

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

St. Paul's United Church of Christ

1310 East Eighth Street

Marshfield, WI

54449

.75 FTE Pastor

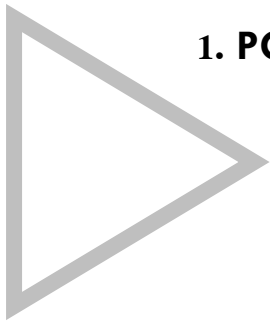
Wisconsin Northwest Association

September 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)*



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: St. Paul's UCC

Street address: 1310 E. 8th St. Marshfield, WI

Supplemental web links:

<https://www.facebook.com/St.PaulsUCCMarshfield/>

Conference: Wisconsin

Association: Northwest

UCC Conference or Association Staff Contact Person

Name: Rob MacDougall

Title: Northwest Associate Minister

Phone: 715-308-6120

Email: rmacdougall@wcucc.org

Summary Ministry Description:

“The Little Church with a Big Heart”

St. Paul's UCC has served the Marshfield area for 125 years, adapting and reaching out to welcome people from all walks of life to grow in Christian faith and fellowship, guided by God's Holy Spirit and modeled through Christ's love for all. We seek partnership and leadership from one called to joyfully proclaim God's Word and to inspire the unique and varied gifts of congregants to serve His Church in meeting the needs of those in our community. We seek to be the hands, heart and feet of Christ in living out His Word.



What we value about living in our area:

Marshfield is located in central Wisconsin, a city of 19,000 surrounded by rolling hillsides of rich farmland and dairy farms. Despite our relatively small size, we host world class medical facilities, nationally recognized schools, and a wide variety of businesses and industry. Church affiliation is strong in the area along with civic pride in growing our community for all generations. The community is very family-oriented, boasts a low cost of living, and provides a wide range of services and programs for people of all ages. There are many family oriented activities including a free zoo, with many parks and outdoor music venues. Our church is located on a large lot with room to expand, complete with paved parking lot and street parking, in the midst of a residential area with two schools within 6 blocks.

Current size of membership: 62 (8 currently out of the area); 8 Associates and Friends

Languages other than English used in ministry: none

Position Title: Pastor

Position Duration:

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

Compensation Level:

About 25 hours per week

Does the total support package meet conference compensation guidelines?

No, although the salary proration is within the guidelines, for a half time minister.

1b. SCOPE OF WORK

Core Competencies:

We surveyed the congregation to reach consensus on the core competencies/qualities they felt were important for serving St. Paul's. The highest rated are as follows:

- 1. Is an effective preacher/speaker*
- 2. Makes pastoral call to people in hospitals, nursing homes and those confined to home*
- 3. Is effective in working with children and youth*
- 4. Is effective in planning and leading worship*
- 5. Is compassionate and sensitive to other's needs*
- 6. Builds a sense of fellowship among the people with whom s/he works*

In addition, the following qualities were shared:

- 1. Good Listener*
- 2. Community/family oriented*
- 3. Down to earth, open-minded*
- 4. Sociable, good sense of humor*
- 5. Out of the box thinker*
- 6. Uses time effectively (given this is a part time position with no administrative assistant)*

1c. COMPENSATION AND SUPPORT

Salary Basis: \$25-27,000

Benefits: *not currently*

What is the expected living situation for your next minister?

The church expects the minister to find local housing in Marshfield.

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

Within a 30-minute commute would allow great latitude in securing affordable housing as well as being close enough to attend to calls when needed.

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

There is an ecumenical group in Marshfield that meets on a weekly basis to discuss and share ideas on weekly lectionary. There are monthly community of practice meetings as well as a district meeting.

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

In collaboration with the Council, we will consider modifications in the days/times needed for church responsibilities to accommodate other areas of employment. Both parties will be flexible in reviewing the arrangements for this to be successful. When the Pastor requests time off from conducting the Sunday service, s/he would be responsible for finding a pulpit supply pastor or asking members in the congregation to use their time and talents to lead worship.

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.

We would like to expand our traditional services to include some non-traditional approaches such as using more praise and gospel music, "messy" church, and other methods for worship that go beyond the church walls.

Even though it is important that we aspire to grow the congregation, we value being a small church that is strong in fellowship and personal relationships. We delight in the children's participation in weekly service; it communicates our love of family in all shapes and sizes. We

seek to strengthen our outreach efforts to welcome new members or to welcome back inactive members through Christ's example as humble servants.

