

UNITED CHURCH OF CHRIST  
**LOCAL CHURCH PROFILE**

**Our Shepherd UCC  
Howards Grove, WI**

**Full-time, Settled, Pastor**

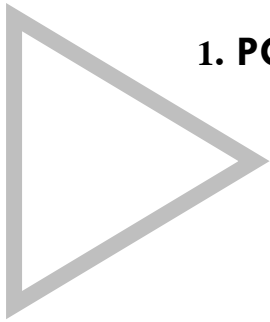
**Wisconsin, 824**

[Validation Date]

**LOCAL CHURCH PROFILE CONTENTS**

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



## 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: **Our Shepherd UCC**

Street address: **710 Ethan Allen Dr.**

**Howards Grove, WI 53083**

Supplemental web links: **ourshepherducc.com**

Conference: **Wisconsin**

Association: **824**

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

**Rev. Jane B. Anderson**

**Associate Conference Minister**

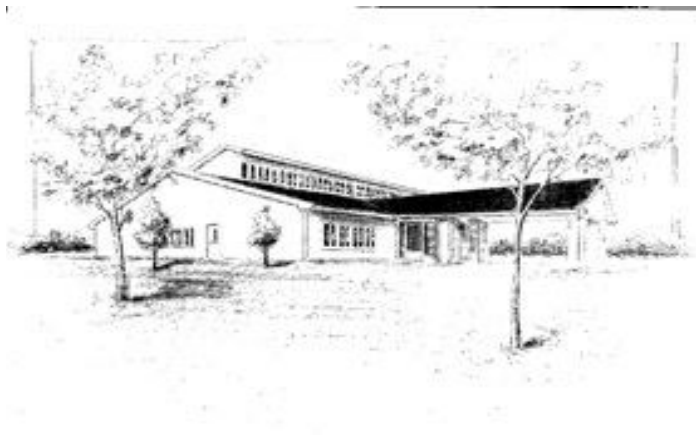
**920-540-2586**

**janderson@wcucc.org**

Summary Ministry Description:

**Our Shepherd UCC is a small-village church in the heart of the Midwest nestled between Milwaukee and Green Bay. Due to retirement, we are seeking a new shepherd. We are a family-oriented, vibrant lay-led church with strong ties to our close-knit community. We are seeking a spiritual partner to spread the word of God to our children, our congregation, and our community. God is still speaking, and we are listening!**

## Photographs:



What we value about living in our area.

**Howards Grove is a small close-knit, welcoming community located near larger cities such as, Sheboygan, Green Bay, and Milwaukee. Highlights nearby include Lake Michigan, Kettle Moraine State Park, Kohler, Road America and Lakeland University. Kid friendly, safe neighborhoods, with a strong educational system. Many wonderful nearby employment opportunities.**

- Current size of membership: **125**
- Languages used in ministry (*other than English*):
- Position Title: **Pastor**
- Position Duration **Settled** – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association
- Compensation Level - **Full Time**

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

## 1b. SCOPE OF WORK

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

Core Competencies:

- **Good spiritual teacher**
- **A guiding force for our youth**
- **Open and approachable**

## 1c. COMPENSATION AND SUPPORT

Salary, Housing & Benefits (to be divided at Pastor's discretion) **\$66,215**

What is the expected living situation for your next minister?

**Living elsewhere to commute as needed with a housing allowance.**

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

**See Above**

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

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

**Community of Practice & Local Clergy Gatherings**

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

**Searching for full-time, but would be willing to consider other options.**

## 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.

- **Strengthen our core values as a congregation**
- **Broaden our family atmosphere**
- **Enhance adult and youth spiritual education**

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

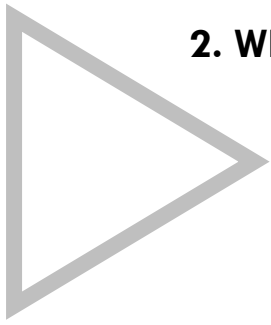
**We are part of many outreach programs, and we are seeking a pastor who will continue to participate in, support and guide us to be successful in carrying out these missions.**

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.

- **Exhibiting a spiritual foundation and ongoing spiritual practice**
- **Engaging sacred stories and traditions**
- **Caring for all creation**
- **Strengthening inter – and intra – personal assets**



## **2. WHO IS GOD CALLING US TO BECOME?**

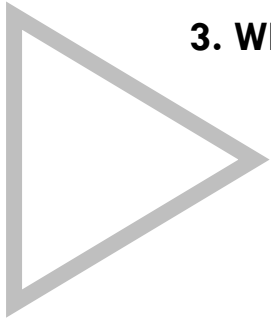
**“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)**

Who is God calling you to become as a congregation?

