

**JOB DESCRIPTION
FOR
VISITATION MINISTER**

MISSION STATEMENT: As the Church of Jesus Christ, we take as part of our responsibility, serving as a caring & healing community. Therefore, it is our intent to maintain a program of pastoral & lay visitation which fosters meaning & support for persons as various needs unfold in their lives.

PURPOSE: To provide spiritual services for the elderly & shut-in of our congregation and others in their time of need.

POSITION	SALARIED/HOURLY	FULL-TIME/PART-TIME	SUPERVISOR
Visitation Minister	Salaried	16-18 hours per week	Senior Minister

QUALIFICATIONS:

1. Committed to the Gospel
2. High degree of responsibility, commitment & integrity
3. Strong church background
4. Good interpersonal relations
5. Ability to access and track notes in online membership database
6. Preference given to ordained minister or lay member with additional training to support visitation

RESPONSIBILITIES:

1. Prepare oneself for the role of support giver, confidant, and listener, ethicist, peacemaker, resource source, confronter, preacher & help in time of loss.
2. Two days per week to do visitation which meet the needs, including administering communion to the elderly & shut-ins at nursing homes and in their homes.
3. Keep brief records on visits in the church membership database. Communicate to the Senior Pastor and church office administrator of those in need of prayer.
4. Work with the Andrew Club & other lay callers of the church.
5. Be available for hospital visits as the needs would arise.
6. Be present in worship services on an average of twice per month.
7. Meet regularly with Senior Minister to update visitation list.
8. Personal time taken is to be scheduled & approved by Senior Minister.
9. Additional responsibilities as assigned.

Date

Personnel Chairman

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

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

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Evangelical and Reformed United Church of Christ
Waukesha, WI

Pastor of Visitation

Southeast Association, Wisconsin Conference

07/02/2018

LOCAL CHURCH PROFILE CONTENTS

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

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

INSTRUCTIONS

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

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

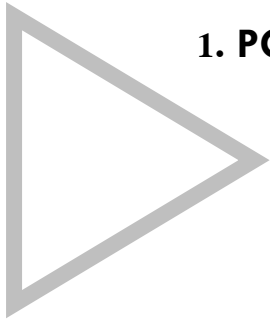
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

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

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

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

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



1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: Evangelical and Reformed United Church of Christ

Street address: 413 Wisconsin Ave, Waukesha, WI 53186

Supplemental web links: www.uccwaukesha.org

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

Conference: Wisconsin Conference

Association: Southeast Association

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email): Jane Anderson, Association Conference Minister, 920-540-2586, janderson@wcucc.org

Summary Ministry Description:

Our congregation is in the midst of exploring what it means to “be the church”. When we get there, members will be engaged in a wide variety of ministries beyond worship on Sunday morning. The position we are looking to fill will help us to minister to those not able to attend worship.

Photographs:





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

Downtown Waukesha is a great attribute to our community. Waukesha is home to a great river walk and Frame Park that surround the Fox River. The city also offers many art galleries and hosts “art crawls” downtown. The city is very diverse for a community of its size.

While Waukesha has a small town feel, it also has a lot to offer. The community has great schools, a wonderful library, a full parks and recreation program with pools, and a farmer’s market. In addition to the variety of items, Waukesha also has many resources for those less fortunate including the homeless shelter, woman’s shelters and the fact that every night of the week there is a warm meal served at a location throughout the city of Waukesha.

Current size of membership: 353

Languages used in ministry (other than English): N/A

Position Title: *Pastor of Visitation*

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:

½ Time – 16 to 18 hours per week

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

1b. SCOPE OF WORK

This position will provide spiritual and pastoral services for the elderly and shut-in of our congregation. The Pastor will be expected to keep brief records of visits and communicate with the Senior Pastor and church administrator those in need of prayer. They will work with the lay callers of the church and be available for hospital visits and funerals as needs arise.

Core Competencies:

The Pastor of Visitation should be caring, personable, and welcoming.

