

LOCAL CHURCH PROFILE

**UNITED CHURCH
OF CHRIST**



First Congregational United Church of Christ
South Milwaukee, WI

Settled Pastor

Wisconsin Conference
Southeast Association

[June 11, 2018]

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Consent and Validation

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

POSITION POSTING

LISTING INFORMATION

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WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: First Congregational United Church of Christ

Street address: 1111 N Chicago Ave, South Milwaukee, WI 53172

Supplemental web links: www.firstconguccsm.com

Additional ecumenical affiliations:

Interfaith Conference of Greater Milwaukee

Wisconsin Council of Churches

*Masjid Al-Huda

*Divine Mercy Parish

*South Milwaukee Human Concerns

*Trinity Lutheran Church

*New Day Church

*Gordon Foods

*Skyline Catering

*(*Indicates they are partners in the Free Community Meals Program)*

Conference - Wisconsin Conference

Association - Southeast Association

UCC Conference or Association Staff Contact Person

Name: Rev. Franz Rigert

Title: Conference Minister

Phone: 414-704-2625

Email: frigert@wcucc.org

Summary Ministry Description:

We will be a church that joyfully engages our diverse community through invigorating worship, fellowship, and service. We will continue to grow into being part of the Body of Christ within the world. Our faith leads us to welcome all persons, including those of all races, ethnicities, ages, sexual orientations,

gender identities and expressions, family structures, faith backgrounds abilities and economic circumstances into the full life and ministry of this church. We further commit ourselves to continued dialogue, so that both those who disagree and agree with this statement can support each person's faith journey, as we live, grow lean and change, according to our understanding of God's call to us.

Photographs:







What we value about living in our area: We love our community because South Milwaukee provides a small town feel with urban conveniences. We are situated 7 miles from downtown Milwaukee and 75 minutes from Chicago. Lastly, we are within walking distance to Lake Michigan.

Current size of membership: 226 per the 2017 Annual Report

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

Position Title: 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

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK

- 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 prayers, 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.
- Pastoral care in collaboration with lay people.
- Community engagement and leading the way for the church to be an ambassador of God's love.
- Weddings and funeral 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.
- Administration responsibilities, except those delegated to Church secretary.
- Faithful financial development and stewardship.
- Responsibility for supervision of staff
- 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 understanding of others in all they do

Core Competencies:

Flexible/Adaptable/Forward-thinking
Accepting
Compassionate

COMPENSATION AND SUPPORT

Salary Basis: \$36,500-\$47,500 plus home equity allowance of \$1,000/yr

Benefits: Salary plus Benefits

What is the expected living situation for your next minister?

First Congregational UCC owns a two-story home about 2.5 blocks from the church, situated on approximately .75 acres. Our church will pay all utility and maintenance costs of the parsonage, including that of basic telephone/internet service, lawn care, and snow removal.

It is anticipated that the next Pastor and his or her family will reside in the parsonage, however there is flexibility with this dependent on the candidate. It is expected that the pastor live in the nearby/church community

Describe peer and professional supports available for ministers in your association/conference: Good relationships with UCC clergy, specifically St. Luke's UCC in South Milwaukee. Communities of practice are set up through the conference to provide peer relationships and discussions with other clergy. There are periodic meetings of UCC clergy in the Milwaukee district.

WHO IS GOD CALLING TO MINISTER WITH US?

We envision our next minister co-collaborating with the congregation by continuing to grow our membership, expanding statements of witness, and to become an immigrant

welcoming church. Involvement in our youth ministry is a must as is intergenerational flexibility, specifically the ability to communicate well with the entire church. We pride ourselves on a strong musical ministry therefore it is important to us that our next minister be supportive and involved in this ministry as well.

Community outreach and involvement is extremely important to us as a congregation. We are looking for a minister who will embrace this ministry and help us not only continue with the current activities we do, but also help us discover new ways we can help the community around us.

Just as with our desire to become Open and Affirming, we are passionate about making sure ALL of God's people feel welcome, loved and safe in the life of our church. Therefore, we would like our next minister to not only support our endeavors but also help us find ways to become Immigrant Welcoming.

Our next minister needs to be able to positively encourage members in our congregation to continue their financial and non-financial benevolent giving, and open to creative ways of communicating when it comes to pledge Stewardship.

We realize that we cannot act alone in our ministries, and we also realize that we have gifts that we can share on the broader UCC level. Therefore, it is important to us that our next minister be willing and able to participate at the Association and Conference levels so we can reap the benefits of the wider church...and they can learn from us.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling: Ability to speak English, yet an individual who values difference and diversity. Spanish may be beneficial. This matters to us because we want to grow as a congregation and in the community.

The Marks of Faithful and Effective Authorized Ministers that we would like our next minister to exhibit are as follows:

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- Praying actively and nurturing spiritual practices.

