

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE



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

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION

**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Hope United Church of Christ  
8950 Alpine Road  
Fremont, Wisconsin 54940-9366

Phone: (920) 446-9366  
Email: [hopeucc@centurytel.net](mailto:hopeucc@centurytel.net)

Settled-Full Time Position

Wisconsin Conference United Church of Christ  
Northeast Association

[Validation Date]  
(pending)

### LOCAL CHURCH PROFILE CONTENTS

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

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

## INSTRUCTIONS

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

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

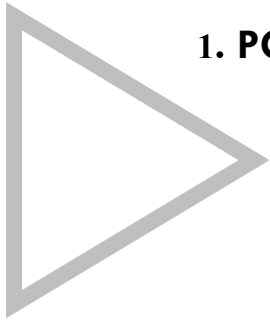
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

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

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

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

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



## 1. POSITION POSTING

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

### 1a. LISTING INFORMATION

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Church name: Hope United Church of Christ

Street address: 8950 Alpine Road

Fremont, Wisconsin 54940-9366

Supplemental web links: [hopeucc@centurytel.net](mailto:hopeucc@centurytel.net)

[www.hopefremont.com](http://www.hopefremont.com)

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*): None

Conference: Wisconsin Conference United Church of Christ

Association: Northeast Association

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

Rev. Jane B. Anderson, Associate Conference Minister

Phone: (920) 540-2586

Email: [janderson@wcucc.org](mailto:janderson@wcucc.org)

Summary Ministry Description:

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

Hope UCC, a multi-generational congregation of 231 members, is nestled among tall pines in a quiet neighborhood just three miles south of Fremont; a small recreational and resort community built along the shores of the picturesque Wolf River in Northeast Wisconsin.

Hope UCC, known locally as “The Church in the Pines”, was established in 1874 by German and Swiss immigrants.

Although we are considered a rural area, we are just 20 minutes from the Fox Cities, a thriving metro comprised of 18 unique cities which offer us the advantages of big city living with their state-of-the-art educational and medical facilities, fine arts venues, and employment opportunities.

As an integral part of the greater Fremont and neighboring communities, Hope UCC is actively engaged in the following outreach ministries: Weymont Food Pantry; community dinners; ecumenical services in the park; adopt a families; Harbor House Domestic Abuse Shelter; Rawhide Boys' Ranch; Foundations for Living, Pillars, and Mission of Hope Homeless Shelters; Project Backpack for area schools; Habitat for Humanity; natural disaster relief; Wells for Zoe; and quilting for homeless veterans. We believe these efforts exemplify our small church's big impact for those in need locally, nationally, and around the world.

We are a Church where the Word of God is proclaimed; a teaching Church; a worshipping Church; with a very caring and generous congregation. We are a Church that is excited about the present and its future.

Hope UCC is seeking pastoral leadership and a partnership with a caring and compassionate individual who has an appreciation of our history and traditions and who is able to lead, inspire and challenge our congregation as we move forward in faith into the future.

#### Photographs:

*Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.*

#### 1. Hope United Church of Christ (Sanctuary and Fellowship Hall)



#### 2. Parsonage and 2-Car Garage





### 3. Parsonage Backyard



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

**We value our small town and rural setting, lakes, rivers and outdoor recreational activities.**

**There are excellent educational and medical facilities as well as easy access to shopping and entertainment venues all within 20 minutes of Fremont.**

Current size of membership: **231**

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

Position Title: **Settled – Full Time Pastor**

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

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

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

**Full Time**

Does the total support package meet conference compensation guidelines?