1c. COMPENSATION AND SUPPORT

Salary Basis: *To be determined*

Benefits (*choose one*):

Salary includes Some Benefits

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)? *Living nearby with a housing allowance/living elsewhere to commute as needed.*

Comment on the residential/commuting expectations for your next minister. *We anticipate that the candidate will live within a reasonable to distance in order to be responsive to emergent needs and serve our congregation for 16-18 hours per week.*

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

Describe peer and professional supports available for ministers in your association/conference: *Communities of practice*

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: *Pastor will be able to make their schedule while supporting the members in need.*

1d. WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve. *The ministry goal for the pastor of visitation will be to connect our homebound congregational members to our church. They will help recruit, train and support the lay callers of the church to minister to these members as well.*

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls. *The pastor of visitation will be the connection between our congregation and those who are unable to worship with us on a weekly basis. They will serve our homebound, sick, and elderly members.*

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

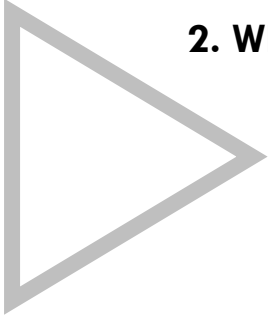
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

Strengthening Inter- and Intra- Personal Assets

A Spiritual Foundation and Ongoing Spiritual Practice

Building Transformational Leadership Skills

Caring for All Creation



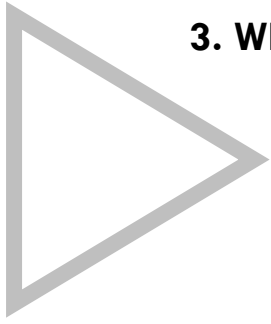
2. WHO IS GOD CALLING US TO BECOME?

“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 our congregation to become a community that welcomes others, ministers to those in need, and teaches the ways of Christ to others.*

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

God is calling our congregation to be active in the community around us and outside our “four walls”. We have done this through serving meals, meeting with SALS (Sober Alternative Living Services), and serving with Family Promise of Waukesha County.



3. WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

Our congregation values the Apostle’s Creed. We tend to use inclusive and expansive names for God. The holy spirit is talked about more in terms of comforter.

Describe several strengths or positive qualities of your congregation. *Our congregation has a solid core of members willing to take on tasks and initiatives that are necessary to help our church grow.*

Describe what worship is like when your congregation gathers.

Our worship is a traditional worship in a contemporary sanctuary. The worship is focused around the reading and preaching of the word.

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

Our church offers a Sunday School program starting at age 3 through 6th grade, facilitated as a workshop rotation model. Students then transition to confirmation and youth group for 7th and 8th grade. Youth group continues through high school. We have two Bible study sessions per week using the Kerygma curriculum. In the last two years we have done an Unbinding the Gospel book study, The Shack book study, and also are in the midst of Catch Fire in 50 days. These book studies have allowed members to learn different view points, how others see text and situations and allowed members to interact with others they may not have otherwise.

Describe how your congregation is organized for ministry and mission.

- When it comes to decision-making, how many hours are spent in meetings per month?
Our church council meets once a month for approximately two hours. Subcommittees meet outside of this time. The Pastor of Visitation is expected to meet regularly with the Senior Pastor and to meet bi-monthly with Andrew Club.

- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? *When we have learned a national crisis, someone said take an offering, pastor approves it and we take action.*
- 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*

3b. 11-YEAR REPORT

See attached document

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	353	
Number of active non-members:	20	
Total of church participants (sum of the numbers above):	373	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:		Not available
Less than 10, more than 5 years:		
Less than 5 years:		

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>
33	26	14	15	13	26	34	21	34	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	57	
Households with minors:	28	
Single adults age 35-65:	19	
Joint households with no minors:	32	
Single adults over 65:	31	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	31%	
College:	60%	
Graduate School:	9%	
Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types: We do not record this information

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	41%	
Adults who are retired:	55%	
Adults who are not fully employed:	4%	

Describe the range of occupations of working adults in the congregation: *Approximate breakdown: 11% business, 11% clerical, 4% farmer/rancher, 4% laborer/manufacturing, 44% professional, 2% student, 11% tradesperson, 13% other*

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? *Evangelical and Reformed UCC in Waukesha is a predominately Caucasian community.*

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: *Our congregation is in conversation in regards to welcoming diversity.*

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	50	Pastor and members
Baptisms <i>(number last year)</i>	8	
Children's Groups or Classes	20	Director of Christian Education
Christmas Eve and Easter Worship	295/200	
Church-wide Meals		
Choirs and Music Groups	15	Choir Director
Church-based Bible Study	8	Pastor
Communion <i>(served how often?)</i>	136	Served monthly
Community Meals		
Confirmation <i>(number confirmed last year)</i>	5	Director of Christian Ed/Pastor
Drama or Dance Program		
Funerals <i>(number last year)</i>	10	Senior Pastor

Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups	3	Elder
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	2	
Worship (time slot: 9 am)	136	
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes	12	
Other		

Additional comments:

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Pastor Gross	No	Current Pastor	Senior Pastor	No

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Senior Pastor	Yes	Full Time	Council	2.5 years
Director of Christian Ed	No	Part Time	Senior Pastor/Board of Education	7 years
Office Manager	No	Part Time	Senior Pastor	8 years
Custodian	No	Part Time	Senior Pastor	3-4 years
Choir Director	No	Part Time	Senior Pastor	2 years
Organist	No	Part Time	Senior Pastor	20+years
Choir Pianist	No	Part Time	Senior Pastor	1 year

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry? *Our church is positioned well for growth and continuation of increased involvement.*

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$217,900
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$137,700
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$ 0

Fundraising Events	\$ 0
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	N/a
Support from Related Organizations (e.g. Women's Group)	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$
Other (specify):	\$
TOTAL	\$355,670

Current annual expenses (dollars budgeted for most recent fiscal year): \$355,670

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

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 61%

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%) Budget committee decides annually.

What is the church's current indebtedness? \$0

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. N/A

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

Year(s)	Purpose	Goal	Result	Impact
2008-2014	Loan of Church rebuilding	\$500,000	\$711,082	No Mortgage - Debt
		\$	\$	

If a capital campaign is underway or anticipated, describe: N/A

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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

Does your church have an endowment? Yes

What is the market value of the assets? \$2,235,000

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

What is the percentage rate of draw (last year, compared to 5 years ago)? None drawn from principal

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

At the current rate of draw, how long might the endowment last? Long while. Some funds cannot be touched until 2045.

Please comment on the above calculations or estimates: *Draw is roughly 1/3 of budgeted expenses. However, no principal is being used currently. We have a spending rule that says 5% of income on investments needs to be diverted back in to principal.*

Other Assets

Reserves (savings): \$637,000

Investments (other than endowment): \$2,380,000

Does your church have a parsonage? *No*

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

The current building was completed in September of 2008. The building is 28,000 square feet with a 2nd level and also a basement. The church has three entrances without steps and an elevator making it completely handicap accessible.

The nave seats 250 plus people with seats radiating around the sanctuary. The nave also houses a beautiful pipe organ. There is also a hospitality room off of the sanctuary that is used as a mother's room, meeting room, and also for wedding preparation.

Also on the first floor there is a large gathering space and fellowship area, which serves the congregation well for weddings, funerals and any church social and fundraising events. The building has a commercial kitchen, which is used for many dinners. Additionally, there are 4 offices and a receptionist area on the 1st floor. There are two other rooms on the first level. One is a large "split" room that is used for larger meetings and also for the nursery/child care during worship. The other room is the Trinity room, which contains the church library and is also used for meetings, brides room and kitchen preparations.

The second floor is used primarily for Sunday School. The 2nd level contains 5 class rooms and a large open area in which all of the Sunday School students can gather. One of the 5 classrooms is a youth room.

The building has a large basement that contains all of the mechanicals and storage. The church is protected by an alarm system and a sprinkler system. The property has an adequate parking lot with additional street parking.

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

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) *The whole building is handicap accessible*

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

Our congregation is well resourced for future initiatives.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

In 2012 a decision was made that something needed to be done to help maintain youth attendance after confirmation. This idea lead to the creation of a Jr. and Sr. High "Sunday School" type program for grades 7-12. This program is now referred to as Trailblazers and takes place on the 1st and 3rd Sunday of the month during the school year. Our goal with this has been to create a space where youth can come and feel at home; create relationships with their church family and learn about the word of God.

Since the creation of Trailblazers, our church has learned that we need to work on creating more opportunities for the youth to want to come to events. We have been working on finding fun, interactive curriculum for Sunday mornings, establishing a youth representative position, and participating in various volunteer activities throughout the community. It is our desire that by creating a space and a voice for this small, yet equally important age group of our congregation, we will develop in them a desire to continue attending church into adulthood.

