

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE



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

FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST
EAGLE RIVER, WI

PASTOR

WISCONSIN

[September 17, 2018]

LOCAL CHURCH PROFILE CONTENTS

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

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.

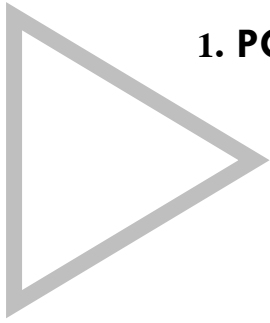
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. 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: First Congregational United Church of Christ
Street address: 105 N. 1st Street – PO Box 1885 – Eagle River, WI 54521
Supplemental web links: www.eagleriverucc.org

Additional ecumenical affiliations

Conference: Wisconsin

Association:

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

Rev. Robert MacDougal, Associate Conference Minister
608-846-7880 – rmacdougall@wcucc.org

Summary Ministry Description:

We are trying to move away from an historically heavily structured church towards one that is readying itself to expand action in the wider community by living out its vision and mission statements. We need a pastor who is forward thinking, wise, compassionate, empathetic, and energetic; one who can mentor us in realizing our God given gifts and talents, then encourage us to share them. We need a pastor who will partner with us in these efforts.



What we value about living in our area:

We live in an area richly blessed by God's graces. Not only is there the incredible natural beauty of the forests and lakes, there is also a strong sense of community. We enjoy the benefits of a small town life, with many of the assets of a larger city (great schools, libraries, culture and arts activities/facilities) and have a population with a large diversity of life experience. We at First Congregational UCC of Eagle River are an active, busy, welcoming congregation and truly value the friendships that are formed within our church family.

Current size of membership: 356 (Includes active, non active, active but non member)

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

Position Title: Pastor

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

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

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

Full Time

Does the total support package meet conference compensation guidelines?

Yes, for most compensation items

1b. SCOPE OF WORK

Our vision for our full-time pastor would include the following: (This list is in no particular order.)

- Teach, mentor, empower
- Guide us in discovering and growing into our God-given talents and embolden us to actively share them
- Be open and accessible to the church body
- Actively develop and participate in church activities
- Be present in the greater community
- Have a heightened awareness of the needs of our neighbors
- Work with us on social justice issues
- Provide pastoral visits, support for the sick and for those in need of counsel
- Communicate clearly

Core Competencies: Compassionate/Empathetic, Wise, Forward Thinking

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$ 56,000.00

Benefits (*choose one*):

Salary plus Benefits

What is the expected living situation for your next minister

Living nearby with a housing allowance

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

A housing allowance is provided in the amount of \$18,000 annually. You may choose your home location, ideally in/near Eagle River.

State any incentives

Continuing educational monies

Sabbatical leave after 5 years of ministry

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

Informal Wednesday morning pastoral breakfast group

Vacationland Ministerial Association

Marywood Spiritual Group/Community

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

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 following list is in no particular order.)

- Attract and involve more families with young children
- Expand youth programming
- Expand both youth and adult education
- Engage us in faith conversations
- Encourage spiritual growth
- Help us discover and live out our God-given gifts

- Assist us in living out our mission and vision statements
- Encourage us to be emblematic of the values of the UCC in the wider community and in the world

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

- Strong leadership skills
- Community presence, social justice, mission leadership
- Forward thinking sermons as a call to action in community specific ways
- Using God’s teachings to break down walls within ourselves, within our church, and in the world

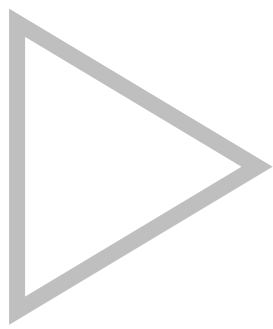
Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation’s sense of calling.

No specific language requirements except fluent in English. We do want a pastor to use all-inclusive language so it is clear we are welcoming to all.

