

**UNITED CHURCH
OF CHRIST**



LOCAL CHURCH PROFILE



Hope United Church of Christ

Sturgeon Bay, Wisconsin

Full-time Minister Settled

Northeast Association, Wisconsin Conference

February, 2019

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1. POSITION POSTING

LISTING INFORMATION

Church name: Hope United Church of Christ

Street address: 141 S. 12th Avenue, Sturgeon Bay, Wisconsin 54235

Web links: [Hope United Church of Christ website](#)

[Hope Church Sturgeon Bay Facebook](#)

[Hope Church Family Life Facebook](#)

Ecumenical Affiliations: United Church of Christ

Conference: Wisconsin Conference United Church of Christ

Association: NE Association

UCC Conference or Association Staff Contact Person:

Rev. Jane B. Anderson

Associate Conference Minister

Wisconsin Conference United Church of Christ

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Ministry Description:

Hope UCC is a fun-loving family of spiritual pilgrims seeking to grow in our capacity to be a progressive Christian voice and example in Door County, Wisconsin. By calling ourselves progressive Christians, we mean that we are believers who embrace the unity of all life as revealed in the teachings of Jesus and other sources of wisdom. We are seeking to build a community that is inclusive of all people through open and accepting behavior, questioning absolutes, striving for peace and justice, protecting our earth, lifelong learning, compassion, and selfless love. We want to make this way of believing and living more accessible to the community around us. Some of the ways we are working toward this goal include opening our building and grounds to the community, offering hospitality and support to families of all kinds, programming for children and their parents, being involved in ecumenical church activities, and participating in public advocacy for peace and justice for all people. We are seeking a ministerial leader who embraces this vision and will help us identify new ways to live toward it.

Photographs of Hope Church Worship and Fellowship:



We value living in the city of Sturgeon Bay, the county of Door, in the state of Wisconsin. Some of our church members have retired to the area and others are living and raising their families here because they find that Door County provides a great quality of life. Door County has incredible natural beauty and a strong sense of community. Our small town life has tremendous benefits, plus we also enjoy many things usually found only in larger cities - fantastic schools, libraries, medical resources, culture, and the arts. The following websites offer more information about our beautiful area:

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Sturgeon Bay Visitors Bureau website: Come for the fun... Stay for the memories! <https://www.sturgeonbay.net/plan/never-leave/winter>

Door County Aerial Video: [Beautiful Door County](#)

[Door County Visitors Bureau:](#)

Five Reasons to Make Door County Home

1. Everything you love. All the time. Spend every day exploring [parks](#), enjoying the [water](#), dining at your [favorite restaurants](#) and experiencing the area's [cultural history](#).
2. Everyone waves. There's a special relationship between Door County's locals. Once you learn the back roads of the county, practice the driving wheel wave: two fingers raised on the top of your driving wheel.
3. Top rated schools. All of Door County's schools are consistently rated as some of the best in the state, offering opportunities to kids that are rarely found in small communities.
4. Big stars. Cozy venues. Whether it's internationally touring [musical acts](#), world-class lecturers or renowned [theater troupes](#), local organizations bring big-city culture to the area's intimate venues.
5. Conservation. Preservation. Those who live here work hard to preserve the parts of the county that drew them here in the first place. Whether its [ecological](#), cultural or historical, join in the preservation of everything we love about Door County.

"[They is Us](#)" is the summary report of the Door County Community Foundation sponsored county-wide conversations which gave people a genuine opportunity to talk about what they want for Door County as they grow older.

Current size of Hope Church membership: 224 members, 26 active non-members.

Languages used in ministry: English

Position Title: Minister

Position Duration: Settled

Compensation Level: Full Time

Salary and benefits will be determined with attention given to the Wisconsin UCC Conference guidelines and cost of living comparisons.

SCOPE OF WORK

Full-time Pastoral Position

Job Description:

- Prepare and lead Sunday worship by studying scripture, crafting liturgy and bulletin, preparing the presentation of the service, preparing the sermon, guiding and inviting members to participate in worship leadership, planning music in coordination with music staff or volunteers, preaching, and offering prayers.
- Practice faith formation and vitality through prayer, study of the Bible and other sources of wisdom, service, identification of resources and opportunities, and guidance for church members and friends to develop their faith.
- Provide leadership development by working with people in the church to create ministry and programs for all ages.
- Provide pastoral care in collaboration with lay people.
- Engage in the wider community and lead the way for the church to be an ambassador of God's love.
- Perform weddings, baptisms, and funerals as requested.
- Participate in strategic planning for current and new directions in ministry.
- Attend meetings and provide leadership as needed for church programing, in collaboration with lay leadership.
- Participate in wider church activities such as conference and association meetings.
- Share administration responsibilities with administrative staff and leadership team. Examples include: email, website, church supply purchasing, social media, monthly newsletter, and weekly update.
- Participate in faithful financial development and stewardship.
- Provide staff supervision.
- Be available to the wider community for funerals, weddings, and special worship programs.
- Represent the church to local organizations and ministerial groups.
- Counsel, listen, and refer as needed.
- Study and pray to increase faith and to improve skills so as to lead, teach, and preach effectively.
- Energize and deepen the spiritual connections and faith understandings of others in all they do.

Core Competencies:

A "Vision 2020" session of 50+ participants was held in October, 2018 to discuss Hope's future. That group identified five competencies we are looking for in our next pastor. Our pastor needs to be:

- an effective speaker who brings energy to the pulpit and challenges us with messages meaningful to our everyday experiences.
- well-read, well-informed, and comfortable with engaging in lively examinations of contemporary issues.
- emotionally mature and accepting of the diverse group that we are - a curious, intellectual, and socially active community.
- willing to engage authentically with people of all ages, using good communication skills, and a compassionate spirit.
- able to recognize and support the strengths and leadership skills of the congregation.

Succession Model:

Hope UCC is committed to a succession model of transition rather than the more common interim model. We have reviewed the '10 Factors for Success' of this model as presented by Anthony B. Robinson in *Transitional Ministry Today*. Success requires the buy-in of the congregation, as well as that of both the outgoing and incoming ministers. Hope is healthy; there is vitality; there is an absence of significant conflict. We have confidence in our ability to support this succession model of transition. Our outgoing pastor has allowed plenty of time for adjustment to the impending change. He supports the process.

COMPENSATION AND SUPPORT

Compensation includes salary, housing allowance, health and life insurance, and pension.

The final compensation package will be determined by education, experience, and other qualifications, with attention given to the [Wisconsin Conference Guidelines](#) and 2017 [Cost of Living Comparison](#) - Sturgeon Bay to Wisconsin.

Additional benefits include a budget for continuing education, mileage reimbursement for travel for pastoral purposes, vacation, and sabbatical.

The pastor is responsible for his or her own living situation. The housing allowance may be used for rent or for home ownership. Our preference is to have our pastor live in the community.

Peer and professional support are available through the Wisconsin Conference and NE Association. The Wisconsin Conference offers a Communities of Practice program to provide peer colleague support to pastors. Each facilitator in the program is assigned to a group of 7-8 pastors who then provide support and problem solving to one another.

WHO IS GOD CALLING TO MINISTER WITH US?

We envision that our next minister will work in collaboration with the people of Hope to achieve the following goals:

Within Hope UCC:

- To improve our systems for welcoming newcomers, especially younger people.
- To continue to grow our youth ministry.
- To increase our online presence to better communicate our story of who we are and what we stand for.