**Yes**

## **1b. SCOPE OF WORK**

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*(add here the Scope of Work developed by your church using the Call Agreement Workbook)*

Core Competencies:

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

**Seeking an individual who is an effective preacher/teacher/speaker with the ability to plan and lead worship; caring, compassionate, one who inspires and works well with all age groups.**

## **1c. COMPENSATION AND SUPPORT**

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

**Salary to be determined by Church Council in accordance with UCC Conference Guidelines**

Benefits (*choose one*):

**Salary plus Benefits**

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

**A parsonage is provided**

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

N/A

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

**(To be determined)**

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

**Wisconsin Conference of the UCC, Northeast Association, Communities of Practice, and support groups of local UCC pastors.**

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

N/A

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

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Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

**Our pastor's leadership and guidance will bring: new ideas and approaches, enhance our lay leadership and committees, and foster a continuous faith building ministry that spans multigenerations.**

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

**Our church is currently involved in the local food pantry, exchanging services with local churches and outreach ministries through our social concerns committee, our women's group, and our Sunday school. We expect that our next minister will provide leadership,**



**insight and guidance, building on these foundational programs and activities while expanding our horizons.**

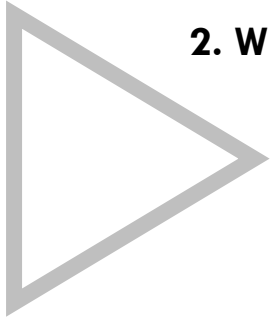
Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

### **English**

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.

**The following four areas of excellence have been identified as desirable qualities of our next minister:**

- 1. Exhibiting a spiritual foundation and ongoing spiritual practice**
- 2. Building transformational leadership skills**
- 3. Engaging sacred stories and traditions**
- 4. Strengthening inter- and intra- personal assets**



## **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?

**We believe that our Mission Statement explains who we are and who God is calling us to become.**

### **Hope UCC Mission Statement**

**The mission of Hope United Church of Christ is to celebrate and challenge all to recognize that we are brothers and sisters in Christ. We support each other in our faith journey and open our doors to all, offering opportunities for service, spiritual revitalization and solace. We accept that we are to work in harmony to extend the love of Jesus Christ within and without the church.**

**We will build our community and faith through: worship, service, prayer; celebration of life’s milestones; wise stewardship and moral support; giving of ourselves and forgiving. Our guidance, direction and power emerge from God and the Holy Spirit through prayer and the study of God’s Word as revealed in the life and teachings of Jesus Christ.**

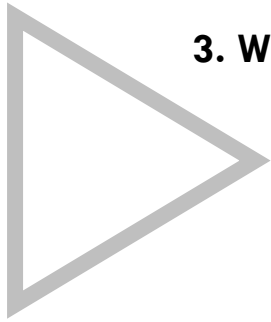
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

*For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

**One of the challenges we have faced is the busyness of our everyday lives and how to incorporate both church and non-church activities. What has been working for us in recent years is the integration of both church and Sunday school within the same time period.**

**Another challenge we encounter, is we are a small community, we know each other well but we honor and respect each other’s stories.**





### 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

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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?*

**Hope UCC was founded by German and Swiss immigrants, the majority of which were of the Reformed heritage. We, like our ancestors, prefer a very simple style of worship on Sunday.**

**Our congregation looks to our pastor for leadership and guidance. We want our Sunday morning meditation to be Biblically enlightening and show us how the scripture readings relate to our daily lives.**

**We expect a positive working relationship between our pastor and congregation. Our members willingly rise to meet challenges and projects as they are presented to them.**

Describe several strengths or positive qualities of your congregation.

**The congregation of Hope UCC is warm, welcoming, generous, caring and sharing. Whenever there is a need, people are more than willing to provide for those needs.**

Describe what worship is like when your congregation gathers.

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

**We feel our sanctuary is a sacred space where cares and joys are shared, where we are fed spiritually, where we honor all God has given us, and we leave feeling renewed.**

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?*

**Hope UCC has an active and dynamic Christian education program pre-K through grade 8. We are currently using the Hands-On Bible Curriculum. The children are routinely included in the first part of the worship service as well as special programs and the children's handbell choir. Confirmation class members become involved in the life of the church by serving as lay leaders, doing various projects within the church and presenting their statement of faith as part of the confirmation process.**

Describe how your congregation is organized for ministry and mission.