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
- *Building transformational leadership skills
- *Working together for Justice and Mercy
- *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?

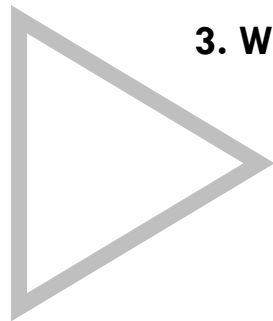
- Welcoming to all people
- Actively serve the local community

- Grow our congregation with outreach to young people and families
- Unite people across religious and cultural boundaries

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

We need a pastor who can help the people of the congregation recognize their individual talents and further use them to better serve the church and the community.

Our church recently formed a governance team to study the UCC conference-wide initiative, **SHIFT: From Maintenance to Mission**. As a result we moved from a board/committee based governance to a more vision-driven model which calls upon congregants to volunteer for maintenance, mission, and leadership roles based on their talents and gifts. The Church Council members have become stronger listeners with more duty, accountability and responsibility for the governance of the church.



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.

Christ is within US. We are the body of Christ. “Christ has no hands now but ours, no feet now but ours.” (Teresa of Avila)

We see God as:

God of ALL people, a mother, a father, a parental figure, a protector, God as a noun, God as a verb

Our congregation comes from a variety of religious backgrounds; our exploration of faith is a continuation of that. Our understanding and relationship with God continues to evolve.

Describe several strengths or positive qualities of your congregation.

- All are welcome here! (We're really working to embody this.)
- The backbone of our church is the friendships that are formed and its good sense of church family.
- We've had good pastoral leadership providing thought provoking, succinct, and challenging sermons.
- We are a busy congregation and have a church building that is actively used.
- We have a fantastic choir!

Describe what worship is like when your congregation gathers.

Typically worship is in the sanctuary with its beautiful natural light and altar enhanced by the presence of a stunning handmade stained glass cross. Music is integral to our service. When they occur, baptisms and confirmations are part of the service, and the congregation pledges support to its children.

Worship is enriched with good preaching which we describe as the following:

Creative, spiritual, insightful, relevant, animated, energetic, on-point, succinct, challenging us sometimes with uncomfortable issues, scripture that is related to current events (social justice, caring for the poor, being mindful of the world we live in), intellectual, wise, empowering, triggering thinking beyond the usual, deepening compassion for others and forgiveness.

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

Our youth take part by reading scripture, taking the role of acolytes, participating in Laity Sunday and the Christmas program, making Sunday morning announcements, and taking up special collections for various missions.

From mid September through May, 3rd - 6th grade students meet for Faith Formation Classes after school on Wednesdays from 3:45 - 5:15 pm. This year we are using Living the Word - Teaching Kids God's Story, the narrative lectionary based program by Spirit and Truth Publishing. Last year the older youth group studied, in part, using the Rob Bell cds as a focus.

We have a faith formation vision for our future.

- We would like to go back to our previous 'confirmand with a mentor' program
- We would like to develop VBS
- We are in need of developing a more comprehensive youth programming vision. In the past we've had very vibrant youth programs, but now as our youth population is dwindling, so are our programs for them.
- We currently have adult study groups and would like to expand them

Describe how your congregation is organized for ministry and mission.

Our decisions are communicated via our website, Sunday church announcements, Church Mouse monthly newsletters, emails, and through the Church Council.

We are ready to carry out our recently developed vision statement. We reorganized our church structure to streamline governance and reduce time spent in meetings so more energy can be spent on mission-related activities. We have done mission work in the United States (Pine Ridge Reservation, South Dakota and Biloxi, Mississippi) and overseas (El Progreso, Honduras and Wai, India- sponsored through Global Missions). These missions have been organized by the pastor.

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

Our Council, which is the only regularly scheduled meeting, meets once a month. If issues come up before the next scheduled meeting, extra meetings are called, or questions are resolved via email correspondence. We have a graphic model and written explanation of our restructured governance and our bylaws and constitution to guide us.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? We have been fortunate that we really haven't had a local crisis, but feel that our congregation will be able to handle it.