Beyond the walls of Hope UCC:

- To further demonstrate that Hope is open and affirming - a place where all are embraced and can flourish.
- To promote a sustainable global society founded on respect for nature, universal human rights, economic justice, and a culture of peace.
- To support a broad spectrum of human needs such as:
 - Hard working young families who struggle with inadequate income to meet basic needs, health care costs, and food stability.
 - A growing elderly population dealing with health care and end of life concerns.

Language and culture:

English is used in our church ministry, however, we do have members who are fluent in Spanish. Hope UCC is the host facility for Literacy Door County which provides one-on-one adult tutoring for basic literacy and English Language Learners (ELL).

Hope UCC has been an open and affirming church since 2001. We look to our pastor to play an active role in encouraging church members to welcome individuals of all generations, all points of view, all races and ethnic backgrounds, all sexual orientations, and gender identities. Most of us have come from denominations other than UCC. The broad diversity of thought among us is valued and respected. We trust that our next pastor will support this freedom of expression.

Based on who we are, who our neighbors are, and who we are working to become, we have identified **four areas of excellence** that our next minister needs to demonstrate to further our congregation's ministry. (adapted from *The Marks of Faithful & Effective Authorized Ministry*)

CARING FOR ALL CREATION

- Nurturing care and compassion for God's creation.
- Maintaining a basic understanding of mental health, wellness, and life balance.
- Providing hope and healing to a hurting world.

ENGAGING SACRED STORIES AND TRADITIONS

- Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- Experiencing, appreciating, and sharing a variety of theological perspectives, including those of other world religions.
- Being open to the surprises of the Holy Spirit.
- Leading faith formation effectively across generations.

WORKING TOGETHER FOR JUSTICE AND MERCY

- Drawing on the ministry of Jesus Christ to confront injustice and oppression and engage in mission and outreach.
- Understanding community context and navigating change within our community.
- Building relationships of mutual trust and interdependence.

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- Exhibiting strong moral character and personal integrity and maintaining a healthy sense of self.
- Understanding and ministering to stages of human development across the lifespan.
- Demonstrating excellent communication skills.

2. WHO IS GOD CALLING US TO BECOME?

Hope UCC is committed to being involved in our community. We support current initiatives, while investing in new community-building opportunities.

- We developed a formerly vacant lot adjacent to Hope Church into a spiritual campus. This campus includes an outdoor worship center, a labyrinth, and meditation gardens. These spaces are open to the public for personal spiritual experiences.
- A task team has begun drafting a Creation Justice Covenant which reflects our commitment as individuals and as a congregation to promote a sustainable global society founded on respect for nature, universal human rights, economic justice,

and a culture of peace. The church will continue collaborating with other organizations in addressing these issues.

- The Adult Forum Committee developed a Scholar-in-Residence program which has brought new spiritual and diverse learning opportunities to the congregation and community.
- Our Family Life Coordinator has brought new vitality and enthusiasm to our church activities and provides support to families of Door County.
- A Safety Plan Committee is consulting with local emergency management, law enforcement, fire department, and emergency services to create a safety plan for Hope. This plan includes aspects of prevention, preparedness, response, and recovery.

3. WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS

Hope's life of faith:

"Hope" UCC is more than the name of our congregation. Hope embodies who we are and desire to be for one another; it is what we want for the community that surrounds us. We live out this conviction by treating all who come among us as unique persons loved by the Holy One. We play and pray together in old ways and new ones, open to the teachings of Christian tradition and other world religions. We believe that everyone deserves second chances for new beginnings, and that we are all on this journey of faith together. We believe we have an important role to play in our community. We live toward the hope that at the end of each day, and all days, love will prevail.

Positive qualities of the Hope congregation:

The people of Hope UCC are dedicated, caring, generous, and respectful of one another. We are problem solvers who deal with challenges and opportunities with gentleness and rational analysis - and then move on. We are curious and inquisitive as we seek to understand life and the world around us with compassion and hope. We are practical in ways we seek to minister to the world around us, primarily through community food programs and individual volunteering. We are determined to be at the forefront of demonstrating what it means to be open and accepting of all persons without regard to race, color, creed, sexual orientation, sexual identity, or past experiences.

Worship at Hope:

Worship and Faith Formation celebrate the love and grace of an inclusive God. Twelve months of the year we gather on Sundays for one service in our sanctuary. During the

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warm summer months, we add a second service held in our outdoor worship center. Our services are designed to create and support a caring community, starting with the setting itself. Both the indoor and outdoor spaces are "in the round;" we face one another. The flow of each service begins with a time of greeting that includes movement throughout the space - smiles, handshakes, hugs, and "How is it with you?" conversations. The flow continues throughout the service through choral and instrumental music, hymn singing, simple liturgies, a children's time, readings from the Bible and other teachings, a message, sharing joys and concerns, prayer time, an offering, and holding hands for a time of closing. The messages connect with the readings and include humor, teaching, and connection with the human condition. The flow of the service is supported in the sanctuary with screen graphics for hymn lyrics, prayers, readings, message illustrations, and announcements. On the first Sunday of each month, we have a communion ritual with emphasis on its symbolic role of creating unity in community. Baptism is conducted during worship and involves the participation of the entire congregation. Especially important to our Sunday worship experience is the gift and appreciation of fine choral, organ, and instrumental music. Effective preaching inspires those at Hope to reflect well beyond the Sunday service. The message is engaging, thought provoking, and relatable to everyday life.

Educational Programs:

Faith Formation: The Board of Education provides direction for youth programming. Children ages four through fourth grade are invited to participate in Faith Formation instruction scheduled during church services, September through May. The curriculum currently uses *A Joyful Path: Inner Wisdom Series - Spiritual Curriculum for Young Hearts and Minds*. A recent service project with this group involved making Christmas Cards for shut-ins and some members who have moved away or are in a nursing home.

Middle/High School Youth Group: This group is facilitated by the Family Life Coordinator and Pastor. They meet Wednesday evenings September through May, starting with a dinner prepared by church volunteers, and then monthly during the summer. Two community service projects this past year included: the Christmas Giving Tree for a local family and Souper Bowl of Caring Soup/Fund Drive. The youth assume leadership roles in planning a variety of intergenerational activities at Hope. These include: an annual Christmas service, campfires, camping trips, Halloween March of the Goblins coin collection for unpaid student lunch accounts, and an Easter Egg Hunt. A youth group representative serves on the Board of Deacons. This past year, the youth group studied the topic of homelessness and participated in an Urban Immersion Mission Trip to Milwaukee. The impact of this experience has led to a continued spirit of serving others. This includes directing proceeds from the Souper Bowl of Caring project to support an

emergency shelter and transitional living program in Green Bay, WI. Further, our youth group is planning a mission trip in July 2019 to Back Bay Mission in Mississippi.

Adult Forums: The Adult Forum Committee plans for adult programming. The forums are weekly, pre-worship learning opportunities held September through May. Topics range from religion, social justice and environmental issues, to family and personal well-being. With support from the ENHANCE Hope fund, Hope hosted two month-long Scholars in Residence during the past two years; the first provided extensive study on the Quakers and the second on Judaism. Several other informational adult forums have led to action organized by Hope's Mission and Action committee: co-sponsoring Color Brave Photo Exhibit, collection for Blankets for Swaziland, collection of supplies for infants and toddlers, and co-sponsoring an Upstander/Bystander training. A series of forums on the environment and climate change has led to a team drafting a Creation Justice Covenant as a step toward becoming a Creation Justice church.