- Being called to ordained ministry by God and the Church.
- Continuing discernment of one's call in community.
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

- Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Strategically creating the future of God's Church.
- Witnessing in the public square to God's redeeming power.
- Performing necessary and appropriate administrative tasks.
- Working collaboratively with intercultural awareness and sensitivity.
- Encouraging leadership development of self and others through continuing education and lifelong learning.

ENGAGING SACRED STORIES AND TRADITIONS

- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church, from biblical times forward.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- Leading faith formation effectively across generations.
- Holding the Holy with integrity especially as represented in the Sacraments.

WORKING TOGETHER FOR JUSTICE AND MERCY

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.
- Identifying and working to overcome explicit and implicit bias in the life of the Church.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

God is calling us to become the eyes, ears, and hands of Christ in this world. We are being called to actively love ALL of God's children and find ways to show them that love. We are called to teach our children about the love and life of Jesus so they can later become the eyes, ears and hands of Christ.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation:

We developed a long range plan in 2012 and since then have implemented or are currently working on the goals set at that time. We fully support developing a new multi-year strategic plan in partnership with the new Pastor after having established a sense of our community and our broader community.

One of the long range goals we set was to organize a Free Community Meal where we could share in the ministry of feeding God's people. Our Mission Committee diligently worked with other local faith communities, along with our local food bank and our city government to create a Free Community meal once a month. Over the past months, attendance has grown and we have been able to feed hundreds who may not have otherwise had a meal that day.

Another initiative that came from our last long range plan was the idea of evangelising through social media. Our Evangelism team has created what we affectionately call "Flash Days". There are several days throughout the year where the members of our congregation are asked to take to whatever social media platform they frequent and post a comment about our church. There is usually some sort of leading question that is provided and all we have to do is fill in the blanks. For example, our very first "Flash Day" prompt was, "I love my church because..." followed by the name, address, phone number and website address of our church. The various responses were sometime heartfelt and sometime funny...but all completely honest. If we were able to draw people into our church due to these events, we don't know...but we are getting the message of love out into the world so for that alone we are successful.

WHO ARE WE NOW?

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- 11-YEAR REPORT
- CONGREGATIONAL DEMOGRAPHICS
- PARTICIPATION AND STAFFING
- CHURCH FINANCES
- HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS - Our Congregations Life of Faith

Lesley's story about the Holy Spirit at work in our church:

My husband and I were both born and raised Catholic but when it came time to get married, our church would not marry us. My husband had been married previously, and unless he would have tried (15+ years later) to get an annulment, there was no way for us to marry in the Catholic church. Having a ceremony centered around God was extremely important to both of us so we went in search of a church that would marry us while not requiring us to actually convert or join their congregation. After a few failed attempts we called Tom Payden, whom we knew from when our neighbor's son got married. Tom met with us and agreed to perform the ceremony with no other strings attached. Since the only service we had attended at First Congregation was a wedding ceremony, we wanted to attend a few normal services just so we could get to know Tom a little bit better. We got married in July of 2010 and fully expected that to be the end of our relationship with this church. However, we felt weird about "using" the church in the way we had so even after the wedding we continued to attend services on the first Sunday of each month, which is when Communion was celebrated. During this time we would also attend services at our home parish...pulling double church duty once a month. Fast forward to the first Sunday in December 2010 when my husband and I were once again attending service at First Congregational. It was the point in the service for the anthem where the choir got up to sing. Not even halfway through the song my husband and I look at one another and say simultaneously, "We need to be here for Christmas." It was then that we started attending services EVERY Sunday...once again, pulling double duty. It wasn't too much longer that Tom approached us asking us if we had given any thought to becoming members. My husband and I talked about it and while we both agreed it would be really hard to leave the church we had both known our whole lives, we knew we were being called to First Congregational and the UCC church in general. I know the power of the Holy Spirit was working through the choir that long ago Christmas season...and continues to work in amazing ways for the rest of our family as well. (Since joining the church in 2011, both of my husbands daughters have since joined the church and three of our four grandchildren have been baptized here.)

Maureen's story

In 2018, my 3 ½ year old daughter sat in church quietly listening to the sermon while drawing on a piece of paper. About five minutes into the sermon, she turned to me and said "Mommy, there's God. God's right there!" She was pointing to the left of the minister who was preaching the sermon. About 10

minutes later I asked her if God was still here. She looked all around and said “no”.

Strengths or positive qualities of our congregation:

The community fellowship of our congregation provides the singular most positive quality of our church. Community, for us, means that we are an open congregation that welcomes diversity in all of its forms. Our engaged and active congregation community, whether in musical or prayerful worship, provides a home for those who are feeling lost, isolated, or defeated. Community fellowship means that we will provide a place of contemplation, guidance, and growth for all those who seek it and the benevolence of our community members provide outreach to those who are unable to provide for themselves. Our community continually encounters and masters the variety of internal and external, financial or emotional challenges presented to the congregation, making this community one of the most active communities within our larger South Milwaukee community. Our community embraces old and young alike, which is a reflection of the makeup of our existing congregation community. In the end, the attribute that all who enter experience is the strong sense of community in our church.