**We plan to focus on growing outreach programs to better serve the community. As a congregation, God is calling us to continue to be true to our faith in Christ.**

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

- **VBS - Reaching out to children/families –both locally and globally.**
- **Giving Tree – Giving gifts to local families in need over the Christmas season**
- **Women’s Fellowship – “Heart of a Woman” Community Event- past events have included uplifting guest speakers and relevant world topics such as human trafficking**



### **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.

**The purpose of this church is to provide for the public worship of God, to preach the good news of Jesus Christ, and to celebrate the sacraments.**

**We promise to fulfill the functions of this church as set forth in the following covenant, agreed to by all members at the time they join:**

**In the Lord's name we gather together in faith  
to worship and grow in the Christian tradition,  
to minister in love to all people,  
to strive for justice and peace,  
to respond to God's Word.**

**We endeavor to live in harmony with all  
creation as stewards of the earth.**

**We celebrate the heritages of this community  
and give ourselves to its challenges and opportunities.**

**We share in the life and mission of the United Church of Christ and of Christians everywhere.**

**To these purposes we unite and covenant with God and one with another, watchful for the guidance of the Holy Spirit.**

Describe several strengths or positive qualities of your congregation.

- **Willingness to help out when needed**
- **Family friendly**
- **Large percentage of active members**
- **Welcoming**
- **Most committees are lay-led and self-funded**

Describe what worship is like when your congregation gathers.

**Worship is all encompassing, with meaningful checks of well-being by inviting congregation to share joys and concerns. We are a relaxed and family friendly with a focus on preaching to the whole family, including a children's time.**

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

**The Mission Statement of Our Shepherd: "The Mission of Our Shepherd Sunday School is to serve the Lord and the children of this congregation by developing their spiritual, intellectual, emotional and moral values. Through the teaching of the Word, we strive to develop a sense of understanding and an application of God's Word in daily life. We strive to show compassion for others. We inspire life-long commitment through participation in the wider Christian community. Toward these purposes we unite and covenant with God and one another, listening for the guidance of the Holy Spirit".**

**To develop the children's understanding of the Lord we use the curriculum "One Room Sunday School – Deep Blue." This material accommodates the age make up of our program. The programs philosophy is: Reaching, empowering, and equipping children and those who care for them with grace-based resources that help them on their journey to: understand themselves as children of God, explore and deepen their relationship with God through Jesus Christ, and love and serve God and neighbor.**

**The ages attending the Sunday School program begin at age 3 to completion of confirmation. The confirmation members pair up with our younger youth to support the lessons. We meet from 8:30 a.m. to 9:45 a.m. with an opening of songs, prayer, and various items to support confirmation, followed by lessons.**

**As a strong community outreach, a VBS program is held during the last week of July. To date, the program has been a five-day program from 9 a.m. to 12 p.m. The following Sunday the congregation joins with the youth to celebrate in song and story about the week's activities. This program has reached up to 55 or more children in the community.**

**The Sunday School program promotes several mission projects during the year: Heart to Heart tree (providing Christmas gifts to families provided by the Salvation Army), birthday bags for the food pantry, Christmas program offering to buy food for the local food pantry, a monthly basket where items can be donated for the food pantry, the making of blankets and Easter baskets for a local shelter, items to our homebound members, and various projects associated with the VBS theme (water for Africa, spoons for Haiti etc.).**

**The confirmation age youth help with a variety of activities in the church. They attend weekly Sunday school to support younger children, help cover children's church (room for children, ages 5 and under, during the second half of the church service) and lead a youth Sunday in spring.**

**The confirmation class has been responsible for a service project, using the Faith Practices material. Confirmands continue to attend church through High School and participate fully in the life of the church.**

Describe how your congregation is organized for ministry and mission.