- 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

Attachment

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	150	Yes
Number of active non-members:	25	Yes
Total of church participants (sum of the numbers above):	175	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	75%	Yes
Less than 10, more than 5 years:	20%	Yes
Less than 5 years:	5%	Yes

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>
8	15	0	4	6	10	20	67	63	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1%	Yes
Households with minors:	9%	Yes
Single adults age 35-65:	10%	Yes
Joint households with no minors:	60%	Yes
Single adults over 65:	20%	Yes

Our congregation has a vast array of

Education level of adult participants by percentage: educational and life experiences!

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

Percentage of adults in various employment types: We have individuals in all categories.

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

Describe the range of occupations of working adults in the congregation:
Service workers/laborers to professionals

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

- We are primarily Caucasian; our backgrounds include Polish, German, Norwegian, Russian, Canadian, Belgian, Native American, and UP-ers.
- Our diversity is in our religious backgrounds, cultures, sexual orientation and political persuasions, but not in the color of our skin.
- In the summer our community’s diversity increases greatly

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:

According to the welcoming diversity inventory, we have not recently had this conversation, but we would like to pursue it with a new pastor. The Doctrine of Discovery resolution has been a recommendation for discussion per a UCC conference meeting and will be laity-led.

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	10 - 12	Pastor, CE Director, Lay Leader
Baptisms <i>(number last year)</i>	0	Pastor

Children's Groups or Classes	8 - 10	Pastor & CE Director
Christmas Eve and Easter Worship	150	Pastor
Church-wide Meals	30	Church Council
Choirs and Music Groups	20 - 25	Pastor & Music Director
Church-based Bible Study	10 - 12	Pastor & Lay Leader
Communion (<i>served how often?</i>)	Twice monthly	Pastor
Community Meals	100	God's Country Kitchen, Cranberry Fest Luncheon, NATH Soup Fundraiser Women's Fellowship Led
Confirmation (<i>number confirmed last year</i>)	2018 – None 2017 - Nine	Pastor & CE Director
Drama or Dance Program	50	Member of the congregation
Funerals (<i>number last year</i>)	3	Pastor
Intergenerational Groups	NA	
Outdoor Worship	NA	
Prayer or Meditation Groups	8	Eagle River Mindfulness Group
Public Advocacy Work	150	Relay for Life Team UCC, NATH Laity Led
Retreats	12	Pastor
Theology or Bible Programs in the Community	NA	
Weddings (<i>number last year</i>)		
Worship (time slot: 7:30 _am)	30 - 40	Pastor
Worship (time slot: 10:00 am)	50 - 75	Pastor
Young Adult Groups or Classes	NA	
Youth Groups or Classes	8-12	Director of Christian Education
Other Unity Sunday	60	This is a service we hold the last

		Sunday of each month which combines our early service and late service. This service is held at 9:00am. Pastor led
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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)
Dale Bishop	Ordained	First Cong UCC	Interim	Retired
Patricia Tucker	Ordained		Pulpit Supply outside Eagle River	Retired
Gary Gilbert			Lay Minister	Retired

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:

Dale Bishop is currently the interim pastor and previous to that did not have a role in this congregation other than as a participant. Pat Tucker is a former pastor and provides occasional pulpit supply since her retirement. Gary Gilbert served a church in a nearby community and has been a source for pulpit supply, but does not have a role in the congregation other than as a participant.