What worship is like when our congregation gathers:

Worship at our church involves the entire membership present on the day of the service. The service begins with announcements by our members relevant for our congregation, typically revolving around our missions for our church and in the greater community. Worship is not the sole responsibility of our pastors; rather, worship is member driven by including weekly lay readers and artistic expressions of faith. We continue our faith by gathering after worship to welcome visitors and catch up with friends.

Faith in our church is also expressed in the open communion that permits all in attendance to participate, whether you are a member, a visitor, young or old, all are welcome at the table of Christ. Our open communion permits our members to receive an individual prayer from our pastors, which is a powerful representation of the individuality of the members in our congregation while they participate in an activity demonstrating the community of our faith.

Although Sunday worship provides a phenomenal means for the transformative power of faith, our worship moves beyond the walls of our physical structure. Our community thrives because our members participate in the youth retreats, adult retreats, and women’s retreats offered to and developed by our

congregation. These retreats endeavor to provide thought provoking exercises for participants, while interweaving fun and entertainment, which forges new and solidifies old friendships.

In the end, our worship is inclusive and transcends beyond the four walls of our church.

The educational program and/or faith formation vision our your church:

DiT (Disciples in Training) has been the main way for children to be educated in faith formation (K4-8th grade). We have had flexible groupings depending on numbers and ages. Kids are used as leaders in Christmas story, singing for holidays like Easter, Christmas, Palm Sunday among others. We have done a variety of outreach programs with Undy 500, jello collection, sandwich making, and creating butterflies for Easter basket donations to Human Concerns. Second graders are given their first bibles to use in DiT and in their own learning.

Teens have been engaging in more activities to include them in the life of the church, and to encourage their growth and bonding with each other.

We believe that people grow their faith throughout their lifetime in our church by showing up and being PART of the family. Everyone goes through busy times, but if they feel part of the church family they feel like they can be there when they can, and that it's ok. We do stress the importance of children being at church because how do you feel part of church if you aren't there! Seeing baptisms at church-welcoming them as our sisters and brothers, through music, the sermons that are connected to us today in our world, the outreach to people near and far, hearing prayers, sharing prayers in church or in DiT, are some ways we grow our faith.

Feasting on the Word was one curriculum that was used. The gathering time in DiT brings everyone together to share the 'service' and the gospel before they break into different lessons and activities. I think having the kids hear the stories and letting them 'learn' it through different activities helps them to remember it.

How our congregation is organized for ministry and mission:

In regards to our ministry and mission, Our co-pastors currently participate on all boards and committees, (but are only advisory to the Board of Trustees) However, they do not act as voting members on the boards. Each Board consists of members representing a diverse age range to ensure all views and perspectives are considered in decision making. When it is time to make key decisions, the decisions are made through a vote of membership, and our church has a Constitution and By-laws that are followed during every meeting. The decision-making system is very decentralized, giving members the opportunity to express joys and concerns in regards to the decisions that must be made. The church sends out weekly announcement emails, along with a monthly Bell Tower.

Our congregation sometimes struggles with low attendance for adult education opportunities, children participating in Church School, which we have named “Disciples in Training” or “DiT”, and youth participating in the life of the church. We also struggle with low church attendance in the summer, as well as the congregation not being as engaged as they are in other months.

Boards & Committees:

- Advisory Council - Chairs of all Boards & Committees, plus Moderator, Clerk and Pastor
- Board of Trustees - Responsible for Operating Budget and Building Upkeep
- Worship & Fellowship Committee - Building community within current membership
- Faith Formation Committee - education component for DiT, youth group, and adult ministry. The committee also plans special education programs such as Mardi Gras party, Advent celebration, Epiphany, Christmas programming, etc.
- Mission Committee - selects local and larger community outreach participation.
- Evangelism Committee - Outreach into the community to draw individuals into the church
- Music Committee - meeting and assessing the musical needs of the church, updating sound system, looking for new musical directors if necessary, looking for special music when choir not present.
- Stewardship Team - In charge of Stewardship campaign
- Cemetery Operations Committee - Oversees Cemetery and its budget, organizes clean up days
- Constitution & By-Laws Committee - Reviews for changes to be voted on at Annual Meeting

When it comes to decision-making, how many hours are spent in meetings per month? 6-10 hours

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? On 9/11, a member of the church came to the Payden’s door that day and said “we should really do something”. Through numerous emails and phone calls (many of these contacts taken on by members of the church) we arranged to have a worship service that evening that was very well attended (many from beyond the congregation) and much appreciated by all.