Safe Sanctuary: Revised Safe Sanctuary Guidelines were approved at the 2018 Annual Meeting. In keeping with the guidelines, an orientation is held annually to train teachers, supervisors, and volunteers who work with children. These guidelines represent our firm commitment to give children and all adults the chance to learn and grow spiritually in the safest and most secure environment we can provide. Additionally, the Safe Sanctuary Guidelines help facilitate an organized and thorough process of volunteer/staff recruitment. Every reasonable effort is made to ensure that the children/youth of Hope United Church of Christ and those who use Hope Church are safe, honored, loved, and respected. As well, we want parents to have full confidence in the adults who care for their children.

Organization of Hope:

The church council, chaired by the moderator and comprised of committee chairs, provides oversight to all church functions. The following chart details the work of committees and boards of Hope UCC:

(Leadership: 1= minister takes primary initiative and responsibility, 2= minister and laity share responsibility, 3= laity takes primary initiative and responsibility, 4= minister's presence expected periodically/occasionally.)

Board or Committee	Purpose	# Members	Frequency	Leadership
Council	Executive Board	9	monthly	2
Deacons	Worship, sacraments, membership, ministry	10	monthly	2
Trustees	Budget, finances, building, grounds	9	monthly	3, 4
Mission & Action	Mission appeals and initiatives	7	monthly	3, 4
Social Life	Coffee hour, dinners, parties	9	as needed	3
Education Youth	Faith Formation, nursery, safe sanctuary	7	monthly	3, 4
Education Adult	Adult forums	6	monthly	3, 4
Endowment Fund	Oversee endowment funds and award grants	6	as needed	3
Memorial Garden	Maintain, promote and oversee Memorial Gardens	8	twice yearly	3, 4
Other Small Groups	Purpose	# Members	Frequency	Leadership
Benevolent Fund	Organize semi-annual rummage sales	10	as needed	3
Middle/High School Youth	Fellowship and service	12	weekly	2
Music Staff	Assist choir director with special projects; secure musicians for non-choir Sundays	4	monthly	1
Personnel Committee	Oversee staff	6	monthly Jan.- June	2
Choir	Perform wonderful music	15-20	weekly Sept. - May	3
Safety Committee	Develop safety plan	4	as needed	3
Stewardship Committee	Develop annual fund campaign	4	monthly Aug. - Dec.	2
Nominating	Determine slate of board/committee	3	monthly	2

Committee	members for upcoming year		Feb. - June	
Pastoral Support Team	Provide compassionate support and guidance	3	quarterly	2

Everyone at Hope has the opportunity to take an active role in our activities and operations. Leadership is shared by many. Bylaws and policy changes occur at annual meetings. Decisions of the council, boards and committees, as well as information regarding church events and activities, are shared through the monthly newsletter (Hope Happenings), weekly Friday E-News, the Annual Meeting Report, as well as being posted on the website and Facebook pages. When a decision at Hope needs to be made quickly, it comes to the attention of the Pastor and Moderator who either make the decision or, if time allows, call a special meeting of the council.

11-YEAR REPORT

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBERS ADDS-REMOVED
2007	172	83	40	7	3	0	13	25	-28
2008	158	72	40	0	0	0	14	0	-14
2009	158	72	40	0	0	0	0	0	0
2010	179	78	37	8	11	4	2	0	21
2011	198	83	42	0	0	26	7	0	19
2012	206	89	42	4	0	9	4	1	8
2013	203	85	45	0	0	7	1	9	-3
2014	208	82	42	0	0	10	3	2	5
2015	214	70	36	0	0	9	3	0	6
2016	214	67	36	0	0	6	5	1	0
2017	218	76	22	4	0	6	5	1	4

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	184667	62176	1505	1737	3242	2546	5788	0.81	252631	187865
2008	166565	62176	1505	999	2504	2546	5050	0.9	233791	138752
2009	166565	0	1380	1497	2877	0	2877	0.83	169442	0
2010	129744	0	1903	2270	4173	1850	6023	1.47	135767	111219
2011	111939	0	1380	4238	5618	2614	8232	1.23	120171	132343
2012	140276	0	2378	3441	5819	2913	8732	1.7	149008	134165
2013	144829	0	2750	860	3610	3328	6938	1.9	151767	142796
2014	147425	0	0	2556	2556	2418	4974	0	152399	136502
2015	144793	0	2214	1615	3829	2463	6292	1.53	151085	134471
2016	145919	0	1500	658	2158	0	2158	1.03	148077	144134
2017	149256	0	1950	1171	3121	6870	9991	1.31	159247	146328

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.

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2012-2017	5.83	-14.61	-47.62	-23.08	20	6.4	-46.37	6.87
2007-2017	26.74	-8.43	-45	0	-84.21	-19.18	-3.73	-36.96

CONGREGATIONAL DEMOGRAPHICS

Participation at Hope UCC:

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	224	✓
Number of active non-members:	26	✓
Total of church participants (sum of the numbers above):	250	✓

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	63%	✓
Less than 10, more than 5 years:	19%	✓
Less than 5 years:	17%	✓

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>
9	11	18	39	16	8	34	48	42	✓

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0	✓
Households with minors:	12%	✓
Single adults age 35-65:	6%	✓
Joint households with no minors:	49%	✓
Single adults over 65:	33%	✓

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High School:	9%	✓
College:	33%	✓
Graduate School:	36%	✓
Specialty Training:	21%	✓
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	40%	✓
Adults who are retired:	60%	✓
Adults who are not fully employed:	0	

The employed adults of Hope are hardworking individuals whose occupations range from service workers, laborers, and artists, to professionals and self-employed entrepreneurs.

Hope Church, similar to Sturgeon Bay and Door County, is primarily white, but slowly becoming more racially diverse. We do, however, recognize and lift up diversity of opinion, ability, age, political belief, socio-economic status, sexual orientation, gender identity, and race throughout our congregation and community.

PARTICIPATION AND STAFFING

Attendance at activities at Hope UCC:

Ways of Gathering	Number of activities and estimated attendance	Who plans each of the listed gatherings?
Adult Groups or Classes	40+ Adult Forums per year, 10 - 30 participants per event	Adult Forum Committee
Baptisms <i>(last year)</i>	1	Pastor & Family
Children’s Groups or Classes	2	Faith Formation-Board of Education Youth Group-Family Life Coordinator
Christmas Eve and Easter Worship	116 Christmas Eve 90 Easter Worship	Pastor, Deacons, Music Committee
Church-wide Meals	3 - 4 per year 175 - 200 attend	Social Life Committee & Family Life Coordinator
Choirs and Music Groups	1 choir 20 participants	Music Committee
Communion	1st Sunday of each month	Pastor & Deacons
Community Meals	2 - Halloween Pizza Party at Hope & Loaves & Fishes support at NWTC	Family Life Coordinator, Social Life & Deacons

Confirmation (<i>last year</i>)	0	
Funerals (<i>last year</i>)	3	Pastor & Deacons
Intergenerational Groups	3 - Halloween Party, Shrove Tuesday, Christmas Workshop, Camping weekend Potawatomi State Park 50 - 150 participants	
Public Advocacy Work	6 - PFLAG, AA, Celebrate Water, DC Civility Project, AED (Eating Disorder), DC Literacy Council	Mission & Action, Individual Members
Retreats	1 retreat 45+ attendees	Pastor, Church Council, Search Committee
Weddings (<i>last year</i>)	3 - 4 Non-members 0 Church members	Pastor
Worship - indoor	70 - 10:30 AM service	Pastor, Deacons, Music Committee
Worship - outdoor	20 - 9:00 AM summer service	Pastor, Deacons, Music Committee
Youth Groups or Classes	2 - 3 Faith Formation 8 - 15 Youth Group	Faith Formation Teachers Youth Group-Family Life Coordinator
Other: Juliets Romeos Wild Weeders PFLAG Yoga Parent Support Door County	6 - 12 Juliets 4 - 13 Romeos 5 - 7 Wild Weeders 5 - 12 PFLAG 6 - 20 Yoga 8 - 15 Parent Support Adults 12 - 14 Parents 8 - 10 Kids	