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
Office Manager		Full time	Pastor	
CE Director		Part time	Pastor	

Music Director		Part time	Pastor	
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REFLECTION

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

We are an aging congregation however this does not reflect how active our church is. The above information also shows that there are activities that could be pursued. The Church is advocating for other groups by providing space for Boy Scouts, AA, NA, Daybreak, adult exercise, yoga, meditation, educational activities such as Learning in Retirement, and others.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$179,225
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$7,000
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$
Fundraising Events	\$1,118
Gifts Designated for a Specific Purpose (Scholarships)	\$456,062
Grants	\$0
Rentals of Church Building	\$6,701
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$0
Transfers from Special Accounts (Zipper)	\$12,000
Other (specify): GIF	\$10,000
Other (specify): CM	\$13,000
TOTAL	\$685,106

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

See Attached Budget

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 31%

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%*)

What is the church’s current indebtedness?

Total amount of loan debt: 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. N/A

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

Year(s)	Purpose	Goal	Result	Impact
2016	Moon Beach	\$	\$	
2008	Update/Improvements	\$685,000	\$739,000	Remodeled Sanctuary & Kitchen

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.

A portion of the money raised was given to Global Missions and Moon Beach Camp

Does your church have an endowment? Yes

What is the market value of the assets? \$140,213

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

Once a year

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

5%

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: This is not for use in the budget, but for mission purposes only.

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

20 years

Please comment on the above calculations or estimates:

The length of time will depend on the market as it relates to investments and fees.

Other Assets

Reserves (savings): \$ N/A

Investments (other than endowment): \$ 508,677

Does your church have a parsonage? No

Describe all buildings owned by the church: Church Proper

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

Which spaces are accessible to wheelchairs?

The church is completely accessible to wheelchairs.

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

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

We have always met our financial obligations and are still able to do ministry and missions. We have been blessed with gifts and endowments which have been structured so that they are sustained and used for various missions and specific ministries, such as scholarships. We also have some investments that help undergird our overhead/budget.

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.

The following paragraph will answer this question and the next two combined.

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

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

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

- REACH 2000 campaign – This allowed us to put an addition onto the church and we became completely accessible.
- ROSE 2008 campaign – The money raised from this campaign was used to remodel the sanctuary and kitchen and a new piano was purchased.
- These two capital campaigns were very successful and inspired teamwork and enthusiasm within the congregation.
- Centennial celebration- We reflected upon where we started and where we are today.
- We recently adopted a new form of governance which has been a significant change in the structure of our church and we are still living into those changes. This is an evolving process.
- Our greatest conflict was responding to the Equal Rights in Marriage position taken by the UCC and our “adoption” of that. We lost some members as a result. We did not, however, become ONA and this is a discussion that we would like to continue.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Mary Anne Biggs	6	Yes
Patricia Tucker	5	Yes
Phil Garrison	5	Yes
Jeff Wartgow	15	Yes

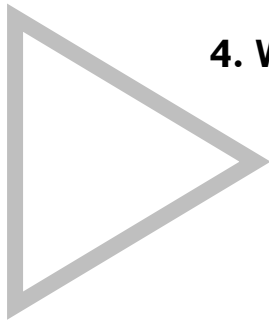
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

We have been called to grow and change with each new pastor. This has been a deepening experience in our faith journey. We would most certainly enjoy a long-term relationship with our new pastor.

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



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?

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

- Relay for Life
- Caritas
- Soles for Souls
- NATH (Northwoods Alliance for Temporary Housing)
- Tri-County Domestic Violence Coalition
- Warm the Children
- Fill-A-Backpack
- Madre
- Veteran’s Camp
- Biloxi and Pine Ridge Mission trips
- Honduras and Wai, India Missions
- Heifer Project

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

We send representatives to the WI conference meetings and the district annual meetings.

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 checked="" 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 checked="" 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 have lived out our commitment to openness regardless of race, gender, age, sexual orientation, and disabilities. Our rainbow banner, prominently displayed outside the church, indicates that we do indeed believe that God is Still Speaking. This is a notable statement in our community in that it is not paralleled by such an open affirmation in any other church.

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

- Christmas Cantata
- Longest Night Service
- Good Friday
- Thanksgiving service
- Speakers/musicians where all are invited
- Confirmation trips and partner with Prince of Peace Lutheran Church

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

We are in the middle of a shift to embody our Mission and Vision Statements.