Describe a specific change your church has managed in the recent past. *Our church has managed through the retirement of our Senior Pastor and search and call process for a new Senior Pastor.*

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

Our congregation is learning how to talk to each other and actively listen through our small group experiences. These experiences are helping us to refine our conflict resolution skills.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Ralph Schultz – Pastor of Visitation	2002-2017	Yes
Jim Gorman – Senior Pastor	2004-2014	Yes
David Switzer –Senior Pastor	1998-2001	Yes
Howard Kusler – Senior Pastor	1962-1997	Yes

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: *In general, our lay leaders have a history of strong, cooperative relationships with the church’s pastoral leadership.*

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

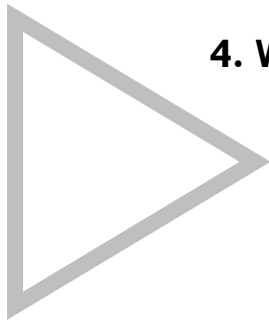
Yes

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us

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

No



4. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

Our congregation serves the homeless community through meals at the Hope Center and through Family Promise of Waukesha County. We are currently partnering with SALS (Sober Alternative Living Service) for community outreach and in battling the opioid epidemic.

Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting). *Members of the church have participated in association meetings. Pastor Gross serves on the board of directors of the Wisconsin Conference. Our youth have participated in the association wide faith formation retreats. We have had representation at the national youth event and plan to attend the regional youth event this summer. Our Director of Christian Education has just completed the second year of Lay Academy. We have a member in discernment currently enrolled at Chicago Theological Seminary.*

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

Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) | <input type="checkbox"/> None |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future? *We are currently in discernment for ONA.*

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional). *Our youth group has visited the local mosque and synagogue. Our senior pastor is involved in the Association of Waukesha Congregations. We have sent delegates to the Wisconsin Council of Churches winter forum.*

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out. *Our Mission is to foster the spiritual growth of a community of devoted followers of Christ. Our congregation needs to develop vision statement(s) to support this mission.*

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 Pastor's service outside of the congregation is accounted for through reports to the council and is encouraged by the council.*

4b. MISSION InSite

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

We have a higher percentage, almost double that of the state, of seniors "aging in place". This coupled with older new members, leads to a need for continued visitation of members. Within this area, in excess of 25% of adult children indicate concern over caring for older parents.

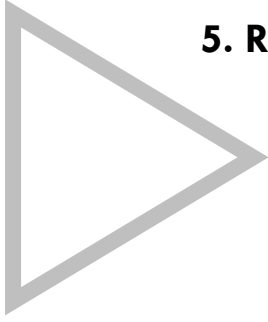
How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

Our congregation is significantly older than the surrounding community when looking at percentages by age. Approximately 25% of our congregation is 65 or older, with an additional 15% over 55 years old. The surround community reflects 26% as 55 or older.

How are the demographics of the community currently shaping ministry, or not? *The demographics of the outside community are not currently shaping ministry, but the demographics of our internal community are shaping the need for a pastor of visitation.*

What do you hear when you talk to community leaders and ask them what your church is known for? *The community leaders know E&R for our building and as a voting place. We are better known among the social service organizations in the city. The Women's Center knows us for donating quilts. Family Promise knows us as the church that partners with Delafield Presbyterian to serve the homeless. Hope Center knows us for helping serve meals. The Food Pantry and Angels Baby Closet (Waukesha Memorial) know us for our donations of baby items including diapers, formula and clothing.*

What do new people in the church say when asked what got them involved? *When asked why they joined, many people say that the community aspect is what drew them to the church. The ability to sit down and converse with others during coffee hour after the worship time is over, which leaves them feeling with a sense of community. When asked what got them involved in church life outside of worship, new members indicated the calling to help the church continue to thrive.*



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

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

REFERENCE 1

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

REFERENCE 2

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

REFERENCE 3

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

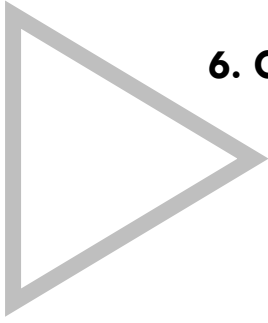
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Ever-present God, we thank you for all those who have come before to care for those of our congregation who are homebound. They have been your hopeful, healing presence to those in need. We come to you, now, seeking another who will journey with us, visit with us, and guide us in our ministry of presence. You know the person we need. Warm their heart and focus their mind to consider your call. Prepare your candidate, and us, that we may engage ministry together, to your glory and in Jesus' name. Amen.

6b. 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? *Personnel Committee and Senior Pastor*
2. Additional comments for interpreting the profile:

Signed: Jennifer Wray

Name / Title / Date: Jennifer Wray/Personnel Committee Member / 07/02/2018

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

**UNITED CHURCH
OF CHRIST**



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

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22