**Our church communicates information through bulletins, newsletter, website and at the beginning of each worship service. Committees are organized by volunteers or nominations.**

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

**Consistory meets once a month for approximately 90 minutes. There is an annual meeting for the congregation to vote on important issues in the church. Other meetings are held as needed to solve immediate needs.**

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

**Phone/email tree. Emergency meeting of consistory/congregation.**

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? **YES**

### 3b. 11-YEAR REPORT

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## 11-Year Reports 2017-Our Shepherd

### 3c. CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	116	
Number of active non-members:	9	
Total of church participants (sum of the numbers above):	125	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	56%	
Less than 10, more than 5 years:	13%	
Less than 5 years:	31%	

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>
16	7	9	15	13	13	15	31	6	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	8	*
Households with minors:	12	*
Single adults age 35-65:	3	*
Joint households with no minors:	30	*
Single adults over 65:	6	*

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	62	*
College:	29	*
Graduate School:	6	*
Specialty Training:	3	*
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	59	
Adults who are retired:	32	
Adults who are not fully employed:	9	

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

**Trades, teachers, engineers, mail carriers, landscapers, medical, cooks, office personnel, carpenter.**

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?

**Our community is mostly Caucasian, English speaking, and we reflect the surrounding community.**

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise: **No, but open to discussion.**

### 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	20-25	Pastor & Lay Leader
Baptisms <i>(number last year)</i>	2	Pastor
Children’s Groups or Classes	50	Lay Leaders
Christmas Eve and Easter Worship	100	Pastor
Church-wide Meals	25-35	Lay Leader & Pastor
Choirs and Music Groups	20	Lay Leader & Musicians
Church-based Bible Study	-	
Communion <i>(served how often?)</i>	65 Monthly +	Pastor & Consistory
Community Meals/Chicken & Chili Dinners	300-400	Lay Coordinators
Confirmation <i>(number confirmed last year)</i>	5	Pastor
Drama or Dance Program	-	

Funerals ( <i>number last year</i> )	0	
Intergenerational Groups	50 VBS	Pastor & Lay Leader
Outdoor Worship/Community Music Event	225	Praiseworthy Choir
Prayer or Meditation Groups	35	Yoga Instructor
Public Advocacy Work	-	
Retreats	-	
Theology or Bible Programs in the Community	-	
Weddings ( <i>number last year</i> )	1	Pastor
Worship (time slot: 10:00)	65	Pastor
Worship (time slot: _____)	-	
Young Adult Groups or Classes	-	
Youth Groups or Classes	5	Pastor
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: **None**

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	Pastor	6 months
Pianist		Part time	Pastor	8 years

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

**We are a growing church that is attracting younger families and continually assessing our current programs. We are a self-driven congregation that leads many church activities with pastoral guidance.**

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$76,807
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$403
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$0
Fundraising Events	\$12,592
Gifts Designated for a Specific Purpose	\$5366
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$1028
Transfers from Special Accounts	\$0
Other (specify):	\$0
Other (specify):	\$0
<b>TOTAL</b>	<b>\$96,196</b>

Current annual expenses (dollars budgeted for most recent fiscal year): **\$89,683 (2018)**

*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.*

Our Shepherd UCC – Treasures Report – Statement of Cash Flow	2020
EXPENSES	BUDGET
Pastor's Salary	29,715.00
Pastor's Housing	18,000.00
Interim Pastor's Mileage	4500.00
Secretary - Employee	6000.00
Organist - Employee	5000.00
IRS Payments	2800.00
Health Insurance	12,000.00
Pastors Pension	6500.00
OCWM	1000.00
NE Association Dues & Rural Church Fellowship	650.00
Offering Envelopes	300.00
Bulk Mailing & Postage	300.00
Conferences / youth retreat	250.00
Pulpit Supply ( Substitute Pastor)	600.00
Subscriptions (Upper Room)	75.00
Worship & Bulletins (Cokebury & Conco,)	400.00
Electricity (Alliant Energy)	1700.00
Fire Protection (Howards Grove Fire)	60.00
Gas (WPS)	1500.00
Sewer & Road bill (Howards Grove	480.00
Snow Removal / Lawn Care	1300.00

Telephone / Internet (TDS)	1100.00
Cleaning Supplies	300.00
Repairs / Office Supplies	1200.00
Maintenance	1500.00
Property Insurance	3000.00
Insurance / Workers Comp.	750.00
<b>Total Expenses</b>	<b>100,980.00</b>

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **60%**

Has the church ever failed to pay its financial obligations to a minister of the church? **No**

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (*indicate those included during the most recent fiscal year*)

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*) **Budgeted Amount**

What is the church's current indebtedness?

Total amount of loan debt: **\$0**

Reason for debt:

Are capital and other payments current?