Members of the Hope congregation who are ordained, licensed, or commissioned ministers:

Name	Three- or Four-Way Covenant?	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Richard Feyen	3			Retiring
Phillips Sweet		Officiates funerals and weddings upon request	member; occasional speaker	Yes
Allin Walker			member; occasional speaker	Yes
Joan Shiels		Officiates weddings upon request	member; occasional speaker	Yes
Robert Hays			member; occasional speaker; pastor during sabbatical	Yes
Donna Hays			member	Yes
Gary Wilner			member; occasional speaker	Yes
John Mendonca			member	Yes
Dorothy Mendonca			member	Yes

Staffing at Hope UCC:

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Minister	yes	full time	Personnel Committee	8 years
Family Life Coordinator		part time	Minister	2 years
Office Manager		part time	Minister	½ year
Office Assistant		volunteer	Minister	40+ years
Organist		part time	Minister	3 years
Music/Choir Director		part time	Minister	12 years
Nursery Attendant		part time	Chair of Board of Education	½ year
Accountant, Cleaning Service		part time	Treasurer Office Manager	Accountant 10 years Cleaning Service - 11 years

CHURCH FINANCES & REFLECTION

Current annual income (dollars used 2017-2018 fiscal year):

Source	Amount
Annual Offerings and Pledged Giving	\$163,300
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$6,600
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events (Art for Action & Rummage Sale)	\$12,000
Gifts Designated for a Specific Purpose (To reduce special projects debt)	\$1,000
Rentals of Church Building (and incidental income)	\$6,100
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$9,900
In-kind donations - youth group meals, coffee hour foods, decorations	\$4,400

Current annual expenses (dollars budgeted for most recent fiscal year): **\$162,200**

The *Hope UCC Annual Report 2018* is available upon request.

The total ministerial support package is 51% of total budgeted expenses for the year.

Hope UCC has not failed to pay its financial obligations to a minister of the church.

Hope UCC is 5-for-5, i.e. it includes each of the following contributions during the church year:

- Our Church’s Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

OCWM is 2% of the operating budget. OCWM funds are gathered through donations and the budget.

Hope Church current indebtedness:

Loan debt: No structured debt; \$21,200 owed to our own special projects fund.

Reason for debt: Covered deficits from 2010-11 and 2011-12.

Capital and other payments are current.

There are no building programs projected or underway.

Capital campaigns in the last ten years:

ENHANCE Hope Campaign				
Year(s)	Purpose	Goal	Result	Impact
2012-2018	To follow through with ideas generated at a church retreat that planned for Hope’s future.	\$350,000	\$333,581	The Four Components of the ENHANCE Hope campaign are: 1. Community Building: Replaced old ceiling tile; upgraded lighting to energy efficient; installed new thermostats; replaced old carpeting; repaired and resurfaced parking lot; installed 3 new furnaces;

				<p>upgraded outdoor lighting; installed parking lot light timer; refurbished front entryway ceiling; replaced roof tiles; upgraded insulation.</p> <p>2. Ability to Connect: Installed a recording and broadcast system to provide online access to sermons; improved sound and visual effects for Sunday and other services.</p> <p>3. Spiritual Growth: Hired a part-time Family Life Coordinator; hosted annual Scholar-in-Residence programs.</p> <p>4. Existing Resources: Created a Spiritual Campus which includes improved green space, an outdoor worship space/gathering area, meditation garden, and labyrinth.</p>
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The **prominent mission components** transpired from the ENHANCE Hope campaign include:

- **Spiritual Campus:** Besides enhancing the facility by repairing things that needed attention, we utilized the formerly vacant lot next to Hope Church and now have an outdoor worship center, a labyrinth, and meditation gardens. They are open to the public for personal spiritual experiences.
- **Scholar-in-Residence Program:** Two scholars have brought new spiritual and diverse learning opportunities to the congregation and community.
- **Family Life Coordinator:** This part-time employee is bringing new vitality and enthusiasm to our church and the families of Sturgeon Bay.

Church Endowment Fund:

Beyond Hope Church and its current vision, the Hope UCC Endowment Fund represents today, tomorrow, and forever. Grants awarded by the Hope UCC Endowment Fund support our community, both locally and worldwide. Endowment funds have been used to support the “Destination Imagination” team and to raise awareness of the GOBO Foundation Family Assistance Program. The Endowment has provided care packages to local soldiers serving abroad and helped support conversational English language classes in Door County. It has supported food assistance programs, installed a hearing loop in the sanctuary, and refurbished the Hope Library. Endowment Funds have been used to co-sponsor the Bystander/Upstander Training scheduled for April 2019. Five percent of the

total is granted annually while the balance is invested. (Some of this information is derived from *Door County Living Philanthropy Issue: 2018.*)

Market value of the endowment fund assets? \$141,000

Funds are drawn as needed. Annually, the Endowment Committee grants 5% of the principle (about \$5,000) to applicants, including \$1,000 going toward a Hope Scholarship awarded in the spring.

The amount available for draws annually is calculated by taking 5% of the average value of the fund for the previous five years. If less than 5% is drawn, the excess returns to the fund. This process has not changed.

No draws have occurred in the last five years to meet operating budget expenses.

Only interest/dividends are drawn. The Hope Church Endowment by-laws mandate that "The original investment of \$21,120.00 must be maintained in the Endowment Fund." Thus, we expect it to continue indefinitely.

Other Assets:

Reserves (savings): \$54,569.95

Investments (other than endowment): \$50,000 in CDs

Hope Church does not own a parsonage.

Buildings owned by the church:

Hope UCC sits on 5.05 acres of land within the city of Sturgeon Bay and county of Door and state of Wisconsin. Built in 1967, the main part of the building houses the sanctuary, business offices, and youth rooms. In 1996 the fellowship hall with art alcoves, kitchen, classrooms, and bathrooms were added. The church parcel has a Memorial Garden, outdoor worship area, meditation garden, labyrinth, and other gardens with seating areas.

There are no non-church-owned buildings or other spaces used or rented by the church.

The building and grounds are wheelchair accessible, except for the pulpit and choir risers.

Reflection:

Hope UCC leaders and staff are good stewards of the financial resources entrusted to them. The council and treasurer are transparent regarding the financial status of the

church. The congregation has a strong and stable presence and is committed to continuing our mission well into the future.

Thanks to the ENHANCE Hope campaign, our mission and ministry were strengthened. The hiring of a Family Life Coordinator (FLC) has breathed new life into our family, parent, and youth education programs. The FLC is a member of the Board of Education, provides thoughtful messages during the children's story time during Sunday worship, co-facilitates the Wednesday Night Youth Group meetings with our pastor, co-chaperones youth mission trips such as the Urban Immersion in Milwaukee, assists with Social Life events such as the Community Halloween Pizza Party, Shrove Tuesday Mardi Gras, Easter Egg Hunt, and Souper Bowl of Caring project. The FLC facilitates two community parent support groups that now gather at Hope: *Parent's Partnership of Door County* which provides educational experiences for parents while their children are cared for by church volunteers, and *Door County Parent's Playgroup* which organizes outings to parks, zoos, museums, and other "meetups".