We are interested in expanding programming for spiritual formation such as adult Bible studies/discussion groups and increasing our participation in the SPICE group (St. Paul's Intergenerational Christian Education). We are hoping to find someone to help expand our programs within the church and community.

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

It is likely that the minister will be new to the community, so we envision working together to orient him/her to Marshfield through tours, introductions, community events, family outings, and other activities that will give a well-rounded understanding of our community. This will build the foundation for positive relationships within the community and with other religious members and will lead to new ideas for strengthening our efforts to make an impact in addressing community needs.

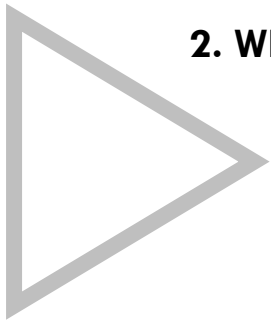
Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

We welcome all, so as our community becomes more diverse, we need to be mindful of and willing to examine our practices and biases that may present barriers to living out this mission. We have a mix of new and generational members for whom change may be perceived quite differently which can unintentionally lead to division. By drawing from both biblical and cultural perspectives, the minister can set the tone for exploring tender subjects within the parameters of seeking the guidance of the Holy Spirit to unite us in serving God's people.

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.

- 1. Exhibiting a spiritual foundation and ongoing spiritual practice: We cannot nurture our faith without increasing our spiritual practices and strengthening stewardship in all forms. We seek discernment from the Holy Spirit to guide our actions personally and interpersonally. We seek a minister who is approachable and humble.*

2. ***Engaging sacred stories and traditions:*** *By developing our knowledge and continued study of scripture, we believe that our worship, outreach and personal lives will be transformed in accordance with God's Holy plan for us. It isn't enough to just understand scripture, we must live the Word to give glory to God for this precious gift. Our minister will encourage, instruct and celebrate with us as we live the Word.*
3. ***Caring for all creation:*** *In order to do His Kingdom work, we must acknowledge our role in stewardship at all levels. Before we can lovingly act according to God's plan, we must humbly accept His love and mercy that leads to valuing our own self-worth. Our minister will show respect for the different paths by which we can pursue stewardship.*
4. ***Working together for justice and mercy:*** *The radical hospitality of God must be at our core to push through our fears and to move out of our comfort zones. Even in our small community, there are countless areas where courage and compassion are needed to break through the walls that divide us. We seek the spiritual tools to go beyond existing paths to share and experience God's mercy and justice.*



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?

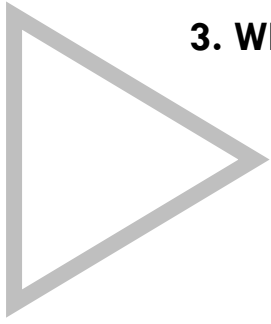
As Christians, God calls us to be many things. As we look through what members stated about our congregation we are to be: open-minded, nurturing, accepting of everyone, forgiving, welcoming and reaching out to others.

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

We provide dinner and fellowship once each month at the American Cancer Society’s Hope Lodge in Marshfield. This is a facility for families and patients receiving medical treatment for cancer. Families stay free of charge for the duration of their treatments. We cook homemade dinners and serve guests in the common kitchen area. Moreover, we sit and eat with guests to share some time together. The response has been very positive, a blessing to both the guests and to us.

Over the last two years, the church has raised funds and donations for Royal Family Kids Camp. This is a camp for youth in foster care ages 6-11 years old. The purpose of camp is to give children who have been abused, neglected or abandoned a week-long residential camp experience where they are safe and loved. Staff from a variety of Christian denominations volunteer for this and the themes of camp are based on biblical truths of God’s love for these precious children. We plant the seeds for hope.

Our Pastor has accepted invitations from non-members to minister for baptisms, weddings and funerals. Some of these have been done outside of the church walls, e.g. parks, individual homes. The families have been extremely grateful, and we pray that it plants the seeds for returning to the body of Christ.



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.