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

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

**Yes – Blacktop driveway**

Year(s)	Purpose	Goal	Result	Impact
2017	Black top driveway	\$35,000	\$35,000	Improved parking area
2017	Build sanctuary addition	\$500,000	\$200,000	Made effective use of current facility

If a capital campaign is underway or anticipated, describe: **None**

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. **To have separate facilities for fellowship and worship**

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

What is the market value of the assets? **\$10,900**

Are funds drawn as needed, regularly, or under certain circumstances? **Not Yet**

What is the percentage rate of draw (last year, compared to 5 years ago)? **0**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **0**

At the current rate of draw, how long might the endowment last? **N/A**

Please comment on the above calculations or estimates:

**Above numbers as appears on statement.**

Other Assets

Reserves (savings): \$

Investments (other than endowment): **\$119,454**

Does your church have a parsonage? **No**

Describe all buildings owned by the church: **Church & Detached Garage**

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

Which spaces are accessible to wheelchairs?

**Everything but Pulpit (This could be easily provided)**

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

**We plan to continue to review financials monthly during consistory meetings in order to seek opportunities to expand outreach programs to the community.**

### **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.

- **Building our current church allowed us to move from a temporary location.**
- **Celebration of Ordination for daughter of the church.**

**The most important event in the past ten years is the creation of our contemporary choir.**

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

**Hiring our first woman pastor.**

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

**If there is a conflict / disagreement among the members, we would bring it to the Pastor. If it can't be resolved we would bring it to the consistory.**

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

Staff member's name	Years of service	UCC Standing (Y/N)
<b>Rev. Keith Weiland</b>	<b>7</b>	<b>Y</b>
<b>Rev. Don Neiderfrank</b>	<b>2</b>	<b>Y</b>
<b>Rev. Mark Jaberg</b>	<b>14</b>	<b>Y</b>
<b>Rev. Ernie Huntzinger</b>	<b>3</b>	<b>Y</b>
<b>Rev. Peggy Feyen</b>	<b>7</b>	<b>Y</b>

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

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

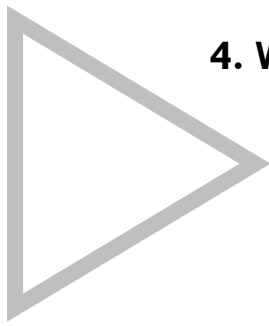
**Ask us**

Has your church been involved in a Situational Support Consultation?

**No**

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

**No**



#### 4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

##### 4a. COMMUNITY VISION

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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?*

- **We participate in refurbishing projects at the Pilgrim Center in Green Lake.**
- **Heart to Heart Tree is a program where the congregation purchases Christmas gifts to underprivileged families in Sheboygan County.**
- **Various projects associated with the VBS program- Water for Africa, Spoons for Haiti etc.....**
- **Donations to the food pantry.**
- **In the Crop Walk, which is a fundraiser to end hunger at home and around the world.**
- **Various donations to Bridgeway including Easter meals, Easter baskets for kids, blankets, and other various household items.**

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

**We have congregants who participate in the Rural Church Fellowship, in addition to the Pastor who attends meetings involving the association.**

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.

\* **Accessible to All (A2A)**

☐ Creation Justice

☐ Economic Justice

\* **Faithful and Welcoming**

\* **God Is Still Speaking (GISS)**

☐ Border and Immigrant Justice

☐ Inter-cultural/Multi-racial (I'M)

☐ Just Peace

☐ Global Mission Church

\* **Open and Affirming (ONA)**

☐ WISE Congregation for Mental Health

☐ Other UCC designations:

☐ Designations from other denominations

☐ None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

**We would be open to working toward more statements of witness if there was an interest shown by the congregation or the Pastor.**

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

- **Faith in the Fall (An all-day outdoor music festival, food and fun) which is open to the whole community.**
- **Mission trip hosted by St. Thomas Catholic church, going to West Virginia for one week to assist in various building projects**

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

**Our congregation is involved in various fellowship activities. From chicken dinners to movie night to our pancake breakfast, we are definitely a congregation that enjoys food and fellowship.**

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?

- **Worship and spiritual care**
- **Shut in visitations**
- **Hospital Visits**
- **Educational programs**
- **Staying connected to the Association, Conference and UCC Cleveland**
- **Leading the confirmation class**

#### **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?

**Our Shepherd has never used a MissionInSite report.**

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?