HISTORICAL INFORMATION

Three significant happenings in the history of Hope that have shaped our identity:

1. The 28-year (1970-1998) ministry of Phil Sweet is notable. Having been together for nearly three decades, Reverend Sweet and the congregation shared a deep and abiding relationship. His progressive influence was strong. He was an exceptional orator. When he retired, many missed his inspiring and thought-provoking sermons. The transition that followed his retirement was difficult and long-lasting.
2. The addition of the Fellowship Hall, kitchen, and classrooms in 1996 brought new life to our church community by providing space for large and small group gatherings for the church as well as community organizations.
3. Our congregation rallied around becoming an open and affirming church in 2005 after the congregation spent 10+ years in study and discussion. Adult forums and presentations were conducted and numerous articles were shared in Hope's newsletters. This designation added another positive dimension to our already welcoming congregation. Our Sunday church bulletin reinforces that all are welcome: *"Welcome to our church. No matter who you are or where your life's journey, you are always welcome at Hope! We are grateful you have chosen to worship here today!"*

The most important event in the life of our church in the past 10 years:

The most important event in the life of our church in the past 10 years was the capital campaign launched in November, 2012. At the time, our minister, Pastor Feyen, had the foresight to see that a strategic plan would be beneficial in making needed repairs, upgrading to equipment/facilities, and improving programming for today and tomorrow. This campaign emerged from a church visioning session and subsequent gatherings; it came to be known as **ENHANCE** (**E**ngaging **N**ew **H**ope and **N**ew **C**hallenges **E**very-day) **Hope**. The specific components of ENHANCE Hope are described in the financial section of this profile.

The effects of ENHANCE Hope went far beyond financial fundraising. As the congregation witnessed how the ENHANCE funds were used, we rallied around the future of Hope Church with a renewed spirit of cooperation and sense of accomplishment.

Meetings at Hope are congenial. Even though we have a broad diversity of opinions among our membership, we have had minimal conflict in recent years. The few instances have been regarding budgetary items. Differences of opinion are shared openly and respectfully. We trust one another to use civility to resolve conflicts, usually through compromise. The policies in the personnel handbook and the pastoral support team provide a proactive approach to dealing with specific identified concerns.

Ministerial History:

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Richard Feyen	9	Y
Rev. Vance Toivonen	4 1/2	Dual ELCA
Rev. Chuck Morkin	1 1/2	Y
Rev. Phillips Sweet	28	Y

Because of our relationships with these leaders, our congregation is willing to listen to and contemplate new ideas, be open-minded, and enter discussions with trust and respect.

One past leader left Hope UCC by involuntary termination, Hope UCC has not been involved in a Situational Support Consultation, and no pastor has been the subject of a Fitness Review while at our church.

4. WHO IS OUR NEIGHBOR?

COMMUNITY VISION

Our congregation extends outward in service and advocacy in several ways.

For example, on any given day our church is being used by one or more of many not-for-profit organizations:

Midsummer Music Concerts	PFLAG	AA (Alcoholics Anonymous)
AED (Eating Disorders)	Destination Imagination	Rotary Club
Door County Literacy	Door County Purchasers	Creative Hands Group
Learning in Retirement	Red Cross Blood Drives & Disaster Action Team	Yoga
Door County Civility Project	Altrusa	JAK's Place (mental health resource center)
NAMI (National Alliance on Mental Illness)	Art Alcoves	Local Schools
Habitat for Humanity (furniture sale)	DC Partnership for Children & Families	Children's Playgroup
Crop Walk	P.E.O. (Philanthropic Educational Organization for women)	

Hope recently partnered with the UU Fellowship, Just Door County, Door County Civility Project, PFLAG, and Help Door County to sponsor the *Color-Brave* photo exhibit which featured pictures of black and brown individuals and their stories. This project celebrated people of color, their choices, and their lives with images and stories. This collaborative group will host a *Bystander/Upstander Training* in April, 2019 with the goal of empowering participants to intervene safely and effectively when witnessing harassment and discrimination.

Our current pastor has helped strengthen our connection to the UCC Association. For the last nine years he has served as an At-Large Member of the NE Association Executive Committee (three terms), a General Synod Delegate, and as Moderator of the Wisconsin Conference. Our expectation is that Hope's minister continues to take an active role in the UCC Association. Since participation in the UCC Association is important to the congregation, we encourage the minister to be actively involved as he or she sees fit. The

Church Council looks forward to reports from the minister about UCC Association activities and decisions.

We are once again sending delegates to the Annual Meeting of the Conference. Hope’s Choir Director has been the Choir Director for the Conference Choir, and our Family Life Coordinator has been a delegate every year. One of Hope’s members is serving on the Conference Board of Directors. He is in the early stages of organizing a conference-wide foundation. Another member is attending the Wisconsin Conference Lay Academy and will be a young adult lay delegate to General Synod 2019 and 2021.

Hope UCC has participated in the following UCC efforts:

<input type="checkbox"/> Accessible to All (A2A)	<input type="checkbox"/> Creation Justice
<input type="checkbox"/> Economic Justice	<input type="checkbox"/> Faithful and Welcoming
<input type="checkbox"/> God Is Still Speaking (GISS)	<input type="checkbox"/> Border and Immigrant
<input type="checkbox"/> Inter-cultural/Multi-racial (I’M)	<input type="checkbox"/> Just Peace
<input type="checkbox"/> Global Mission Church	<input checked="" type="checkbox"/> Open and Affirming (ONA)
<input type="checkbox"/> WISE Congregation for Mental Health	<input type="checkbox"/> Other UCC designations:
<input type="checkbox"/> Designations from other denominations	

Open & Affirming: Hope became an Open & Affirming UCC in 2005. There is further explanation of this is in Church Profile Section 3 under Historical Information.

Border and Immigration Justice: In 2017 Hope UCC affirmed itself as Immigrant Welcoming. A number of adult forums have been held to help Hope members be informed of the root causes of migration and the challenges faced by immigrants. There are a limited number of agencies in Door County that support immigrants. Hope’s members are active participants in and contributors to:

Door County Legal Aid Society	Door County Literacy Council	Hispanic Resource Center
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Creation Justice: In the past few years Hope has held a number of adult forums on environmental issues. A small team is drafting a Creation Justice Covenant as a step in consideration of becoming a Creation Justice church. There are numerous initiatives in Door County to protect water and other aspects of our environment. Hope’s members are active participants in and contributors to:

Door County Land Trust	Door County Environmental Council	Crossroads at Big Creek
Door County Climate Change Coalition	Celebrate Water	Friends of Peninsula State Park
Friends of Potawatomi State Park	Lakeshore Natural Resource Partnership	Ridges Sanctuary
Whitetails Unlimited	Friends of Whitefish Dunes	Clearing Folk School
Master Gardeners	Open Door Bird Sanctuary	Door Astronomical Society

Economic Justice: Door County has significant economic disparity, creating insecurity for many residents. This community need was discussed at the Hope 2020 visioning session. There are initiatives in Door County that support residents facing economic challenges. Hope’s members are active participants in and contributors to:

HELP of Door County (domestic & sexual abuse)	Loaves & Fishes (community meals)	Habitat for Humanity
Feed My People/Clothe My People	Boys & Girls Club	Big Brothers Big Sisters
Neighbor to Neighbor (medical equipment cooperative)	YMCA	Altrusa
Goodwill	United Way	Door Tran (income adjusted transportation)
Legal Aid Society	Women’s Fund of Door County	Door County Literacy Council
Lakeshore CAP (food pantry, etc.)	Salvation Army	We are Hope (employment center)

