
<u>Miscellaneous Expenses</u>			
NE Assn. Annual Support	\$ 722.50	\$ 722.50	\$ 765.00
Special Guest Music	\$ 400.00	\$ 800.00	\$ 400.00
Rural Church Fellowship	\$ 150.00	\$ 150.00	\$ 150.00
Sheboygan County Churchman	\$ 100.00	\$ 100.00	\$ 100.00
WI Conference Meeting	\$ 200.00	\$ 92.47	\$ 200.00
NE Assn. Meeting	\$ 50.00	\$ 5.00	\$ 50.00
Evangelism	\$ -	\$ 112.50	\$ 120.00
Kitchen & Bathroom Paper Supplies	\$ 300.00	\$ 29.05	\$ 300.00
Subscriptions (Upper Room)	\$ 75.00		
Miscellaneous	\$ 1,000.00	\$ 1,628.73	\$ 1,500.00
Easter Lillies/Pointsettias	\$ 400.00	\$ 398.50	\$ 400.00
Total Miscellaneous	\$ 3,397.50	\$ 4,038.75	\$ 3,985.00
<b>General Fund Total Budget</b>	<b>\$ 75,534.64</b>	<b>\$ 59,157.22</b>	<b>\$ 78,445.00</b>
<b>Building Fund Budget 2018</b>			
<u>General</u>			
Church Building and Liability Insurance	\$ 3,550.00	\$ 3,458.00	\$ 3,500.00
Pump Holding Tanks	\$ 900.00	\$ 530.00	\$ 900.00
Sheboygan Cty Sanitation Fee & Sign	\$ 25.00	\$ 25.00	\$ 25.00
Fire Extinguisher Maintenance	\$ 200.00	\$ 130.20	\$ 200.00
Elevator Inspections Required	\$ 700.00	\$ 748.00	\$ 800.00
Sheboygan County Water Sample Test	\$ 60.00	\$ 58.00	\$ 60.00
Elevator License	\$ 50.00	\$ 50.00	\$ 50.00
Total	\$ 5,485.00	\$ 4,999.20	\$ 5,535.00
<u>Building</u>			
Miscellaneous repairs	\$ 2,000.00	\$ 1,331.64	\$ 2,000.00
Elevator Repairs		\$ 1,084.98	\$ 1,000.00
Contracted Church Cleaning	\$ 3,000.00	\$ 742.54	\$ 1,000.00
Parsonage Repairs	\$ 200.00	\$ 774.56	\$ 500.00
Louvers Maintenance	\$ 5,000.00		\$ 5,000.00
Total	\$ 10,200.00	\$ 3,933.72	\$ 9,500.00

<b><u>Grounds</u></b>			
Snow Removal and Sanding	\$ 1,000.00	\$ 806.50	\$ 1,000.00
Lawn Care	\$ 900.00	\$ 900.00	\$ 1,300.00
Miscellaneous	\$ 300.00		\$ 300.00
Total	\$ 2,200.00	\$ 1,706.50	\$ 2,600.00
<b>TOTAL BUILDING FUND BUDGET</b>	<b>\$ 17,885.00</b>	<b>\$ 10,639.42</b>	<b>\$ 17,635.00</b>
<b>Goeke Youth Fund Budget 2018</b>			
Sunday School Materials	\$ 1,200.00	\$ 900.03	\$ 1,100.00
Children Bulletins & Confirmation Material	\$ 500.00	\$ 236.75	\$ 700.00
Confirmation Class Donation to Youth Org	\$ 400.40	\$ 400.40	\$ 400.00
<b>TOTAL GOEKE YOUTH FUND BUDGET</b>	<b>\$ 2,100.40</b>	<b>\$ 1,537.18</b>	<b>\$ 2,200.00</b>
	Amount needed		
<b>Miscellaneous</b>	<b>to be raised</b>	<b>Raised to Date</b>	
<b>Camp Campaign</b>	<b>\$ 8,000.00</b>	<b>\$ 660.00</b>	
<b>Canopy Campaign</b>	<b>\$ 60,000.00</b>	<b>\$ 5,873.57</b>	
<b>OCWM GOAL</b>	<b>\$ 5,600.00</b>		

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

**Approximately 60% at both churches.**

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)*

- ☒ 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%)*

**OCWM offering is obtained through special offering Sundays, as a line item on dues envelopes and from the proceeds from each church's Mission Fest dinner held in the Fall of each year.**

What is the church's current indebtedness?