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

- When it comes to decision-making, how many hours are spent in meetings per month?
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
- 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/No]

**The Church Council consists of the Pastor, 3 Elders and 6 Deacons who serve 3-year rotating terms. The Senior Elder serves as the President of the Council. Members are elected by the congregation and provide leadership for the ministry and mission of the church. The Council meets monthly, typically for 1- 2 hours. The President may call for additional meetings of the Council as needed to address urgent issues.**

**Copies of our organization structure, by-laws and annual report will be provided.**

### 3b. 11-YEAR REPORT

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

**Copy will be provided.**

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	231	
Number of active non-members:	4	
Total of church participants (sum of the numbers above):	235	

Percentage of total participants who have been in the church:

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>
18	11	16	7	31	39	31	34	38	Yes
								<i>Is this number an estimate? (check if yes)*</i>	
More than 10 years:		174		74 %		*			
Less than 10, more than 5 years:		28		12 %		*			
Less than 5 years:		33		14 %		*			

Number of total participants by age:

Percentage of adults in various household types:

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

Single adults under 35:	14	11% *
Households with minors:	19	15 % *
Single adults age 35-65:	11	9 % *
Joint households with no minors:	49	39 % *
Single adults over 65:	32	26 % *

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)*</i>
High school:	65 %	Yes
College:	15 %	Yes
Graduate School:	5 %	Yes
Specialty Training:	10 %	Yes
Other (please specify):	5 %	Some college / vocational school Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)*</i>
Adults who are employed:	65 %	Yes
Adults who are retired:	30 %	Yes
Adults who are not fully employed:	5 %	Yes

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

**Members of our congregation are employed in the following occupations: agriculture, manufacturing, laborer, education, business, clerical, computer sciences and medical.**

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?



**Even though our predominately German ethnic heritage represents the majority of rural UCC congregations in Northeast Wisconsin, our diversity is evident in the multi-generational nature of our membership, occupations, and personalities.**

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

**No, we have not. Our church’s belief has always been “that no matter who you are or where you are on your life’s journey, you are always welcome here”. An example of us living into this belief, is the diversity of our members.**

### 3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? ( <i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i> )
Adult Groups or Classes	Evening Circle Women’s Group	Group members Approx. 20 members, meet monthly Sept. – May.
Baptisms ( <i>number last year</i> )	2	Pastor and family
Children’s Groups or Classes	Sunday school Grades K - 8	Pastor and Christian Ed. Dept. Average attendance is 15-20
Christmas Eve and Easter Worship 2 services each	390 total	Pastor, music worship committee and musicians
Church-wide Meals	3	Spring spaghetti lunch, Fall chili lunch and Children’s Day Lunch
Choirs and Music Groups	6 / 20	Voices of Hope

		Children's Choir
Church-based Bible Study	20	Pastor
Communion ( <i>served how often?</i> ) Monthly & special holidays	70	Pastor and Council
Community Meals Thanksgiving Dinner	120	Volunteers
Confirmation ( <i>number confirmed last year</i> )	3	Pastor and families
Drama or Dance Program		
Funerals ( <i>number last year</i> )	2	Pastor & families
Intergenerational Groups		
Outdoor Worship Church in the park / 2 services	95	Pastor and music worship committee
Prayer or Meditation Groups Prayer Chain	8	Pastor and prayer chain members
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	1	Pastor and couple
Worship (time slot: 10:15 am)	96	Pastor, musicians, music worship com.
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

Additional comments:

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

**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:

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
Secretary		Part-time	Council	11 years
Custodian Lawn Care, etc.		Part-time Volunteer	Council	5 years
Treasurer		Volunteer	Council	15 years

### REFLECTION

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

**The congregational demographics, along with the annual report and activities as noted above, demonstrate and validate that Hope UCC is blessed with a dynamic multi-generational membership that is engaged in active service. Fifteen committees and groups work behind the scenes to address a multitude of issues from building maintenance to outreach and missions on the local, regional, national and international level.**

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 155,846

Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$ 1,670
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$ None
Fundraising Events - New Parking Lot	\$ 8,030
Gifts Designated for a Specific Purpose	\$ 2,750
Grants	\$ N/A
Rentals of Church Building	\$ N/A
Rentals of Church Parsonage	\$ N/A
Support from Related Organizations ( <i>e.g. Women’s Group</i> )- Evening Circle	\$ 922
Transfers from Special Accounts	\$ N/A
Other (specify):	\$
Other (specify):	\$
<b>TOTAL</b>	<b>\$ 169,218</b>

Current annual expenses (dollars budgeted for most recent fiscal year): **\$ 167,771**

*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? **53% (Calculated on our previous pastor who had been with us for 12 years)**

Has the church ever failed to pay its financial obligations to a minister of the church?