A2A: While we have not worked on the specific designation as an A2A Church, Hope is accessible to and supportive of persons with disabilities. Our building has wheelchair accessibility, hearing loop, large screen monitors, updated sound system, and recorded services for homebound viewing. Large print bulletins are available. Hope contracts with Sunshine House for weekly cleaning services. Hope’s members are active participants in and contributors to:

PATH (Promoting Access To Help for families with special needs)	NAMI (National Alliance on Mental Health)	JAK’S Place (mental health resource center)
Sunshine House (services for people with special needs or disabilities)	Door Tran	Door CANcer Inc

WISE Congregation for Mental Health: While we have not worked on the specific designation as a WISE Congregation, we have had numerous adult forums on mental health related topics. There are community organizations that focus on mental health needs of our community. Hope’s members are active participants in and contributors to:

Prevent Suicide Door County	NAMI	JAK’S Place
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Hope’s participation in ecumenical and interfaith activities:

Hope pastors have been involved in two local ministerial associations. Our expectation is that our minister continues to take an active role with these groups and our community. One group is hosted monthly over lunch by the hospital chaplains. The other group meets at the facilities of the various local churches involved. This group coordinates weekly articles written for the local newspaper, the Door County Advocate.

In the November 21, 2018 Advocate article, *Faith Perspectives: Despite theological differences, it's good to gather together*, Pastor Richard Feyen wrote the following about the relationship of Hope Church with other community churches: “I am grateful that we in Sturgeon Bay have the opportunity to gather and be in relationships across denominational lines. We clergy talk, we ask questions and we work together as a gathering community, and I am grateful. Certainly there are differences in theology and thinking, in worship style and format, and in the language we use when referring to God, but we are one community. Recently, some local churches gathered together as a community to sing together and appreciate one another’s vocal worship enhancements. It was an ecumenical group that had not been together in the past, and I am grateful to those who organized it. Others churches have gathered for community-wide Thanksgiving services.”

Hope Church Mission Statement:

People come together at Hope Church for the following purposes:

- *To worship God.*
- *To promote personal and spiritual growth.*
- *To develop a religious community which encourages tolerance and openness of thought, and accepts diversity of thought and action.*
- *To search for meaning in life, and for understanding of ourselves through the teachings of Jesus and other great teachers.*
- *To understand how all things are related to each other, and to learn how we may best serve our local community and our world community.*
- *To celebrate with joy the richness of ourselves and our religious community.*

The formal and informal interactions among members reflect the joy we find in our diversity of thought and action. We are a service-oriented group and actively seek opportunities to support one another and our community. Hope UCC maintains membership in [The Center for Progressive Christianity](#).

MISSION INSITE

We are located on Wisconsin's Door Peninsula. Other UCC churches in closest proximity include three UCC churches in the Green Bay area; 45+ miles from Sturgeon Bay. Hope UCC's demographics closely correspond to those of our local community and are similar to those of other local churches. Many other local churches have an aging membership, as do we. Both the adults and youth of our church are active in a wide range of community and school activities. We have seasonal fluctuations in attendance at Hope with "snow birds" going south for the winter and returning each spring.

Our neighborhood is similar to the neighborhood of other community churches. Door County has 27,785 residents; 9,100 are residents of Sturgeon Bay. The largest employers are in manufacturing and shipbuilding, retail trade, health care, social assistance, tourism, accommodations, and food service. Local industries are hiring. There are five public school districts in Door County and two PK-8 parochial schools (Catholic and Lutheran). Hope Church is across the street from the Sturgeon Bay High School and Middle School. The Door County Medical Center in Sturgeon Bay serves all of Door County. Specialties of the hospital include: family practice, pain management, urology, radiology, surgery, orthopedics, OB/GYN, sleep disorders, and pulmonology. In addition to the hospital, there are seven medical clinics in the county and numerous physicians and dentists. Sturgeon Bay is home to the primary facilities of Door County government as well as the main branch of the Door County Library. The Door County Aging and Disability Resource Center/Community Center offers the public a single source for information and assistance on issues affecting older adults (age 60 and older) and people with disabilities (age 18 and older), regardless of income. Northeast Wisconsin Technical College has two campuses in Door County; one located in Sturgeon Bay and the other in Sister Bay. The Door County YMCA has two facilities complete with gymnasiums, state-of-the-art lifestyle centers, swimming pools, and a freestanding early childcare center. An active Boys and Girls Club serves many of the county's children with year-round programming.

There has been a slight increase in racial diversity in Door County over the past ten years. There is a wide range of economic diversity in the county, and a significant shortage of affordable housing. Additional information about our community is available on the website of the [Door County Economic Development Corporation](#).

The “Alice” Report (Asset Limited, Income Constrained, Employed.) presented by the United Way of Door County provides data on ALICE families and individuals. They are those who make more than the federal poverty level, but less than the ALICE threshold needed to afford the basic necessities of housing, childcare, food, transportation, and health care in Door County. [Alice Report Door County](#).

Community leaders have made the following comments regarding Hope Church:

John and Laurel Hauser: “Hope Church is, in our minds, welcoming, intellectually stimulating, theologically-based, forward-thinking, proactive with problem solving (by your action with this and, we recall, a kind gift to the skatepark to discourage skating on your front steps!), friendly and supportive of the arts. If we know an engaged, intelligent, thoughtful person in the community and know they attend a church in town but don't know which one, we might guess Hope first.” (John is a Chaplain at Door County Memorial Hospital and was previously president of the Sturgeon Bay School District Board of Education. Laurel is an elected representative on the Sturgeon Bay City Council.)

Amy Kohnle: Amy shared that the following words and phrases came to mind when she considers life at Hope Church: progressive, open, accepting, active, warm, friendly and supportive of programs for the young people of Door County. (Amy is the Executive Director of United Way of Door County,)

Bob Nickel: Bob shared the following: He admires the social justice programming at Hope. He doesn't see other churches holding informational sessions on diversity, understanding the Muslim tradition, etc., and in that respect, Hope functions as a community educational institution. He sees that Hope has led the way in our community in being a progressive, open and affirming church that welcomes all. (Bob is the Principal at Sturgeon Bay High School and a previous organist at Hope Church.)

New people at Hope UCC shared these thoughts about what got them involved:

Marggie Hatala: “When I first addressed the adult forum group, I was embraced in warmth, welcome, and true interest and respect. Whenever I even entered Hope Church for other reasons, the same energy was palpable. Since I've joined, the enormous openness, respect, and complete welcome of all people, views, and lifestyles has not ceased to touch me. It is a joy to be a member here!”

Penny Beerntsen: "I first visited Hope Church on the recommendation of a friend who knew I was searching for a place of worship and having difficulty finding a church that felt 'right' for me. I was warmly received when I visited, as several congregants and Richard recognized I was a new face, welcomed me and invited me to coffee hour following the service. A number of things impressed me about the church: the traditional music program, the Open and Affirming stance, the commitment to welcoming all, and Richard's warmth and genuine compassion. I wanted a church with a pastor, not just a preacher. I was also delighted to learn that the congregation is made up of persons from very diverse church backgrounds. Soon after joining Hope I was asked to join the Benevolent Committee. This early involvement with such a wonderful group of women really helped me feel like a contributing member of the congregation and was key to my continuing participation at Hope. I feel blessed to be a part of such a progressive church, filled with caring individuals, committed to making a difference not just at Hope, but in the wider community."