**Neither church currently holds any debt.**

Total amount of loan debt: **NA**

Reason for debt: **NA**

Are capital and other payments current? **NA**

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.

**St. Mark's: Outdoor Drive-under Canopy – a permanent structure to be built off of the main entrance to church with an under-lighted rooftop.**

**Projected cost \$60,000. Project is currently delayed.**

**St. Marks: Parsonage Upgrades – parsonage in need of updating. Planning meetings have just begun. Estimated cost at this time is \$60,000**

**St. James: \$30,000 earmarked for restoration of church pews**

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

Year(s)	Purpose	Goal	Result	Impact
2010-2017	Parking Lot resurfacing St. Mark's	\$60,000	\$60,000	Project completed 2017
2016	Camp Campaign St. Mark's	\$8,000	\$660	Completed and paid in 5 Years
2007	Handicapped Accessibility with Elevator & Entryway Remodel - St. Mark's	\$450,000	\$450,000	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2017	Outdoor Drive under canopy – St. Mark's	\$60,000	\$5,873.05	On hold
2018	Parsonage Upgrade – joint St. Mark's/St. James	\$60,000	\$0	Not yet begun

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

**Canopy-Allow a more weather tolerant option for those desiring a safe drop off and pick up at our church services/events.**

**Camp Campaign – support the UCC church camps in their efforts to allow upgrades to participants**

Does your church have an endowment?

What is the market value of the assets?

**St. Mark's: \$42,977**

**St. James: \$277,081**

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

**St. Mark's: Withdrawn as to policy stated in fund. (Value must raise 1.25% in order for funds to drawn)**

**St. James: Funds must be requested via an application process. Recommendations are presented and voted on by the congregation.**

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

**St. Mark's: Depends on market.**

**St. James: Approximately \$30,000/year**

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

**There is no draw on either endowment for operating expenses.**

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

**St. Mark's: Forever**

**St. James: 20+ years**

Please comment on the above calculations or estimates:

**St. James: Approximately \$40,000 are donated to this endowment annually. At current rate of draw, if no more funds were donated and interest held it would last \$20+ years. Though if donations were to end draw would be reevaluated.**

Other Assets:

Savings On Hand:

**St. Marks: \$45,000**

**St. James: \$29,874**

Cemetery Association:

**St. Marks: \$21,000**

**St. James: \$51,869**

Investments (other than endowment): **None**

Does your church have a parsonage? **Yes**

Fair market rental value of the parsonage:

**\$800-1200 per month**

How is the parsonage used?

**Available for next pastor**

Street / City / State / Zip:

**Adjacent to St. Mark's UCC**

Finished square footage:

**2,400 estimated**

Number of Bedrooms, Number of Bathrooms:

**Three plus office (or could be used as bedroom)**

Assessed real estate value:

**Current \$120,000, with planned upgrades \$170,000**

Available for minister residence: Y/N

**Yes**

Expected minister residence: Y/N



**Yes, if desired**

Condition of structure, systems and appliances

**Solid structure, remodeling planned for kitchen and bath areas. Appliances to be upgraded**

Entity in the church responsible for review and needed repairs

**Parsonage committee formed and discussing with congregation.**

Describe all buildings owned by the church:

**St Mark's UCC: Church, parsonage, garage**

**St. James UCC : Church, utility 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.*)

**Basement and main church level at both churches**

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

**Both churches are financially strong and conistories meet annually to discuss budget with the additional assistance of the financial secretary at St. Mark's**

## 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.

**Our last pastor was here for 28 years. This process is a big event for us.**

**We have been yoked for over 150 years.**

**Both churches celebrated 150th anniversary recently.**

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

**Largely because of the three things above we have not experienced a lot of change in recent years.**

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.