In the middle of one of our 4:00 Christmas Eve services, a heavy rain caused a short that blacked out the downstairs and stairwells at church. Without the clergy knowing

anything about it, members of the church checked out the circuit breaker box for safety reasons and set up “trouble lights” in the stairwells, so everyone could exit the church safely after the service was concluded. Everything was done quickly, quietly, and without any further inconvenience.

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, we can provide our next minister with a copy of the Church Constitution as well as copies of past Annual Reports.

11-YEAR REPORT

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



Church#: 862860

Area: 832

Schedule: 0

First Congregational UCC

South Milwaukee

WI

53172

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBERS ADDS-REMOVED
2006	280	121	82	0	0	6	3	30	-27
2007	285	125	58	4	0	5	4	3	6
2008	299	138	58	6	12	6	5	0	13
2009	305	138	54	6	0	18	9	0	7
2010	298	138	52	3	2	6	10	3	-8
2011	275	125	56	7	0	18	4	35	-22
2012	282	115	58	0	7	6	1	0	6
2013	294	118	63	5	0	18	2	1	12
2014	295	113	61	0	0	5	3	1	1
2015	248	108	61	2	0	5	4	54	-47
2016	253	108	42	0	0	6	1	2	5

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL CCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPENSE	PLEDGES AND OFFERING
2006	\$129,617	\$10,773	\$21,900	\$4,638	\$25,638	\$2,908	\$38,544	16.20	\$168,934	\$159,451
2007	\$138,101	\$10,963	\$22,900	\$3,185	\$27,185	\$3,262	\$30,447	15.93	\$179,110	\$138,046
2008	\$149,324	\$45,906	\$22,900	\$4,689	\$26,689	\$4,914	\$31,583	14.73	\$226,507	\$141,900
2009	\$135,593	\$11,855	\$22,900	\$4,487	\$26,407	\$2,899	\$39,306	16.23	\$176,754	\$149,086
2010	\$136,918	\$10,993	\$23,823	\$3,322	\$28,945	\$3,523	\$32,468	17.25	\$180,379	\$150,969
2011	\$142,026	\$16,836	\$24,936	\$3,615	\$29,645	\$4,344	\$33,989	16.92	\$190,845	\$159,754
2012	\$141,026	\$6	\$24,917	\$4,081	\$28,998	\$3,098	\$31,156	17.03	\$172,182	\$163,996
2013	\$150,695	\$6	\$24,900	\$3,954	\$27,954	\$3,340	\$31,294	15.93	\$181,989	\$168,156
2014	\$158,100	\$22,906	\$25,900	\$3,535	\$29,535	\$3,400	\$31,935	15.71	\$213,035	\$160,006
2015	\$162,300	\$4,206	\$26,919	\$3,981	\$30,900	\$5,300	\$36,106	16.52	\$202,600	\$179,806
2016	\$168,600	\$6	\$25,976	\$3,899	\$30,975	\$5,620	\$36,794	14.67	\$205,395	\$186,906

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL CCWM	TOTAL EXPENDITURE
2011-2016	-8.33	-20.00	-25.00	-52.94	-92.31	16.71	4.49	6.51
2006-2016	-8.64	-20.00	-32.26	38.33	-90.91	36.08	20.82	21.58

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	170	X
Number of active non-members:	8	X
Total of church participants (sum of the numbers above):	178	X

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	28	X
Less than 10, more than 5 years:	37	X
Less than 5 years:	35	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>
43	10	10	25	16	25	30	40	22	X

Education level of adult participants by percentage:

		<i>Is this percentage an estimate? (check if yes)</i>

High school:	30%	X
College:	50%	X
Graduate School:	10%	X
Specialty Training:	10%	X
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	75%	X
Adults who are retired:	20%	X
Adults who are not fully employed:	5%	X

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

The congregation is made up of a variety of ages, along with a wide variety of occupations. Educators, technical workers, business people, etc.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up: Our church trends to mono-cultural with some participation from Latin American culture. We have discussed ways to become more inviting to other persons of color. Once we became ONA, we were provided feedback by some of our newest members that they specifically chose our church because of our ONA status.

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:

The Pulpit Selection Committee completed the Welcoming Diversity Inventory as part of our effort in completing the church profile. We agreed that this document could be used in the future to initiate further dialogue about welcoming diversity and our role in

improving the diversity of our church community. We welcome input from our future pastoral leader.