*****Vision Statement** – We aspire to serve God both inside and outside our congregation by:

- *Deepening our connection with God through prayer, worship and service
- *Inspiring others through bold vision and Spirit-led innovation and creativity
- *Creating an environment of trust and mutual accountability, empowering each other to pursue new ways to serve God and each other
- *Committing ourselves to cultivating deep and abiding relationships and a loving atmosphere so that we may learn from each other
- *Discovering and using our God-given gifts and building community through work in

ministry teams

*Committing ourselves to serving those in need, both locally and globally, in Jesus' name, through advocacy, financial support, and hands-on service ministries.

*****Mission Statement** – Empowered by the Holy Spirit and with the help of God, we open our doors and hearts to all, in service and love, as modeled by Jesus.

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?

This is weighted towards the immediate congregation vs. the wider community, however we expect community engagement. This has been the protocol and we expect it to continue.

4b. MISSION InSite

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?

Many of our neighboring churches have an aging population as we do. Some churches have a greater youth participation, however our demographics are very similar.

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

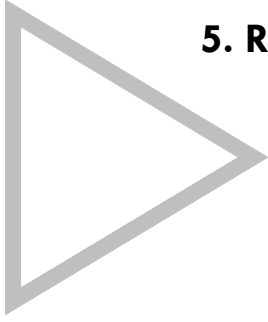
Poverty, addiction, socio-economic disparities, and racism are issues that inform our missions.

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

- Social Justice
- Open to all
- We are seen, both positively and negatively, as the most liberal church in the area.

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

- Friendly, welcoming congregation with a family feel
- Inspiring sermons
- UCC Core Values
- Knitting group! (We do have a sense of humor, too!)



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

Dale Bishop – Interim Pastor @ First Congregational UCC – Eagle River

(Telephone / Email / Relationship to the Congregation)

715-479-1152 - dbishop511@frontier.com – Member/Interim

REFERENCE 2

Name / Position / Setting

Ann Wahlers

(Telephone / Email / Relationship to the Congregation)

715-362-3143 – annwahlers@charter.net - Friend of the Church & Former Interim Pastor

REFERENCE 3

Name / Position / Setting

Glenn Svetnika

(Telephone / Email / Relationship to the Congregation)

(715) 891-0821 glenn@ucc.org - UCCI Executive Director (United Church Camps)- Friend of the Church

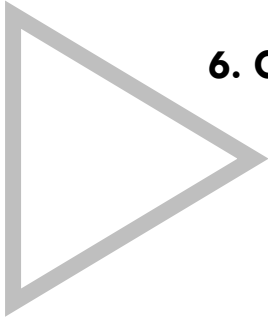
PROMPTS FOR REFERENCES

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

Search Committee Prayer:

“Thank You for the ideas that You spoke life into here today, and for the courage of each voice that stood to be heard. In each of us lies a puzzle piece. One by one, as we stand and speak and work, we see our individual pieces moving into place. Bless all of us in this meeting today. Each of us have a life outside of these walls. There are very real hurts that some are coping with, and needs of others that we ache to help with an meet. Take that stirring of love that we feel for each other and guide our steps to be faithful friends and extensions of Your love to those that You have seated beside and across from us today. We pray that you bless our hearts and minds to know we have done well in Your eyes. We pray for your assurance that we are operating within Your will. Our passion for discussion today is fueled by You, our Father, who with the same note of passion created us to be light to the world...color to dullness...life to dead places..and love to lost faces. Bless our work and our time. Guide our steps and our progress. Bless us Lord, as we leave here today, to take Your passion with us. Fan its flame after we part and inspire our best contributions. Remind us always of Your love, as we see our plans unfold and accomplish the goals we set here today.