**No. The church has always met all of its financial obligations.**

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%*)

**Our 5-for-5 support represents the actual contributions made by the congregation members to each fund.**

What is the church's current indebtedness? **(None)**

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

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

**None at the present time.**

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

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

If a capital campaign is underway or anticipated, describe:

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

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

Does your church have an endowment? **Yes**

What is the market value of the assets?

**\$140,854 as of 12/31/2017**

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

**The Hope UCC Endowment Fund's purpose is to enhance the mission outreach of Hope UCC apart from the general operation of the congregation. All principle amounts are retained in the fund and only the dividends are expended regularly as defined in the church Endowment Fund Bylaws.**

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

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

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

Please comment on the above calculations or estimates:

#### Other Assets

Reserves (savings): **\$166,299**

Investments (other than endowment): **None**

Does your church have a parsonage? **Yes**

Fair market rental value of the parsonage: **\$1100 / month**

How is the parsonage used? **Housing for pastor and family**

Street / City / State / Zip: **9315 County Rd. H / Fremont, WI 54940**

Finished square footage: **2448 sq. ft. living space with full basement and 2-car garage**

Number of Bedrooms, Number of Bathrooms: **4 / 2**

Assessed real estate value: **\$242,128**

Available for minister residence: **Yes**

Expected minister residence: **Yes**

Condition of structure, systems and appliances: **Structure and all systems in good repair and operating condition with new kitchen appliances and washer / dryer.**

Entity in the church responsible for review and needed repairs:  
**Council and Building Maintenance Committee**

Describe all buildings owned by the church:  
**Church and Fellowship Hall, parsonage, and two garages**

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

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

**Worship space, fellowship hall, offices, and restrooms are wheelchair accessible. Main entry is wheelchair accessible with automatic doors.**

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

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

**Not only have we remained solvent in a continually changing environment, we have also established a long-term savings plan to meet future major expenses.**

### 3f. HISTORICAL INFORMATION

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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.

<u>Event</u>	<u>Year</u>
<b>1. Beginning of our congregation</b>	<b>1874</b>
<b>2. Completion of a 5,000 sq. ft. handicapped accessible Fellowship Hall addition – totally debt free</b>	<b>1999</b>
<b>3. Due to severe storm damage of the church, fellowship hall, parsonage and church grounds,</b>	<b>2001</b>



**the congregation responded and we rebuilt with no additional debt.**

**The most important event in the past 10 years has been the stability and continuity of pastoral leadership.**

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

**We have created a manual for council members detailing procedures, responsibilities and events.**

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

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

**Conflict is typically/immediately addressed and resolved by the Council in collaboration with the Pastor and congregation.**

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Alex Tychkin	2006 - 2018	Yes
Rev. John Peterson	2000 - 2004	Yes
Rev. Curtis Miller	1991 - 1999	Yes
Rev. William Colby-Newton	1985 - 1990	Yes

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

**We respect and listen to our pastor’s leadership and guidance as we join together on our journey of faith doing God’s work.**

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

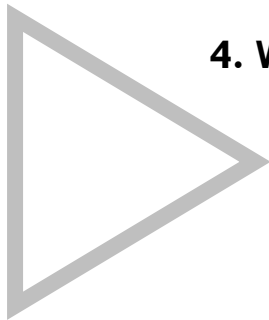
Y/N/Ask us **Yes/ask us**

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us **Yes/ask us**

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

Y/N/Ask us **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

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

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

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

**Our Pastor and delegates appointed by our Church Council regularly attend both the association and conference meetings.**