**The most significant conflict of recent years centered around the Eunpyong Methodist’s use of St. James. There were a number of incidents of damage to the church or the stoves being left on in the kitchen. After a couple incidents consistory had a conversation with the Korean congregation. Some within the St. James congregation voiced displeasure at their use of the church. Every year, their continued use of the church is voted on at the annual meeting and every year there are a few dissenting opinions, but their continued use passes by vast majority and those who do not approve gracefully respect the decision of the majority. There were a few more incidents, but it has been smooth sailing for several years.**

#### Ministerial History

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. William L. Kesting Jr.	1989-2017	Y
Rev William Klossner	1983-1988	Y

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

**We have realized that our past ministerial leader gave much of himself to the church and his life WAS the church. He attended to every whim and participated in every meeting/activity/need of the church. As we search for our new leader, we realize that the role he/she will play in our church must have time boundaries to allow them to have a work life as our Pastor and a home life that gives them their independence to be who they want to be.**

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

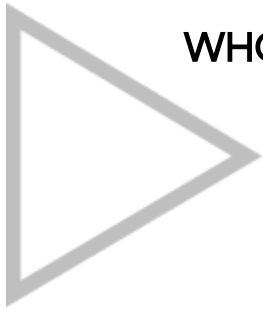
**No**

Has your church been involved in a Situational Support Consultation?

**No**

Has a past pastor been the subject of a Fitness Review while at your church?

**No**



## WHO IS OUR NEIGHBOR?

"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?

**Yearly mission trips to assist with rebuilding after disaster in Merrill, WI, Iowa and helping with upgrades at Pilgrim Center at Green Lake**

**Monetary contributions to Peter's Food Pantry (Manitowoc, WI), Salvation Army (Sheboygan and Manitowoc), Heifer Project International, Holy Joe's Coffee, Wider Church Ministries, Moon Beach Camp and Pilgrim Center.**

**Collection drives of clothing, baby items and personal items for residents of Pine Ridge Indian Reservation**

**St. Mark's UCC Sunday school has collected and packaged over 120 bag lunches yearly for Salvation Army last 2 years, made tie blankets and soup for community and church members in time of illness, grieving or hardship**

**Youth from both churches conducted collections of personal items for local nursing home residents at Christmas and delivered Valentines and puzzle books to homebound members.**

**St. Mark's Sunday School supports a student in an orphanage through New Missions.**

**Both churches participate in the Crop Walk annually.**

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

Members participate in:

**Rural Church Fellowship**

**NE Association Meetings**

**Wisconsin Conference Annual Meeting**

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at [ucc.org](http://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?

**Yes, we are open to some of these possibilities.**

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

**St. James provides facilities for the regular worship of the Eunpyong Korean Methodist Church.**

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 do not currently have a 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?

**Duties follow the guidelines for a full time pastoral position in the call agreement workbook.**

## MISSION InSite

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

**There are about 20 UCC churches within a 30 minute radius of each church. All are handicap accessible with only a few that are open and affirming.**

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?

**We are similar to that of other churches and neighborhoods in our area.**

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

**Demographics not shaping ministry.**

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

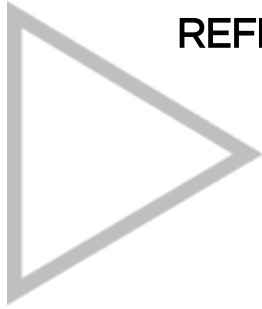
**St Mark's has a lit up sign with clever, thought provoking statements**

**St. James is "the little white church on the hill"**

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

**Wanted a place where their children could get involved and people were welcoming.**

**Wanted a place that was small, more intimate so as not to feel lost in the crowd, and could be a second family.**



## REFERENCES

### REFERENCE 1

Tim Schultz Phone # [920-698-7365](tel:920-698-7365)

Has attended St. Mark's UCC and participated in activities more than 20 years with his wife and two children who are members

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

The one strength that I've always believed both churches excelled at is the [Sunday](#) school programs. It is nothing short of impressive the number of children involved in our church programs. I only see it growing from the efforts put forth by key members of our congregations.