For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

The avowed purpose of this church shall be;

- *To worship God, to preach the gospel of Jesus Christ, and to celebrate the Sacraments;*
- *To realize Christian fellowship and unity within this church and the church universal;*
- *To render loving service toward mankind; and to strive for righteousness, justice and peace.*

Oftentimes, we speak of being the Light of Christ – His hands and feet in the community. God is our loving father; His Holy Spirit is within us to renew our soul and transform it with peace and joy. We speak about the times when our ways did not lead to good outcomes, until we gave up our plans for God’s. The rich blessings realized from submission to

Describe several strengths or positive qualities of your congregation.

Welcoming to everyone, kind, personable, generous in terms of time and money, down-to-earth.

Describe what worship is like when your congregation gathers.

The Sunday morning worship is a traditional style. Many members come early to visit with each other, to help with welcoming, to set up the fellowship area or to quietly pray before service. A power point runs prior to service with announcements, inspirational quotes, pictures

and scriptures. A hard copy of the service is provided to everyone and is also projected with the lyrics to the songs onto the large display monitor above the pulpit. Pastor opens with prayer and announcements and asks the congregation for prayer intentions which are then woven into the service. The prayer time is a special time of the service in which members and guests are welcome to share their joys, sorrows and concerns. This is a time for each person to come together as a community in strength and support for those in need. The members and guests then keep the congregation updated on the progress of those needing prayer. After the prayer of confession, Pastor calls the children up to the front and sits with them. This is our Children's Moment where she chats with them about a bible story, which is generally from the lectionary reading, using props, examples and humor to connect at their level. It lasts only a few minutes but is a treasured part of the service for the congregation. The children then commence the Passing of the Peace among members. People move about greeting each other with a handshake or wave, wishing peace and love upon one another. The scripture readings contain old and new testament selections; we generally stand to hear the Gospel. Readings are typically done by lay members, but Pastor introduces each reading to give us an understanding of the context of the passage. This includes historical and cultural influences and the connection to events past and future. Pastor's message pulls common themes and phrases from the readings which is related to current times, both personal and social. Examples and explanations make it relevant to our everyday lives. The congregation enjoys singing familiar hymns yet are willing to learn new ones. The music worship leader accompanies hymns on the piano or organ and has introduced some recorded contemporary praise and gospel music. For special occasions, the worship leader may lead the children in performing selections using vocals and actions. Communion is presented on the 1st Sunday of every month, generally via pew distribution but occasionally via intinction at the table. Along with the monetary offerings, donated dry goods are brought to the altar which are then delivered to the local food pantry. The ending benediction recaps the essential message of the day and exhorts members to be the light of Christ this day and every day. Pastor leads the procession out and greets each person as they leave the worship area. Most members proceed to the fellowship area for refreshments and conversation. Guests and new members are invited to sit with members to welcome them.

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

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

This is an area that we would like to strengthen. We have the SPICE group which meets once a week during the school year. The group consists of children from 3 to 12 years of age. They meet after school at the church and friends are always encouraged to come. We meet as a group with snacks, prayer time, music and a Bible lesson either

read, told, acted out or some other activity to enforce the message. Teens are encouraged to do readings at the service and help with special events. During Lent, Pastor holds weekly gatherings which include simple meals and discussions on scripture readings. Attendance varies due to work schedules. There is renewed interest in having more structured Bible studies for adults. We are interested in deepening our understanding of the Word and how to live this out in our community to do God's work.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? Decisions are communicated in a variety of ways. Council minutes are included in the monthly newsletter. Announcements are made at the weekly service, and being a small congregation, members talk with each other on a regular basis to inform and get feedback.

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

The Council meets once per month for approximately 1.5-2.0 hours. Committees meet less frequently depending on the need. If an emergency situation arises, committee members have been quick to convene in order to respond to the need.

How are teams or committees organized? *Members volunteer their time and talents or are recruited by other members. The meeting structure is relaxed but productive. Each member focuses on accomplishing what needs to be done for the outcome desired.*

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, these can be emailed upon request.

3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

Attached at back of 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:	33	This does not include those who are homebound or who have moved out of the area.
Number of active non-members:	10	
Total of church participants (sum of the numbers above):	43	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	25 - 58%	
Less than 10, more than 5 years:	4 - 9%	
Less than 5 years:	14 - 33%	

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>
10	4	0	4	8	2	9	11	9	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0 – 0%	
Households with minors:	5 – 12%	
Single adults age 35-65:	5 – 12%	
Joint households with no minors:	17 – 40%	
Single adults over 65:	2 – 5%	

Education level of adult participants by percentage:

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

High school:	47%	
College:	40%	
Graduate School:	4%	
Specialty Training:	9%	
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	33%	
Adults who are retired:	58%	
Adults who are not fully employed:	9%	

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

Informational technology, Biology, farm labor, truck driver, stay home mom, early childhood teacher, hair dresser, loan officer, home inspector, engineer, paralegal, photographer, educational administration, social worker.