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

**Under the guidance of our new Pastor we would be open and willing to explore the above statements of witness.**

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

**Each summer we conduct two ecumenical community Sunday worship services in the park. We hold a Good Friday service in conjunction with the First Presbyterian Church of Weyauwega. We have a combined Vacation Bible School with other churches in the community.**

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

**We feel that our Mission Statement accurately describes who we are and what we do.**

**The mission of Hope United Church of Christ is to celebrate and challenge all to recognize that we are brothers and sisters in Christ. We support each other in our faith journey and open our doors to all, offering opportunities for service, spiritual revitalization and solace. We accept that we are to work in harmony to extend the love of Jesus Christ within and without the church. We will build our community and faith through: worship, service, prayer; celebration of life's milestones; wise stewardship and moral support; giving of ourselves and forgiving. Our guidance, direction and power emerge from God and the Holy Spirit through prayer and the study of God's Word as revealed in the life and teachings of Jesus Christ.**

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?

**We would be supportive of our Pastor's involvement on behalf of the wider church realizing that the main priority be ministering to Hope UCC.**

## 4b. MISSION InSite

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

**Unable to obtain a MissionInsite report due to a problem with the system.**

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

**The demographics of the congregation are reflective of the surrounding rural communities of Northeastern Wisconsin.**

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

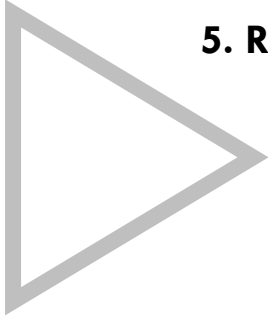
**It is not a major factor in shaping our ministry.**

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

**People say we are friendly, warm, caring and welcoming as well as generous and non-judgmental.**

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

**Many have said, "all are welcome, open communion, and personal contact" were major factors in their decision to join Hope UCC. We balance tradition with warmth and flexibility.**



## 5. REFERENCES

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

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

### REFERENCE 1

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

**Mr. Phillip Lewin / Local businessman and funeral director  
(920) 446-2288 / lewins@centurytel.net**

### REFERENCE 2

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

**Mr. Thomas Glinski / Friend of Hope UCC  
(920) 740-5430 / teglinski@sbcglobal.net**

### REFERENCE 3

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

**Mrs. Anna Jean Paul / Friend of Hope UCC  
(608) 205-2298 / paul.annajean@gmail.com**

## PROMPTS FOR REFERENCES

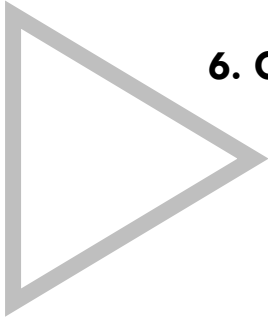
Describe some areas of strength in this church's ministry.

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

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

Anything else you wish to share.





## **6. CLOSING THOUGHTS**

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

### **6a. CLOSING PRAYER**

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*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:*

#### **The Greatest Commandment – Matthew 22:37-40 (NRSV)**

**“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind. This is the greatest and first commandment. And a second is like it: You shall love your neighbor as yourself. On these two commandments hang all the law and the prophets.”**

**The congregation of Hope UCC is prayerful that the Holy Spirit will move to connect us with new pastoral leadership. We pray for patience, open minds and open hearts during the search process as we move forward in our journey of faith, open to new challenges and possibilities. In all things we do, we trust that thy will and not our will always be done. In Jesus name we pray. Amen.**

## 6b. STATEMENT OF CONSENT

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The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*

**The Congregation, Search Committee, Church Council, Treasurer, Secretary and key committee members contributed to the contents of the Local Church Profile.**

2. Additional comments for interpreting the profile:

**This Profile represents a sincere effort by the Search Committee to present a true picture of Hope UCC as a warm, caring and giving church with a 145-year history of active ministry in the local community and beyond in the service of Jesus Christ, our Lord and Savior.**

Signed: Dwight D. Schafer / Chair, Search Committee / 11-17-18

Name / Title / Date:

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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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: Rev. Jane B. Anderson

Email: [janderson@wcucc.org](mailto:janderson@wcucc.org)

Phone: 920-540-2586

Date: 2/6/19

**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.

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

November 24, 2018

To Whom It May Concern  
Hope United Church of Christ  
8950 Alpine Road  
Fremont, WI 54940

Subject: Reference

It is my pleasure to submit a reference to candidates who may become a Minister of Hope United Church of Christ.