Michele Munson: "From my perspective, it was initially Hope's progressive-sounding information on the website that caught my attention. We were moving from St. Louis and I viewed all websites of possible churches in the Sturgeon Bay area to identify church communities worth checking out. Let me just say the list was small and Hope was clearly the front runner! Once we arrived to our new home and had the opportunity to visit on a Sunday, we were truly overwhelmed with the genuine and warm welcome we received as "newbies". I cannot tell you how much the kindness of so many strangers meant to us at that period of our journey. It is a special memory that I carry with me each day still."

Galit Gottlieb: "Hope you find someone who, like Richard, is introspective, kind, inclusive, and has a sense of humor. I hope your next leader cares as deeply about connecting people, healing rifts, and righting injustices. As you know, my experience with any kind of Christianity was severely limited until we spent time at Hope Church, and I came away thinking that if all religions taught more of Hope's messages (and less about WE vs THEM), the world would be a significantly better place!" (Galit is the wife of our Scholar-in-Residence, David Gottlieb.)

5. REFERENCES

DAVID GOTTLIEB, PhD: Scholar-In-Residence spring 2017 and summer 2018.
(847) 609-0665
dnormang@gmail.com

David Gottlieb, PhD Reference Letter:

Hope United Church of Christ is a diverse, welcoming, intellectually curious, spiritually committed and socially conscious community. After spending parts of two different summers there as a scholar in residence, and after more than a decade spent studying the history of religion, I feel it's safe to say that Hope does what the most successful and enduring religious communities do:

- It honors and includes diversity in religious outlook and background, in political views, in sexual orientation, and in its seeking out wisdom from the world's religious traditions.
- It honors the biblical injunction to care for the stranger as oneself (Leviticus 19:17-18; Matthew 22:39).
- It is a true community: its members support each other, care for each other, celebrate with each other, and work with each other to serve the larger community in which Hope is situated.

Hope has its challenges, too, as does any community. Situated as it is in the more politically and religiously conservative environs of Door County, Hope sometimes finds itself isolated - looked down upon or scorned by other religious communities, comprised mostly of long-time members, and challenged to find sustainable means of growth. Hope has an extraordinary youth program, and would benefit in a variety of ways from a concerted outreach to families with children, especially those who may be new to Sturgeon Bay and/or Door County.

Hope's core membership consists largely, as far as I could tell, of adults over 60, many of whom are retired. It should go without saying that such individuals are anchors of a community of worship, and absolutely indispensable to that community's health and cohesiveness. At the same time, because of the strengths outlined above, Hope is well positioned to reach out to a young and diverse cohort of individuals and families to join its community, whether on a personal, seasonal, or even weekend-by-weekend basis. I personally benefited tremendously from my month as scholar in residence at Hope in May of 2017, and again in a one-week visit in the summer of 2018. I benefited not only as a scholar, but as a person. As a scholar and adherent of Judaism, I witnessed firsthand the

Hope community's intellectual depth and curiosity, its open and inclusive culture, and the quality of the people that constitute that community. My wife and I felt welcomed from the moment we arrived, and even consider Hope a kind of second spiritual and communal home. I encourage Hope to maintain the scholar-in-residence program, as it sets the church apart in the community, and can help engage visitors and residents alike. Even a small fund, in order to offer scholars a larger stipend and/or a longer residence, would help this program attract more applicants.

Most important, of course, is strong, compassionate, and ethical pastoral leadership. Hope has been blessed to have Rev. Feyen in this role. His involvement in this transition, and his model of how to lead a community with compassion and commitment, will help Hope build on its considerable strengths and its uniqueness.

With best wishes for the search
David Gottlieb, PhD

JOE MITCHELL: Retired Minister of Sturgeon Bay United Methodist Church; husband and father of members of Hope UCC, friend of the church, member of local ministerial group. (920) 664-4553

josephrmitchell@icloud.com

Joe Mitchell Reference Letter:

I am Rev. Joe Mitchell, a United Methodist Pastor, who served the United Methodist Church of Sturgeon Bay that is located a couple blocks down Michigan Street from Hope UCC. I retired in 2014 and stayed in the community.

Describe some areas of strength for this church.

I believe the people of Hope UCC have honestly considered, and are comprehensively doing their best to be a healthy, open, and inclusive progressive congregation in the Sturgeon Bay and Door County community. They are almost certainly the most theologically 'liberal' congregation in Sturgeon Bay. Yet, rather than taking a stronger, more confrontational role of advocacy for various progressive causes, I appreciate that they have been quite open in seeking constructive relationships with other Christians (and non-Christians) who may disagree with them theologically, regardless of how others choose to relate to Hope UCC or its Pastor. As an indication of this, there are a number of persons from Hope who are respected, and positively recognized within the larger community as leaders in the areas of LGBTQ issues, discussions regarding Civility, and appreciating diversity.

Although I am not intimately involved in the day-to-day, or week-to-week life of the congregation, I get the impression that Hope tends to be more functional and healthy in their interpersonal relationships than most congregations, (although that could be because the United Methodist congregation I served in Sturgeon Bay was by comparison, more dysfunctional in many of their personal relationships). There does seem to exist a rather strong sense of 'community' among active participants. For the size of the congregation, they have a good number of members with leadership skills.

Hope recently conducted a successful capital campaign to address a couple building maintenance issues (re-roofing the church and replacing carpeting), add a couple new features to their building and grounds (significant upgrade in sanctuary audio system, and new video recording capabilities, adding a prayer labyrinth and an outside worship/meditation space), and add some additional staffing (part-time DCE/family/children ministry person). The staff funding from the capital campaign assumes additional weekly giving will pick up these costs over the next couple years. They have significantly increased their social media ministry over the last couple years as well.

They put real thought and effort into the capital campaign and have focused upon financial stewardship through recent years, and although they are not what I would call 'a rich Church'; because of these efforts, I do not perceive that they have significant financial struggles.

Hope has a well-maintained, modern building on property centrally located in the community, on Michigan Street, a main street in Sturgeon Bay a community of roughly 9,000 persons. It is across an intersection from the Sturgeon Bay High School and Middle School and about nine blocks from the downtown area. The building and grounds are well suited to the ministry of the congregation.

For the most part they have moved beyond either a mentality of 'struggling to survive', or a 'bigger is better' understanding of 'Church' towards an understanding that the quality and maturity of their relationships, both internally and externally, is a better 'measure' of being 'church'.

I have the impression that they have developed a somewhat closer, more understanding relationship with the Association in recent years; yet I sense how they experience this transition to their next Pastor is likely to affect this relationship significantly.

In terms of Donald Beck's conception of spiral dynamics, I think they are an

embodiment of a predominantly green organization.

As an example of their openness, I share that in my post-retirement activities in the community, I happened to meet a young adult woman who was pregnant with her first child, her 'boyfriend' had just abandoned her. She is a woman of color, who had no connections or relationships in the community, and was looking for a Pastor/church to help her. Listening to her circumstances, and what she was looking for, I thought Hope UCC would be the better place to refer her for help. The relationship has bloomed wonderfully. She, and her child are happy and well. They have stayed in the community; She has since married a different man, and is a part of Hope Church.

Describe some areas for improvement for this church.

It is my impression that Hope UCC has been functioning quite productively, and faithfully, at a high level through the recent years. As their next Pastor is able to integrate into the life of the congregation thoughtfully, and functionally, the people of Hope should be able to continue to acknowledge and 'embrace' their personal and congregational spiritual 'shadow-work' and what it would teach them about their relationship with their personal and corporate "Self", God, their neighbors (from local to international neighbors), and creation. (This may be more my bias, but...) Because they have been so 'successful' to this time in dealing with a number of issues common to progressive Christian congregations (GLBTQ and civility issues as examples), now they could 'go beyond their comfort zone' to better understand, relate to more constructively, and minister with persons in the community who are more different from themselves, and would not come to Hope UCC now. They currently enjoy the diversity of persons who are more like themselves than different from themselves.