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 predominately a white retired congregation from Anglo-European heritages. Awareness of emerging trends in the community for seeking racial, economic and generational diversity is growing, and since we believe in welcoming all, this is an area we need to discuss more openly.

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 all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	6	Pastor led Lenten services
Baptisms <i>(number last year)</i>	2	Pastor
Children's Groups or Classes	6	Lay leaders with pastor
Christmas Eve and Easter Worship	65	Pastor and worship committee
Church-wide Meals	30 – 40	2X per year
Choirs and Music Groups	0	
Church-based Bible Study	0	
Communion <i>(served how often?)</i>	Once per month	Pastor
Community Meals	6	Once per month, pastor and committee
Confirmation <i>(number confirmed last year)</i>	0	
Drama or Dance Program	0	
Funerals <i>(number last year)</i>	1	
Intergenerational Groups	6	Pastor and committee
Outdoor Worship	0	
Prayer or Meditation Groups	0	
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	0	

Weddings (<i>number last year</i>)	10	Pastor led, all non-members
Worship (time slot: _____)	9:30 am	Pastor led weekly
Worship (time slot: _____)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	3	Pastor led
Other		

Additional comments:

We want to make a point: our weekly attendance of our church is on average 41 participants each week, even though our membership list is only 62. We do have a number of non-members who attend on a regular basis.

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)
NONE				

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

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Music Minister	No	Volunteer	Pastor	4 years

REFLECTION

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

Our congregation is small and predominantly white with a majority of retired members. We have experienced a growing new membership within the last five years of varying ages.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$45,426
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0
Endowment Draw	\$0
Fundraising Events	\$2,557
Gifts Designated for a Specific Purpose	\$125
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations	\$0
Transfers from Special Accounts	\$0
Other (specify): Script program except this is ended program	\$2,170
Other (specify): Mutual fund withdraw	\$1000
TOTAL	\$51,278

Current annual expenses (dollars budgeted for most recent fiscal year): \$44,808

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?

60%

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%)*

Whatever is given is sent into the ministry. Generally, we meet our goal. General funds can be used to make the difference, but rarely is this needed. Council sets a goal, the congregation approves the amount; it is generally ½ of the church's 'fair share' amount.

What is the church's current indebtedness?

Total amount of loan debt: 0

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.

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

Year(s)	Purpose	Goal	Result	Impact
2015	New Roof	\$28,00	\$28,00	Funds were donated prior to work done
2014	Kitchen project	\$	\$	labor and items were donated the church paid for the cupboards

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
N/A		\$	\$	
		\$	\$	

Does your church have an endowment? no

Other Assets

Reserves (savings): \$38,543 checking, building, memorial savings

Investments (other than endowment): \$0

Does your church have a parsonage? *No*

Describe all buildings owned by the church: *The Church and attached fellowship hall, one storage shed on the property.*

Describe non-owned buildings or space used or rented by the church: *none*

Which spaces are accessible to wheelchairs?

Worship space, pulpit, fellowship space, bathroom. There are two bathrooms in the basement which are not accessible.

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

As a small church, the budgeting process is straightforward and transparent. At each Council meeting, the income and expenses are itemized and explained. We have increased our financial health and are confident that this will continue. Beyond the fixed expenses, the generosity of our members has resulted in increased volunteerism and support for community outreach.

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. *We moved from the original location, which we had for 110+ years and purchased and remodeled the current building. After several years, a new sanctuary was added. Recently we added a kitchenette to the fellowship area and put a new metal roof on the entire structure. The most significant event in the last 10 years was that we remained open despite recommendations that we close, and we have actually become more secure/stable.*

Describe a specific change your church has managed in the recent past. *The addition of children in worship. Ten years ago there were almost no children in church. When new young families started coming, it took some adjusting for some of the 'regulars'. Now it is cherished*

part of the service having the children come forward for a brief lesson before they initiate the 'passing of the peace.'

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.