PARTICIPATION AND STAFFING

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes		
Baptisms (<i>number last year</i>)	2	Pastors
Children's Groups or Classes	10-20 (attending) 45(members)	Faith Formation Board, pastors
Christmas Eve and Easter Worship	Max. Capacity	Pastors, Co-music directors
Church-wide Meals	50	Volunteers, Various Committees
Choirs and Music Groups	20-25	Pastors & Co-Directors, Jam Band
Church-based Bible Study	5-15	Previously held monthly bible studies, currently
Communion (<i>served first Sunday of every month</i>)		
Community Meals	200-lunch bunch 50-100-meals	
Confirmation (<i>number confirmed last year</i>)	3 confirmands	Debbie, Ruth Schmidt, Mentors
Drama or Dance Program		
Funerals (<i>number last year</i>)	2	
Intergenerational Groups		
Outdoor Worship	100	Pastors, Co-directors, Jam Band, Grounds
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats	Adult-30-40 Youth- Adult/	

Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)		
Worship (10:00 AM)	100-125	Pastors, Lay Readers, Ushers, Greeters, Music Directors
Worship (time slot: 10:00 AM) 9:30 Summer Time	Less	Pastors, Lay Readers, Ushers, Greeters, Music Directors
Young Adult Groups or Classes	-	-
Youth Groups or Classes	10-12	Youth Group Coordinators - Liz Tesch
Other		

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? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Robert Horst	4		None	Y

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
Choir Dir/Accom	No	Part Time	Pastor/ Trustees	2005 - now

Secretary	No	Part Time	Pastor/ Trustees	2009 - now
Co -Choir Dir/Accom	No	Part Time	Pastor/ Trustees	2013 - now

REFLECTION

We are a small yet growing Congregation who is able to do great things with the resources we have. We have times of financial struggle throughout the year but are always able to pull together at the end of the year so we can meet our obligations. We are not just a church; we are not just a group of people who gather together once a week to listen to a sermon and sing a few songs. We are a family who love one another and are ALWAYS willing to open our arms to welcome new members into that family. We work hard to be the eyes, ears and hands of Christ; we laugh together, we break bread together, we cry together and we celebrate together.

Our youth are our future and we try to ensure they receive the care, support and education they need to become amazing members of the Body of Christ. They may have been born to their parents, but they belong to all of us and we care for them as such.

Our congregation thrives and survives because of our volunteer base. If we didn't have such an amazing pool of people to pull from, we would not be able to accomplish half of the things we do. We have a motto in our church, "Be the Bread". (We had a guest preacher one Sunday who challenged us to "Be the Bread" and we sort of just adopted this as our motto.) We try, every day, to be the Bread of Christ...to nourish and feed the souls of those in the community around us.

We are small, but we are mighty.

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year 2017)

Source	Amount
Annual Offerings and Pledged Giving	\$182,840
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$6,603
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$10,000
Fundraising Events	\$10,823
Gifts Designated for a Specific Purpose	\$4,922
Grants	\$0
Rentals of Church Building	\$8,960
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$0
Other (specify):	\$0
TOTAL	\$224,148

Current annual expenses (dollars budgeted for most recent fiscal year): \$166,595

See 2017 Annual Treasurer's Report Attached.

https://docs.google.com/document/d/1ArZ-ycwdBRpvzfUvfZZutESnrLbjfK_2mI0mLCpK

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 66%

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

Is your church 5-for-5: We are a 5 for 5 Church – supporting all 5 of the United Church of Christ’s offering initiatives for mission and ministries.

Our Church’s Wider Mission (OCWM) - on-going support of UCC.
Neighbors in Need - (Autumn national outreach to partner mission outreach)
Christmas Fund - (supporting retired clergy and spouses)
One Great Hour of Sharing - (Spring global relief and missions)
Strengthen the Church (Local and national UCC ministries)

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%): In fiscal year 2017 the percentage of the operating budget going to OCWM was 16%.

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: Fundraising is underway for replacing the flat roof on the addition. No start date has been established but a goal of \$20,000 has been set.

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

Year(s)	Purpose	Goal	Result	Impact
2008	Sanctuary roof replacement, gutters and downspouts	\$12,000	\$12,000	Preserving our historical church building
2011	Boiler & HVAC upgrade	\$16,000	\$16,000	Improving energy efficiency and habitability
2014	Lounge Remodel and downstairs flooring	\$18,000	\$18,000	Improving our meeting, educational, and social spaces

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2018	Addition flat roof replacement	\$20,000	Ongoing	Preserving our church facility

Does your church have an endowment? Yes.

What is the market value of the assets? The market value of all endowments for fiscal year 2017 was \$80,034 as of January 31, 2017.

Are funds drawn as needed, regularly, or under certain circumstances? Operating endowment funds are drawn only as needed to meet short term budget deficits.

What is the percentage rate of draw (last year, compared to 5 years ago)? The rate of draw from all church endowments for fiscal year 2017 was 12%. In fiscal year 2012 the endowment draw was 3%.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: The endowment draw in fiscal year 2017, in the amount of \$10,000, was to support religious education for a seminarian. In the past 5 years endowment draws for operating expenses were paid back.

At the current rate of draw, how long might the endowment last? Factoring out the endowment draw for seminarian support the rate of draw in fiscal year 2017 was zero for operating expenses. Barring unforeseen circumstances the endowments should last indefinitely.