I may be wrong, but I suspect there is some internal apathy that is not well understood regarding stronger financial support of operating budgets and Association support despite 'stewardship' efforts the last couple years. This may be related to some of the spiritual 'shadow-work' they might address with the next Pastor.

This may again may be my bias, but because they uniquely want to be, and are, more open to diverse spiritual traditions, they might continue to develop the context and invitation for individuals both within and beyond Hope congregation for a more diverse contemplative spiritual support/formation ministry in the larger community.

Describe a significant experience you have had with this church.

It is difficult to pick out a single experience. I've had a candid and cordial relationship with both the clergy and congregants at Hope throughout my time in Sturgeon Bay. We

have worked together with them many times, and we've been supportive of each other on a variety of things, from community Thanksgiving Services, an Adult Forum Sunday School class, Church Rummage sales, community clergy gatherings, conversations about community issues.

Since retiring, I get together with the current Pastor, when schedules permit, to share in a thoughtful pastor-to-pastor conversation in which we also discuss the lectionary readings for the upcoming week and how they might be preached. Although my wife and one of my daughters are now members at Hope UCC, I have not participated in worship regularly with Hope, nor have I participated in more than a few other Hope activities since retiring. I very much enjoy a very cordial relationship with everyone there.

If I were to select a single significant experience with Hope, it would be my daughter's wedding at Hope. My eldest daughter, Beth transferred her membership from the UM church I was serving at the time, to Hope a short time after she 'came out' as my transgender daughter. Although I am not aware that there was anything negative that occurred at the UM congregation I was serving, Beth was simply more comfortable at Hope. I readily understood and supported her transfer of membership. Hope has hosted PFLAG in their church for many years, and has worked much more seriously at being more understanding and welcoming of persons who are GLBTQ than any other congregation in Sturgeon Bay. My daughter started dating, and eventually decided to get married. Although I fully support 'same-sex' marriage, and would have been willing to conduct my daughter's wedding, 'same-sex' weddings are still a chargeable offense in the United Methodist Church, and I doubt the UM congregation would have supported having me conduct a same-set wedding in the UM sanctuary. Beth and her wife decided not to ask me to conduct their wedding, but instead asked me to participate in the wedding liturgy at Hope UCC with the current Pastor. Among other things, I delivered a sermon during their ceremony. The current Pastor and congregation were quite helpful and supportive in making it a wonderful, and beautiful occasion, with both the wedding and reception held in Hope Church. This was a joyous occasion for Hope, but I get the impression that it is not extraordinary for them.

Anything else you wish to share.

Hopefully, the perspectives I have offered will be more enlightening than distorting as you discern your relationship with Hope UCC.

BOB GRAY: Real estate agent, Rotarian, on many boards of non-profit groups and member of Sturgeon Bay Breakfast Rotary Group that meets Tuesday mornings at Hope UCC.

(920) 493-5670

bobgray1@charter.net

Bob Gray Reference Letter:

December 12, 2018

I am writing this letter at the request of Hope United Church of Christ in Sturgeon Bay, Wisconsin as they search for a new pastor.

If you would like to contact me please feel free to do so. My email address is bobgray1@charter.net and my cell phone number is (920)493-5670. To give you a brief background, I have lived in Sturgeon Bay for close to 45 years. During that time period I have served on the boards of The Sturgeon Bay Jaycees, The Sturgeon Bay School District, Crossroads at Big Creek, Sunshine House, Sturgeon Bay Breakfast Rotary Club, and Door County Habitat for Humanity.

I am not a member of the church, but have seen it in action throughout the years. Having been brought up in the Unitarian Universalist Church I find Hope Church to be quite progressive in its beliefs and teachings. I have attended a number of weddings and funerals at Hope Church and have always felt warmly welcomed by the congregation. As a member of the Sturgeon Bay Breakfast Rotary Club, enjoy meeting in their social hall for breakfast every Tuesday morning. Hope Church really reaches out to the community to be helpful in many ways.

The building and grounds are well maintained. The design of the church is quite unique in the fact that it is built in a square where the congregation faces the minister from several different directions. I find it to be far more cordial than a traditional design where the parishioners are lined up in long rows. The burial wall for ashes and the labyrinth are just two of the very unique exterior features of this church.

Not being a member of the church, I am unable to share any areas that need improvement (other than someone using the kitchen sink needs to let the water run for several minutes before it turns hot).

I have had several unique experiences at Hope Church. One of the most memorable occurred around September 11, 2001. After the Twin Towers attack, the church held a

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special service in the evening for anyone who wanted to worship from throughout the community. It was a time for attendees to share their feelings with words of comfort and patriotism. Also it provided an opportunity to question why these attacks had occurred. The minister handled the service in a most compassionate and thoughtful way. Other notable times I recall were the piano solo of "A Bicycle Built for Two" at a funeral service, the playing of contemporary music at a wedding, and the sweet marriage of a nontraditional couple. I also recall an outside wedding where former minister Phillips Sweet spoke about not only the joys of marriage, but also the need for caution when entering into a marriage.

Am I a fan of Hope United Church of Christ? You bet! Sturgeon Bay and Door County are much better places because the church is here to serve this community in a thoughtful and caring way.

Best wishes,

Bob Gray

6. CLOSING THOUGHTS

**Holy One, we come to you in prayer
seeking guidance.
Knowing that no candidate is perfect-
and neither are we-
we ask for wisdom and insight.
We pray for compassion for those we
do not choose (who will wonder why)
and for the good fortune to find the
absolutely right person to lead us
forward on our path of progressive
Christianity.
Amen**



Photo - Dorry Wilner

**When one
tugs at a
single thing
in nature,
he finds it
attached to
the rest of
the world.**

- John Muir

Banner at the entrance to Hope UCC

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.

The following individuals and groups contributed to the contents of the Hope UCC Church Profile:

Search Committee - Shirley Senarighi & Patsy Vollrath (co-chairs) Karen Brunstrom, Miriam Erickson, Kathie Hansen, Bob Hays, and Jock Wilcox

Church Council - Ann Jinkins (moderator) 1/29/19

Trustees - Steve Graf (chair)

Current Pastor - Richard Feyen

Office Manager - Mindy Ward

Office Assistant - Nancy Feld

Church Member Proofreaders/Editors - Pat Scienzinski & Susan McAninch

50+ Church Members who participated in a "Vision 2020" session

Congregation - Coffee Hour 1/27/19

Signed:

Shirley Senarighi, Hope UCC Search Committee Co-Chair, February 1, 2019

Patsy Vollrath, Hope UCC Search Committee Co-Chair, February 1, 2019

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: *Rev. Jane B. Anderson*

Name / Title: Reverend Jane B. Anderson

Email: janderson@wcucc.org

Phone: 920-540-2586

Date: 2/1/19

**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.

The 3-dimensional cross in our Sanctuary is made of timbers from our original church building.



Children's message during Sunday Worship.



Outdoor Worship



Hope hosts Halloween Pizza Party for the Community!

Hope's
Outdoor Spiritual
Campus



Church Picnic celebrating Enhance Hope!



Labyrinth in Outdoor Spiritual Campus



Fall evening campfire at Hope



Fall evening campfire at Hope