No real ‘conflict’ since conversations about children in worship. Being a small congregation, members feel comfortable voicing their concerns to Council members in the spirit of having it discussed and resolved.

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

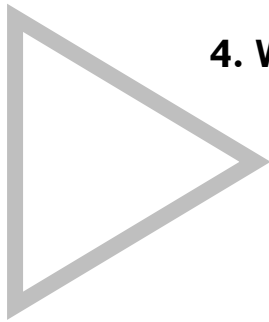
Staff member’s name	Years of service	UCC Standing (Y/N)
Patti Steevens	10	Y-licensed
Tim Miller	5	Y-licensed
Kent Meyer	2	Y-interim--licensed
Frank Picard	5	Y-started as student; ordained here
Don King	2	Y-interim
David McBride	2	Y-interim
Bill Baldwin	4	Y-called (yoked)
Al Holms	1	N-interim; Movanian
Alwyn York	6	Was, left denomination

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: *Making a personal connection with members and being creative in seeking leadership opportunities.*

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?

As stated earlier, we strive to take action that directly impacts those in need in our community whether it is feeding the poor, the afflicted or abandoned. Our Hope Lodge dinners, donations to the food pantry and support for Royal Family Kids Camp are examples of this. We feel these plant seeds of hope for God’s Kingdom on earth and bless us richly in helping others. Pastor has also participated in community events on topics relating to law enforcement, foster care and discipleship. Pastor inspires us to do the same.

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

Pastor attends annual conference, association meetings, other pastor’s ordinations and installations, occasionally serves on executive committee or other committees of the association, participates in local Crop Walk and ecumenical services in the community.

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 have had discussions on O&A; the general consensus in Council feels no need as LGBT persons have been welcomed and involved (including leadership positions).

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

Pastor participated in the ecumenical Good Friday service in Marshfield, attends local ministry meetings with ministers from other denominations and also participated in services for the "Revive Marshfield" outreach.

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 Covenant, "We the people of St. Paul's covenant one with another to do our best to live a Christian live, attend worship regularly, support our church financially, share in the work of the church, attend meetings and vote, help others in spiritual lie and pray for one another. We do this with grateful hearts and love for God."

We currently have about 50% of all members, friends, associates who attend worship regularly and support our church financially. About 25% share in the work of the church. Participation in special events, community outreach, and/or fundraising ranges from 30-40%. As is true with most congregations, we would like to see an increase in all of these areas and look forward to collaborating with the new pastor on ways to do this. One area where we could expand our outreach is through social media; younger adults expect this mode of communication for connecting with each other, groups, and causes. We need to explore how we can use this forum for the good of the church in discipleship.

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?

Given the size of our congregations and the limitations of time for the Pastor, the congregation's priority is on our local ministries and the routine responsibilities of the role. We feel we can best serve the wider church when we put our efforts into reaching out to our neighbors closest to us.

4b. MISSION InSite

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

In reviewing the data from our region (25 mile radius around St. Paul's), key findings for trends over the next 10 years show little change in local demographics. In comparison with state trends, community diversity is much less. Median family income is slightly lower than the state average with occupations evenly split between blue and white collar jobs. Families with children remains relatively stable, yet overall our 65+ group is increasing at a faster rate than other groups. The only other group that is increasing is in size the 25-34 year olds.

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

A majority of our congregation is retired, yet we are situated in a neighborhood within walking distance to an elementary and middle school. This gives us more opportunities to reach out to families with children to build and strengthen programs that appeal to them.

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

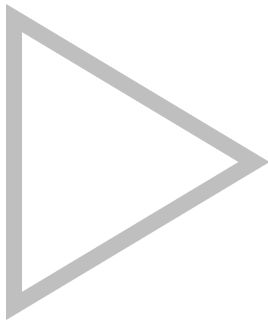
We have a Children's Moment during the service where children are called up front to engage in a story and discussion with Pastor Patti on the theme of the gospel message. Often there is an object lesson that connects directly to the children's lives, yet adults benefit from hearing the Good News through the comments and responses of the children as well. Then the children move out into the pews to "Pass the Peace." Adults move about as well, greeting each other with handshakes, hugs and smiles. This intergenerational interaction reflects that we are one family from many places but one in union with God.

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

The church has been a part of the community for 125 years, so there is a long history of serving the community. We reach out to others and welcome all.