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

I think of two areas in our church that could use improvement are modernizing some of the decor and more opportunities for the adults.

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

My family participated in a couple different mission trips over the years. This was an awesome opportunity for all of us to learn and grow while helping communities outside of our area.

## REFERENCE 2

Lee Anne Raleigh, Church Secretary for St. Mark's/St. James UCC

Lee Anne Raleigh  
3990 Greenwood Court  
Sheboygan, WI 53081  
leeraleigh@yahoo.com

February 15, 2018

To Whom It May Concern:

Since I moved to the area 27 years ago, the congregations composed of these two churches (St. Mark's UCC and St. James UCC) have always intrigued me. The outdoor sign in front of St. Mark's always displays an inspirational message or quote that I, as well as others, looked forward to reading.

Through time, I have come to understand and appreciate that the members of these churches are of strong faith and contagious enthusiasm. Their passion for ministry is unparalleled and their commitment to their members as well as their community is commendable.

Because of the recent retiring of their long time pastor, there have been a few areas of improvement that have been spotlighted. Because of their strong leaders, additional communication lanes have been opened between the two churches and these areas are being addressed as united congregations.

Any pastor would be fortunate to serve at St. Mark's UCC and St. James UCC. They demonstrate a good balance of comradery and responsiveness that is amazing, while retaining their own uniqueness that defines their individuality.

Sincerely,

Lee Anne Raleigh



### REFERENCE 3

Laurie Heckmann

Has attended St. James's UCC and participated in activities more than 20 years with her husband and three children

(920) 693-3236 / wheckmann@tds.net )

I am writing this letter as a non-member reference as St. James/St. Marks searches for a new pastor.

I am a member of a different church, but attend St. James often as my husband and children are members there.

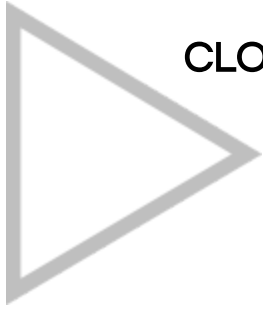
St. James has been a welcoming church, asking me to help/become involved. I like the family feel of the church.

Pastor always made me feel comfortable and welcome. I appreciated whenever a family member was hospitalized, we could count on him being there. He would share in the good times and the challenging times and that was reassuring.

The Sunday School/Youth program has taught my children it is good to share what we have, through offerings and acts of kindness that help people within their own congregation, within their own communities, and helping those people worldwide that they will never meet. We hear God's word and share God's Love.

Over two years ago, we had a sudden death in our family and as family and friends gathered around us, so did this church family and I will always be grateful for that.

God's Blessings,  
Laurie L Heckmann



## **CLOSING THOUGHTS**

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

### **CLOSING PRAYER**

**As we gather to call a new minister. to St. James' and St. Mark's congregations let us proceed with the banner of two great commandments. The charge to love our Lord and all people with warm and open hearts and remembering an old prayer from St. Francis of Assisi:**

**Lord, make us instruments of your peace,  
Where there is hatred, let us sow love;  
Where there is injury, pardon;  
Where there is doubt, faith;  
Where there is despair, hope;  
Where there is darkness, light;  
Where there is sadness, joy;  
O Divine Master,  
Grant that we may not so much seek  
To be consoled as to console;  
To be understood as to understand;  
To be loved as to love.  
For it is in giving that we receive;  
It is in pardoning that we are pardoned;  
And it is in dying that we are born to eternal life.**

**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.)*

**Joint Search Committee of St. Mark's and St. James UCC**

**David Aardappel**

**Scott Henschel**

**Dan Kleinhans**

**Sarah Lutze**

**Sandy Perronne**

**Jenny Riesterer**

**Mike Scharl**

**Tara Vandoske**

2. Additional comments for interpreting the profile:

Signed:

*Sandy Perronne*

Chairperson of Joint Search Committee April 2, 2018

## VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: YES

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

Staff Comment: YES

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment: YES

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Franz S. Rigert/Wisconsin UCC Conference Minister

Email: frigert@wcucc.org

Phone: 414-704-2625

Date: April 2, 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*