“Christ has no body now but yours. No hands, no feet on earth but yours. Yours are the eyes through which he looks compassion on this world. Yours are the feet with which he walks to do good. Yours are the hands through which he blesses all the world. Yours are the hands, yours are the feet, yours are the eyes, you are his body. Christ has no body now on earth but yours.”

Teresa of Avila

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.

Which individuals and groups in the church contributed to the contents of this Local Church Profile?

The Search & Call Committee was the primary author of this document. The entire congregation was invited to respond to two questionnaires. The Finance Committee and Office Manager also contributed.

Signed: Paula Hendrickson – Search Committee Chair – September 10, 2018

Name / Title / Date:

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:

Rev. Rob MacDougall/Associate Conference Minister

Email:

rmacdougall@wcucc.org

Phone:

715-308-6120

Date:

September 17, 2018

**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

2019 Proposed Budget

Inflows

Pledges, loose offering, rents, gifts, etc.	\$223,389
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Outflows

Christian Education (youth & adult)	\$ 2,000
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Diaconate Expenses	3,850
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Mission Expenses	23,150
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 One Great Hour of Sharing, Scholarships, Christmas Fund

 Our Church's Wider Mission, Offering Envelopes

 Stewardship Campaign

In/Out Purchases	2,400
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Operating Expenses	47,105
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Salaries and Benefits	<u>144,884</u>
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Total	\$223,389
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A detailed proposed budget is available from the church office.

REVENUE & EXPENSE Report

	<u>Jan. – Aug. 2018</u>	<u>Budget</u>	<u>% of Budget</u>
Church Offering Revenue	\$126,554	\$173,008	73.1%
Gifts & Endowments	9,125	33,031	27.6%
Miscellaneous Revenue	5,379	9,890	54.4%
Mission Revenue	8,569	3,950	216.9 %
<u>Other Revenue</u>	<u>2,708</u>	<u>2,150</u>	<u>125.9%</u>
TOTAL INCOME	\$152,335	\$222,029	68.6%
Christian Ed Expenses	\$ 766	\$ 1,900	40.3%
Diaconate Expenses	3,257	3,300	98.7%
Mission Expenses	15,236	23,360	65.2%
Operating Expenses	28,883	46,825	61.7%
Other Purchases	2,750	2,600	105.8%
<u>Salary/Benefit Expenses</u>	<u>80,432</u>	<u>144,00</u>	<u>55.8%</u>
TOTAL EXPENSES	\$131,324	\$222,029	59.1%

REFERENCE FIRST CONGREGATIONAL UCC, EAGLE RIVER, WI
Pastoral Search UCC Search and Call Profile

My relationship with the church in Eagle River is a long and pleasant relationship. My presence has been one of “person in the pew” and, as an ordained clergy serving in the capacity of interim. And it is a privilege to be writing a reference for the faith community named First Congregational UCC of Eagle River.

The church has many strengths, the strongest of these strengths is the almost intrinsic understanding of being called to community through Christ. Despite the theological, cultural and background differences (present in all of our communities these days), this church, closer than any other I have experienced, emulates a sense of community. Despite the strong divergent forces present to us all today, the folks maintain a sense of love of this church and the folks within its circle.

I believe they remember the call, in God’s church, to care for themselves while seeing beyond themselves to the needs of the wider community and the world.

Of course there are areas for improvement and it comes to mind this congregation is able to honestly look at, study, and name areas where growth would be helpful. 2017 was a year of study, prayer and dialogue as the congregation learned about a new study entitled **Shift: The Three Big Moves for the 21st Century Church.** This study was recommended by the Wisconsin Conference. The congregation studied the Mission Statement, created a Governance Review Committee to recommend constitutional changes necessary for the changes made to governance, approved a new mission statement, etc. All of this necessary, difficult work, done together as they prayed together, finding a way for the betterment of ministry to each other, the wider community and the world.

This work continues today, as the folks look toward new pastoral leadership to guide their movement into the future.