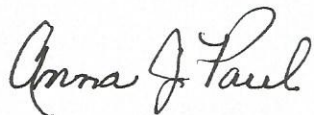
My husband and I were members of Hope Church from 1991 until 2015. We are retired, living in Stoughton, Wisconsin. I was the church secretary for several years and served on the Church Council.

Hope Church has many areas of strength, the most important being the members. They are shakers and movers who follow the teachings of Jesus. The dedication to the ministry of this church in the pines is unbeatable. It is a group of members, who came together to build an addition to the church and did it without debt. The donation of time, labor and money was outstanding and was a true example of the church's ministry to each other and the community.

It is a challenge to involve every member of a congregation in the many different activities of a church's ministry; some members want only to attend services.

The outreach to the community is evident in the many social activities that include the entire Fremont area. A helping hand is given many times to people who are not members of Hope Church.

Sincerely,



Anna Jean Paul  
1382 Vennevoll Drive  
Stoughton, WI 53589  
Telephone: 1-608-205-2298  
Email: paul.annajean@gmail.com

November 26, 2018

Hope UCC

Fremont, WI

To whom it may concern:

As a business owner and a community leader for over 50 years I have been asked for a letter of recommendation for Hope UCC.

Hope UCC has been a main stay in the Fremont community for many years. It is a small rural church catering to the needs of its members and members of the community. Along with the preaching of God's word, Hope has programs and activities that include youth to senior citizens. Hope has many dedicated families who take pride in their church and its presence within the community. They have many luncheons and activities to get the community involved in spreading God's Word.

There are many challenges facing all churches. Decline in membership, lack of participation due to many other activities that seem to take priority, and an aging Christian population.

The population in our area is growing. Workers are commuting to work as we are located within a half hour drive to the Fox River Valley. This is evidenced by many of Hope's younger families. These new members need a leader that will bring them the ability to continue to grow God' Kingdom.

Sincerely,

A handwritten signature in black ink, appearing to read "Philip A Lewin". The signature is fluid and cursive, with a large initial "P" and "L".

Philip A Lewin

Lewin Furniture-Funeral Home

Thomas Glinski  
346 N. Agua Fria Lane  
Casa Grande, AZ 85194  
Phone - 920-740-5430  
Email –teglinski@sbcglobal.net

11/17/2018

Hope UCC  
Fremont, WI  
Pastor Search Committee

Letter of Recommendation

To whom it may concern:

As the previous choir director and occasional soloist I have been requested to provide a letter of recommendation for Hope UCC, Fremont WI. While never a member of the church my wife and I had extensive contact with members of the congregation and various church activities. We had an extremely positive experience with Hope and its members and we very much miss going there, since we are now permanent Arizona residents.

The thing that most impressed me was the wide range of programs and activities available at Hope. For a small congregation this is outstanding, but the quality was over the top. I came to realize this is a special place with many well organized, dedicated and talented volunteers. The confirmation and Sunday school programs were not only religious education, but also opportunities for children and young adults to participate in the service. These included testaments of faith, choir, chimes and Christmas programs. The lesson for the children was obvious – we are all here to serve! The example of service is clearly illustrated in the maintenance of the facilities, quilting projects, area food pantry, snack and chat, three wonderful pianists and others to numerous to mention. My favorite was of course the three pianists, one of which was like working with a concert professional.

There are certainly some future challenges for Hope UCC. Like many established congregations they face the problem of bringing in new younger members with children. It also appears the congregation is aging with more members becoming snow birds which could negatively impact the church's level of volunteerism and financial security. Success in meeting these challenges would most certainly bring new ones, such as expanding the building, adding additional parking spots and additional service times. Based on my experience with the people of Hope and God's help all of these will be overcome.

I would be happy to answer any questions about Hope that you may have via phone or email.

Sincerely,

Thomas Glinski