Please comment on the above calculations or estimates: Cemetery & Perpetual Care endowment data was not included in calculation of church endowments. In fiscal year 2017 the Cemetery endowment totalled \$176,379.

Other Assets

Reserves (savings): \$33,777

Investments (other than endowment): \$0

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$1,400 /month

How is the parsonage used? Pastor's residence.

Address: 1205 Fairview Ave., South Milwaukee, WI 53172

Finished square footage: 1700 sq ft.

Number of Bedrooms, Number of Bathrooms: 4 bedrooms, a bath and a half

Assessed real estate value: Unknown

Available for minister residence: Yes

Expected minister residence: Yes

Condition of structure, systems and appliances: All are in good condition

Entity in the church responsible for review and needed repairs: Board of Trustees

Describe all buildings owned by the church: Church and Parsonage

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.*): Sanctuary and full basement. Pulpit, Nursery and Fellowship Lounge are on a level 2 steps above the Sanctuary.

Reflection:

We conduct faith based budgeting; there is never enough pledges for the finances, but through extra mile gifts our budget is met by year end. We have utilized adopt-a-bill or extra mile gifts for office equipment or other non-budgeted items.

For a moderate sized church membership, our congregation's benevolent giving often exceeds what would be expected for a church our size!

HISTORICAL INFORMATION

Our Congregational Church marked its beginning with the settlement in 1835 of what was then called Oak Creek. By 1837 religious meetings were held in a home....meetings of Baptists, Congregationalists and Methodists. By 1850 a movement to build a church became a positive fact, and the building was dedicated on July 26, 1855. From that time it was called the Congregational Society of Oak Creek.

In 1892, when a section of the Township of Oak Creek became South Milwaukee, the congregation decided it was strong enough to become a Congregational Church again._

A major step was taken in the religious life of the church and its outreach program when the congregation voted in 1961 to become a member of the United Church of Christ in a merger which encompassed the Evangelical and Reformed Church. Spiritual leadership and direction has come from 31 ministers during the history of the church.

A very significant event in recent years is becoming an Open and Affirming Church as noted below. Not all UCC church have this designation; none within our area do.

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

In 2015, First Congregational UCC set out to educate our congregation about becoming an Open and Affirming (ONA) church. We developed an ONA statement and provided three opportunities for our church members to learn more about ONA. After the three learning opportunities, the membership voted overwhelmingly to become an ONA church.

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

Our current pastors and congregation have worked hard through either leadership or mentorship to support an environment that encourages thoughtful conversations about potentially divisive adversities. This guidance has led to successful transformations or reasonable and practical solutions for our difficulties. As an example, our most recent conflict revolved around church finances. The church had to face the financial realities of all churches, including decreasing attendance, falling contributions, and increasing overall financial strain on its membership. As the Trustees were discussing reasonable solutions, Pastor Debbie Payden offered to resign her Associate Pastor position to assist the church in its financial obligations. The Trustees discussed this with the greater church and reluctantly accepted her resignation. As the membership grieved

the loss of Pastor Debbie's significant contribution to our faith formation, a groundswell of support bubbled up imploring the Trustees to return Pastor Debbie to her God-given talent of pastoring to the congregation and our youth as a Co-Pastor. In the end, Pastors Tom and Debbie offered to each work at two-thirds of a full time position to meet the needs and wants of the church membership, while the church membership agreed to meet the financial requirements to retain both pastors. In the end the membership retained the exceptional and distinctive strengths of each pastor and Pastors Tom and Debbie remained in positions they loved that the church could financially sustain.

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

Staff member's name	Years of service	UCC Standing (Y/No)
Thomas Payden	35	Y
Deborah Payden	30	Y
N/A		

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

We realize that our congregation is emotionally connected to the current Pastors, due to their longevity, and recognize that our congregation will have to grow to be open and accepting of differences and new ways of thinking that will be brought by a new ministerial leader. We anticipate that our new leader will help us move forward on this path.

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?

COMMUNITY VISION
MISSIONINSITE

COMMUNITY VISION *(How do the relationships and activities of your congregation extend outward in service and advocacy?)*

First Congregational UCC provides the site for the Free Community Meal that occurs the third Thursday each month. While our church provides the location each month, we share in the set-up, preparing, cooking, and clean-up, on a rotating basis, with local churches and faiths.

In addition, First Congregational UCC in recent years has provided a May community service day, which includes: making sandwiches for Guest House for homeless men who must leave the House each day; cleaning up Grant Park so others may enjoy a beautiful, clean park; providing home visits to those who are homebound, which helps lift the the faith of an elderly person, and stocking shelves at Human Concerns.

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

We have had very regular representation at Association and Conference meetings. We have had delegates to the General Synod, and we have also had members on Association committees and currently a member on the Association Executive Committee (the A Team).