The interim served at the Eagle River church was the last of my parish ministry prior to full retirement. What an ending to many years of parish ministry. It truly was a time of serving together as Sisters and Brothers in Christ, Children of the One Great God.

Rev. Ann P. Wahlers
4221 N. Birchwood Dr.
Rhineland, WI 54501

715 362-3143
715 499-1332

Thank you for agreeing to be a reference for our pastoral search. The UCC Search and Call Profile requests your response to the following questions:

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

First Congregational UCC in Eagle River, WI is a church that has placed a priority on providing a good worship experience. Sermons are lectionary based, and it is not unusual to see parishioners leaving morning worship with a copy of the day's sermon tucked under their arms. The congregation engages scripture, both in the course of worship, and in bible study classes that are offered from time to time. In addition there is an active book group that often focuses on books that have implications for one's faith. It has been a pleasure to preach in this church because people actually talk with me about my sermons, not just the perfunctory "nice sermon, pastor." And the worship space is inviting and beautiful. It was thoughtfully designed during its remodeling some eight or nine years ago and provides the possibility of audio-visual enhancement during worship. The sanctuary's acoustics are excellent, making it a preferred venue not only for special music programs in the church, but also for other musical groups in the community,

Building on that basis of sound teaching and preaching, the church engages issues in the surrounding community and in the world. It is active and visible in local mission projects, and has been supportive of the wider mission carried out through the denomination. After a struggle over the General Synod resolution on marriage equality, during which the church lost some members, the congregation has embraced diversity. It proudly displays outside the church the UCC God is Still Speaking rainbow banner. We are the only church in the community to publicly embrace this kind of diversity. We are known as a church that accepts anyone, and while this observation is sometimes not meant as a compliment, we have embraced the distinction proudly.

It is a friendly and welcoming congregation.

When we moved here and joined the church, I had the impression that it was more of a community church than a UCC church. Even though I would guess that most of our members come from other faith traditions, they have, for the most part, embraced the progressive bent of the denomination. People who left the church during the marriage equality dispute were replaced by others who were attracted by our openness.

Finally, we have been blessed with members who had the means to leave legacies that support scholarship programs in the community. We are known as a church that has been generous to students whether or not they are members of the congregation.

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

I'm sure that if you asked other members of the church this question, at the top of the list is the lack of age diversity in the congregation. We are an older congregation, but we live in an area of Wisconsin where the population as a whole is aging. People retire up here to enjoy the beauty of our environment. During the time I have been here, I've noted that as people age, move south or die, they are replaced by a new group of retirees who have moved to the Northwoods. Membership of the church has been stable, but our members continue to be mostly older. We have failed to resolve the conundrum that many, but not all, of those younger families who do reside in our area—many of them involved in the service sector of our economy— have been attracted to more conservative churches.

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

My most significant experience with this church's ministry, was my being taken in care of the congregation as I sought ordination. The people who met with me during that process took it very seriously and were conscientious in helping me to ponder the nature of my calling to ordained ministry. When I was ordained and installed as pastor of our UCC church in Rhinelander, there were about as many members of the Eagle River church in attendance as there were members of the Rhinelander church. It was, in part, my gratitude to the church that led me to come out of retirement to assume the role of interim pastor during this search process.

4. Anything else you wish to share.

This is a good, solid church. It is not riven by conflict, and has been relatively stable financially. There are not that many churches like this one around. They have treated their pastors with respect and caring in the past, and I expect that that ethic will continue. I have appreciated this church's ministry first as a member and now as a pastor. I am eager to go back to being "just a member."

Dale Bishop

Thank you for agreeing to be a reference for our pastoral search. The UCC Search and Call Profile requests your response to the following questions:

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

First Congregational United Church of Christ Eagle River, WI has an embarrassment of riches. They have a long history of strong Lay Leadership that works side by side with the hired Clergy. Since the church is located in a place that people want to live, the demographic pool has a wide inventory of expertise, life experience, and finances not typically found in a rural setting. They have a vast blessing of environmental riches to live, work and play in as well as an Outdoor Ministry Facility in Moon Beach right in their back yard. The people of the congregation while leaning older than typical, are vibrant and engaged in the church community and the community as a whole.