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

They comment on the friendliness of members making them feel welcome. Visitors are invited to fellowship time after service to share refreshments and to get to know us. Friends, family members of our congregation and visitors appreciate the familiarity of our traditional worship service and enjoy the addition of our children's moment. They are personally greeted by Pastor Patti with a warm handshake and smile.



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

Rev. Tim Miller, Pastor, Nekoosa UCC

715-697-3087 UCCpastortim@aol.com Former Pastor at St. Paul's

REFERENCE 2

Dana Schindler, Pastor, Elcho UCC

danaschindler@hotmail.com

REFERENCE 3

Brook DesRivieres, Former Member of Congregation – moved out of area

brookkawchak@hotmail.com



CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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

Holy Spirit, Breath of Life, grant us the strength to do your will in building the Kingdom here on earth. Lift us with your tender mercies that we may serve with hope, forgiveness and humility. And guide us with your patience and wisdom to understand that True Love is Unity in Being with You. All we are and all we do is for your glory now and forever.

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? *Peg Geegan, Chair of Profile Committee and Council Member; Angela Steevens, member; Elaine Bookhart, Treasurer; Helen Kunder, Council Member, Pastor Patti Steevens.*

Signed:



Name / Title / Date: Chair of Profile Committee, Nov. 12, 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: Rev. Rob MacDougall/Associate Conference Minister

Email: rmacdougall@wcucc.org

Phone: 715-308-6120

Date: December 20, 2018

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

"Jesus answered them, 'Have faith in God!'" – Mark 11:22



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

Church#:	861600								
Assoc:	828	Schedule: 0	Saint Paul's UCC		Marshfield	WI	54449		
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	65	25	0	0	0	0	3	7	-10
2008	54	30	0	0	2	0	2	11	-11
2009	60	35	8	0	2	4	0	0	6
2010	59	38	12	2	2	2	3	4	-1
2011	59	38	12	0	0	0	0	0	0
2012	56	41	12	0	0	0	0	3	-3
2013	59	43	18	0	3	1	5	0	-1
2014	57	41	20	0	4	0	2	8	-6
2015	61	44	16	0	1	7	2	0	6
2016	63	41	18	0	1	2	1	0	2
2017	62	41	12	0	0	0	1	0	-1

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2007	\$30,959	\$5,231	\$2,100	\$4,200	\$6,300	\$0	\$6,300	6.78	\$42,490	\$30,889
2008	\$20,000	\$4,966	\$941	\$813	\$1,754	\$0	\$1,754	4.71	\$26,720	\$35,400
2009	\$34,446	\$0	\$2,100	\$533	\$2,633	\$0	\$2,633	6.10	\$37,079	\$43,234
2010	\$44,345	\$4,612	\$1,500	\$599	\$2,099	\$0	\$2,099	3.38	\$51,056	\$41,851
2011	\$44,345	\$0	\$1,285	\$576	\$1,861	\$0	\$1,861	2.90	\$46,206	\$0
2012	\$34,000	\$21,000	\$1,255	\$385	\$1,640	\$0	\$1,640	3.69	\$56,640	\$36,400
2013	\$31,664	\$2,686	\$1,334	\$1,525	\$2,859	\$359	\$3,218	4.21	\$37,568	\$33,693
2014	\$44,073	\$0	\$1,330	\$437	\$1,767	\$0	\$1,767	3.02	\$45,840	\$38,949
2015	\$35,977	\$26,237	\$1,165	\$1,777	\$2,942	\$0	\$2,942	3.24	\$65,156	\$36,860
2016	\$35,977	\$0	\$1,000	\$693	\$1,693	\$0	\$1,693	2.78	\$37,670	\$41,699
2017	\$42,481	\$0	\$1,257	\$485	\$1,742	\$580	\$2,322	2.96	\$44,803	\$45,426
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	TOTAL OCWM	TOTAL EXPENDITURE	TOTAL		
2012-2017	10.71	0.00	0.00	0.00	-66.67	6.22	24.94	-20.90		
2007-2017	-4.62	64.00	0.00	0.00	-90.00	-72.35	37.22	5.44		

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.

11/05/2018

To Whom It May Concern,

I was a co-pastor for St. Paul's UCC in Marshfield from 2008 – 2013. These were learning years for me as well as for the congregation. They welcomed me with open arms and hearts even though I was very rough-around-the edges. During these years the congregation proved to be patient and continuously loving of me and of my excitement to try new and different teaching styles and by using different types of learning through media.