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
- Safe Sanctuary Statement

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 continue to incorporate “statements of witness” and are actively educating ourselves about Immigrant Welcoming.

Describe your congregation’s participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional): Clergy have some informal contacts but not regular meetings. With the development of the free community meal, more contacts and gatherings have taken place over this past year.

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:

Current Mission Statement: We will be a church that joyfully engages our diverse community through invigorating worship, fellowship and service. We will continue to grow into being part of the Body of Christ within the world.

Our diversity generally reflects the diversity of our local community, but our church is gracious about accepting and welcoming all who come through our doors and not concerned about orthodoxy but upon everyone’s spiritual needs. Our welcoming atmosphere and friendly congregation has brought many new members into the fold of our church.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation’s expectations on their time?

The Pastors have always been encouraged to be involved in the community and in the wider church. It has not been an “assignment” but every involvement has been accepted....even celebrated...and has provided contacts for ministry within the congregation.

MissionInSite

First Congregational United Church of Christ South Milwaukee is the home congregation to a diverse mix of individuals that come from near and far to worship together. The congregation reflects the surrounding communities with young families, older couples, single and married, and young and older adults. According to MissionInSite, the ages of the population in the communities that surround the church are almost evenly split, with the largest population being the age group of those 35-54, which is reflected in First Congregational's population with many families from that age group.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects? The current congregation generally reflects the neighborhood of the church.

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

David Kieck (former mayor for 12 years) "I had some interactions with First Congregational Church, all of which were positive. The church is very community minded. When I asked if they would participate in our city's Centennial Celebration they did so without hesitation."

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

Guests and new members have commented that ONA, our intergenerational involvement, and active music participation are some of the many reasons they first attended and why they stayed with church. Many are friends of current church members.

REFERENCES

REFERENCE 1

Name: Erik Brooks

Position: Mayor, City of South Milwaukee

Setting: Municipal government

Telephone: 414-651-1105

Email: brooks@smwi.org

Relationship to the Congregation: Community Leader

1) Describe some areas of strength in this church's ministry. First Congregational has an unmatched community spirit, a recognition that a world exists around and among them that can benefit from the collective power of a congregation working together to do good. More churches should act this way. From hosting cool community events to feeding the hungry, this congregation "gets it" – that they have a strong role to play in making South Milwaukee, and the world, a better place. That shines through in many ways.

2) Describe some areas for improvement in this church's ministry. I'd like to see this church – any church in South Milwaukee, really – take a leadership role in organizing area pastors around interfaith events, activities and initiatives. There is a power to uniting even disparate denominations around solutions to local problems, tackling them together vs. apart – and a power in simply bringing people together for fellowship and education about our common beliefs.

3) Describe a significant experience you have had of this church's ministry. I'll cite two.

- First, I can't credit enough their work in developing, launching and executing the monthly Community Meal held at the church. Not only does this build community by bringing people together every month to break bread, it also works to address a growing need in our community – hunger. The amount of socioeconomic need in South Milwaukee is real, and growing, and this dinner is a reflection of that. It also provides a terrific opportunity for local organizations, businesses and other churches to come together in new ways, as the "host" for each dinner changes each month. It's especially exciting to see city employees step up to help (which we did earlier this year), and members of my local church. These are connections that would not have happened but for this. Details here ...

<https://southmilwaukeeblog.com/2017/04/26/free-community-meal-feeding-those-in-need-of-a-hot-meal-and-fellowship/>

- I also want to credit the church for hosting its “Tales and Tombstones” event. This is a fun event held each October where a local historian, in full 1800s garb, leads South Milwaukeeans on a tour of the First Congregational cemetery, home to many of the graves of our city founders, telling history stories along the way. Attendance has topped 100 each of the last two times they have held it – another example of community building driven by a church that also understands its place in South Milwaukee history, as our city’s first house of worship. Details here ... <https://southmilwaukeeblog.com/2016/10/27/saturday-night- Tales-Tombstones/>

4) Anything else you wish to share. Losing the Pastors Payden is a blow to not only the church, but our community. But I’m confident the next pastor(s) will continue their mission work, and continue to use the church as a conduit into the community. South Milwaukee is better for it. I look forward to partnering with the next pastor(s) to continue that legacy.

REFERENCE 2

Name: Debra L. DeBoer

Position: Executive Director

Setting: South Milwaukee Human Concerns, Inc.

Telephone: 414-764- 5340

Email: debrahcsomilw@gmail.com

Relationship to Congregation: Community Partners

1.) It is extremely hard to pick just a few of the church’s strengths, SM Human Concerns, Inc. is blessed to have a community relationship/friendship with First Congregational United Church of Christ. In working closely with the church, I have heard nothing but positive comments, it is a judge free zone and the members are truly amazing.