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

While this church sees itself as "Open and Affirming" I see this as an opportunity for growth. Loving One Another means ALL others ... consistently! Current members have express dismay at the "cliques" that have formed in the church. Any new leader to FCUCC should be aware of this potential blind spot.

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

This church has been loving and supportive of Moon Beach the aforementioned Outdoor Ministry Site located 12 miles from the church. As Director of Outdoor Ministry – Moon Beach for 15 years, I experienced eager volunteers, participants, and givers from this church. Currently as the Executive Director of UCCI, the parent non-profit of Moon Beach, I am impressed with the monetary support from the Eagle River Church. Be it their Annual Golf Tournament, OCWM giving, or their commitment to our "Campital Campaign" the church and its members have been quite generous.

4. Anything else you wish to share.

Any Pastor considering this church should know that they have experienced a long run of pretty amazing leadership from Lay and Clergy alike. This church is not deteriorating nor broken. It needs only to be affirmed and redirected wherever the Spirit is emerging. It is situated in a great place to live, work, and play and it has high upside.



God is still speaking,
**UNITED CHURCH
 OF CHRIST**

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

Church#: 860620

Assoc: 828

Schedule: 0 First Congregational UCC

Eagle River

WI

54521

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2007	348	155	45	3	0	12	11	2	2
2008	350	149	45	7	0	8	6	7	2
2009	361	148	45	4	1	13	5	2	11
2010	358	134	35	0	0	7	1	9	-3
2011	364	120	27	0	0	9	3	0	6
2012	379	136	12	4	13	2	4	0	15
2013	385	126	15	0	12	0	6	0	6
2014	360	117	38	0	6	0	10	21	-25
2015	366	113	38	8	0	6	8	0	6
2016	364	97	34	0	2	0	4	0	-2
2017	356	90	36	0	0	0	5	3	-8

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2007	\$189,513	\$0	\$19,000	\$4,411	\$23,411	\$22,266	\$45,677	10.03	\$235,190	\$182,504
2008	\$176,486	\$426,199	\$19,500	\$9,431	\$28,931	\$19,930	\$48,861	11.05	\$651,546	\$173,965
2009	\$168,014	\$150,252	\$20,040	\$3,515	\$23,555	\$8,806	\$32,361	11.93	\$350,627	\$170,329
2010	\$172,304	\$77,445	\$20,520	\$30,793	\$51,313	\$10,957	\$62,270	11.91	\$312,019	\$190,916
2011	\$212,352	\$68,715	\$19,000	\$6,033	\$25,033	\$23,669	\$48,702	8.95	\$329,769	\$175,971
2012	\$210,141	\$0	\$19,000	\$5,838	\$24,838	\$0	\$24,838	9.04	\$234,979	\$174,976
2013	\$238,546	\$0	\$19,008	\$5,664	\$24,672	\$0	\$24,672	7.97	\$263,218	\$179,520
2014	\$233,050	\$0	\$19,008	\$18,241	\$37,249	\$0	\$37,249	8.16	\$270,299	\$196,853
2015	\$235,844	\$0	\$19,008	\$14,417	\$33,425	\$0	\$33,425	8.06	\$269,269	\$184,795
2016	\$244,203	\$0	\$19,008	\$13,207	\$32,215	\$0	\$32,215	7.78	\$276,418	\$196,529
2017	\$234,130	\$0	\$19,008	\$0	\$22,703	\$0	\$19,008	8.12	\$253,138	\$179,225

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2012-2017	-6.07	-33.82	200.00	-100.00	100.00	11.42	-23.47	7.73
2007-2017	2.30	-41.94	-20.00	-100.00	-38.46	23.54	-18.81	7.63

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