We developed a group to listen to the congregation's thoughts and criticism of my leadership skills and lack of skills. We often sat down together and went over the concerns and the positives of our journey together. Their honesty and continued love and support are what encouraged me to continue in the ministry and to enroll in seminary. Without their support I would have never finished seminary.

In my opinion the greatest strength of this church is also their greatest weakness. They have a very strong core group that has lead the church through some of the toughest times imaginable without faltering. They communicate well together and deal with issues with grace and understanding. The downside of this was concerning those outside of the core group. It appeared hard for newcomers to become an equal part of this governing group. While this was a downside it wasn't something that couldn't be corrected; and it maybe has been by now. We just didn't have time to work on that in our time together.

This church will always hold a special place in my heart for their love and support they gave to me, their openness and trust to try new things, and for their desire to communicate well with me. Together, their group thinking abilities to lead the church in wise directions for the future paid off their mortgage and kept the church updated and useful. They had a vision even in hard times and together they journeyed through and beyond them.

I have no doubt that this church can double in size in a few years as the community seems like fertile ground for growth. Marshfield is a great city with much potential. I would be happy to speak more with anyone who is interested in leading this congregation into their future together. Please do not hesitate to contact me.

With love,

Rev. Timothy J. Miller

715-697-3087

uccpastortim@aol.com

REFERENCE

Most of my knowledge of St. Paul's has come as a result of my friendship of four years with their current pastor.

Members of St. Paul's are a close-knit, caring community while remaining welcoming to new people. They work well together toward common goals and are open to new ideas. Recently they have begun a ministry for children in foster care in the Marshfield area.


The church is located in a residential area with many possibilities for outreach and growth. The Marshfield area includes a medical complex which includes a well-known children's hospital and a variety of other employers. The community offers many opportunities to individuals and families of all ages and socio-economic backgrounds.

Members have had a wonderful relationship with their current pastor and her spouse. They are working on increasing their independence in moving past this relationship. A deeper understanding of who they are and where they are going as a community of faith will be an area that requires continued growth.

My husband and I had the opportunity to visit the St. Paul's when I preached and again when we met with the church council to discuss ideas of how they might proceed in the retirement of Pastor Steevens. I found them to be open to thinking outside of "the way it's always been done," while holding to traditional thinking that is most valuable. Their willingness to embrace the need to move on even though they would prefer not to is a great indicator of potential growth that many congregations find overwhelming.

While this is not currently a full-time call, I think it could become one. The members appear ready to embrace new ministries which could attract new members and resources.

Grace and Peace,
Rev. Dana Schindler
Elcho United Church of Christ/Kempster United Church of Christ
P.O. Box 126
Elcho, Wisconsin 54428
(715-610-1888)



2580 Sussex Place, Kronenwetter, WI 54455

brookkawchak@hotmail.com

715.207.3667

To Whom it May Concern,

Thank you for taking the time to prayerfully consider St. Paul's United Church of Christ in Marshfield, Wisconsin. My husband and I were members there from approximately 2010 to 2018 and recently transferred membership due to relocating out of the area. Even though we have moved, we have found ourselves back at St. Paul's for Christmas Eve service, the Gospellers concert in recognition of its 125th Anniversary, and for funeral services for members who have been called to heaven. I have been truly blessed with this church family.

I recall one Sunday when my daughter was having a tough time staying in church. She wanted it to be fellowship time. One of the members of the church, Frank Austin, would always bring her a banana, which she got to enjoy during fellowship and she was ready eat that banana! She kept escaping down the aisle towards and another church member, Toney Booker, picked her up and she sat with him for the rest of the service, content.

I love that St. Paul's allowed my children to partake in the sacrament. On the car ride, I would remind them of the significance behind it, and we would pray together after taking communion. Most often they chose to pray for their teachers and friends. We baptized our children at this St. Paul's UCC. To help the Godparents feel most comfortable, we requested a private service on a Saturday. Pastor Patti Steevens and Pastor Tim Miller made it happen!

St. Paul's can continue to grow its membership and promote its open and affirming status in the community. It has struggled with dwindling numbers in confirmation classes and does not have an influx of families, possibly due to the lack of Sunday School being offered.

Please do not hesitate to reach out to me for additional information.

Brook S. DesRivieres