2.) As far as improvements are concerned, the only one I can even remotely think of is possibly trying to reach out and receive new members. SMHC just hopes the future ministry continues to provide the caring and nurturing relationship that we have experienced in the past.

3.) We at SMHC have had nothing but positive experiences with this ministry, from the Easter baskets that are collected each year, to the food/personal hygiene that is collected and every month the Community Dinner is held here. We truly adore this ministry and as our mission states we just want to continue to give help and hope to our clients and our community.

REFERENCE 3

Name: Rev. Erik J. Koepnick

Position: Ordained Minister

Setting: Currently not serving a congregation

Telephone: 262-374-2083

Email: erikkoepnick@gmail.com

Relationship to the Congregation: Friend of the Congregation

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

I experience First Congregational United Church of Christ in South Milwaukee, WI as a worshipful, mission-oriented church that is effective at reaching out to young families. When I've had the pleasure to worship with the congregation or lead them in worship, I've found their worship to have vitality in liturgy, music, and attendance. While a smaller church, their worship is well attended and feels tightly knit in the way a living, breathing, neighborhood church should be: folks are excited to see one another and worship together. The liturgy is geared toward teaching and including the congregation, which includes both long-time members of the church, and adults and children with only a little church background, so there is an emphasis on storytelling and exploring how scripture's stories reveal God's grace, mercy, and love for us.

I know this congregation best through it's vitality in mission. They are often gathering items for local nonprofit organizations serving the most marginalized in our wider community. When I was managing volunteers at the Guest House of Milwaukee, a local homeless services organization, they became involved in the "Undy 500," an event where we challenged local churches, businesses, and neighborhood groups to collect 500 pairs of socks, underwear, and t-shirts for men living in shelter. Well, I believe it was in 2015 when First Congregational Church UCC South Milwaukee pulled out all the stops, they won the challenge that year, collecting hundreds more items than we asked, and more items than churches twice or even three times their size. It was incredible! The supplies they gave easily stocked the shelter shelves for a few months. I was so proud of this small, but mighty, and deeply faithful congregation.

Lastly, this congregation has an effectiveness at reaching young adults and young families that I haven't seen in other area churches. As a young adult myself, I'm always gratified to worship and engage with other young people and young families in church life. I look forward to seeing them and sharing their energy in worship and in mission. I believe they draw in young people through other young people in their church reaching out, and then having an authentic worship experience that meets their needs, along with the already mentioned mission activities to get young folks involved right from the beginning.

These are just a few reasons that I experience First Congregational Church United Church of Christ in South Milwaukee, WI as a worshipful, mission-oriented church that is effective in meeting the spiritual needs of young adults and young families.

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

One area of improvement I see in the life of this church is in collaborating with sister churches in our Association. As denominations decline on a wider level, the future strength of our churches could come from working together at the local level to join together in ministry and mission. Think of how much their spirit for the Undy 500 could have inspired other congregations to join in the effort and expand their impact together. Their commitment to mission as a congregation could help teach other UCC congregations how to more effectively minister in their own neighborhoods, and that could be taught through working together on shared mission projects.

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

Above I told the story of the amazing experience I had with this church when they participated in the Undy 500, collecting hundreds of items for a local men's homeless shelter, collecting more than other churches twice their size. That was one significant experience I had with them. Through my work on our Association's Mission Team, I was able to help support the mission of this church when, in 2017, they founded South Milwaukee's first-ever community meal program. They wrote of their hope to feed those in need in their city and offer an

opportunity to their neighbors so that “no one had to eat alone.” I believe this reflects the compassionate heart that inhabits this congregation.

4) Anything else you wish to share.

I offer my prayers of grace and peace to those who read this and to this congregation as they seek to discern the next chapter in their ministry and their pastoral leadership. I am truly thankful for the ministry of this congregation and its members.

CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Loving God, we thank you for this gift, the blessing of this new day. We thank you for blessing us so richly with the ministry and leadership that Tom and Debbie have been able to provide over the past 35 years. We ask that you open our souls, our hearts and our minds to your presence in our journey as we search for a new minister who will guide and lead us in new and exciting ways. We humbly ask you to continue to pave our path, breathing your strength into every step we take. Make us an instrument of your grace, your peace, and your love today and always. We ask this in the name of our Risen Savior. 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.):** The Pulpit Search Committee completed this profile. When we had questions we were unable to answer, we would ask those knowledgeable on the Boards or Committees or we asked the ministers. The Pulpit Search Committee has (10) members; Maureen Kennedy-Harlan, Lesley Buelow, Jim Franecki, Geri Bitters, Beth Kitzman, Jerry Connor, Michael Reilly, Caytie Joe Boknevitz, Kurt Hildebrandt, Melissa Westendorf

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 "Franz Rigert".

Name / Title: Rev. Franz Rigert/Conference Minister

Email: frigert@wcucc.org

Phone: 414-704-2625

Date: June 11, 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