**Based on our observations, the congregation's demographics are very similar to the surrounding area.**

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

**Demographics in our church are effected by other churches closing down or reducing their Christian education and VBS programs. Our programs have grown as a result. This has brought new families into membership here as well.**

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

**Our Shepherd is known for our Chicken dinners, Chili suppers, Faith in the Fall, and VBS program.**

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

**Our congregation is welcoming to new people. New members have commented that we make them feel a part of our church family. When asked what got them involved, a comment was made that seeing the commitment of the members to various activities of the church made them want to give more of their time to the church.**

## 5. REFERENCES

### REFERENCE 1

**Rev. Beth Abbott**

**bethabbott24@gmail.com (920) 207-3889**

**Daughter of our church**

To Those Interested in Serving Our Shepherd UCC,

I am Rev. Beth Abbott, and I currently serve as pastor at St. Luke's UCC in South Milwaukee, WI. From fourth grade until my ordination April 11, 2010, I was a participant in the ministries of Our Shepherd UCC and became a member in 1998 when I was confirmed. Now that I serve a church, I primarily hear about what's happening at church from my parents, Dale and Nancy Cherney, current, long-time members.

This church will always be special to me since it was the body of Christ through which God called me into ordained ministry. The bright beacon of the church was and continues to be its people. When I made phone calls to ask members to help with my ordination, each one enthusiastically responded "yes" and day of, I had little to worry about because of their care and pride in the mission of the church. By no means is this the exception but rather the rule of how seriously and well they care for each other, help out, and show up. Each season of the church's life as some need to step down (for health reasons, etc.), new life sprouts up in other willing individuals and they are encouraged and embraced by the rest of the congregation. The incredibly gifted members work together to do two annual fundraising dinners (no small feat and the Howards Grove community widely supports), brat frys, Faith in the Fall (a community-wide celebration of music), and most recently, a community awareness program on the growing scourge of human trafficking. "Small but mighty" comes to mind as I think about the gifts and capabilities of this church.

Additionally, music has been a prominent part of this church through its musicians—including instrumentalists, choir and Praiseworthy singers. Encouraging children and youth to participate in Sunday School and other aspects of the church has been a prominent part as well.

Like most churches today, this church struggles financially and with worship attendance. However, with its ministry within the community and beyond and its deep sense of purpose, I can think the next settled pastor can "jump on the bus that is already in motion." Additionally, this is a great church who will be receptive also to new ideas and "pastor to the pastor" when that is needed and appropriate.

May God's spirit dance among and be evident in this time of discernment.

Grace and peace,

Rev. Beth Abbott

## REFERENCE 2

**Amy Loomis**

**Cell: 920-562-5384 E-mail: [aloomis@new.rr.com](mailto:aloomis@new.rr.com)**

To Whom It May Concern:

April 2, 2019

Thank you for inviting me to share with you my experience at Our Shepherd UCC in Howards Grove, WI.

When my family and I moved to Howards Grove three and a half years ago we knew we were fortunate to have a strong relationship with our home church located in Two Rivers. We also knew that there would be Sunday mornings that we would not be able to make it to Two Rivers for service, and yet it was important for us to have a place to worship. We visited several of the local churches and found each of them to be welcoming, however, we have regularly found ourselves coming back to Our Shepherd.

The reason we keep coming back is the warmth of the pastor and the members of the church. Whether we have been to service as recently as the week before or if it has been a couple of months, the members made it a point to seek us out and say hi. They always make us feel welcome in their family of faith. We also appreciate the way the whole church is involved in the service, from the eldest members to the youngest. There is clearly a value placed on everyone having an active role in the life of the church. Finally, there is a comfort in the fact that the church has found a nice balance between the contemporary and the traditional. Not many churches have been able to quite strike this balance. Our Shepherd has found a way to weave both the uplifting, upbeat and inclusiveness of the contemporary while also maintaining a solid foundation in the traditional music and messages which provides a level of stability and ease to someone from outside the church.

I know that a part of the questions I was asked to respond to included what opportunities we believe Our Shepherd has. Quite frankly, with our somewhat limited experiences, we have not seen any opportunities for improvement for Our Shepherd. The church is involved in the community, they are known by the community, and the things we hear beyond our own personal experiences have always been positive. As much as I would like to completely answer each of the questions, I do not have anything to provide as an example of an opportunity for improvement for Our Shepherd.

I am not sure that there is a specific event I can share that I would call significant that I have experienced at Our Shepherd, but I cannot stress enough, the significance of the welcoming atmosphere the members create each Sunday morning. This may not seem to be life altering but enabling people to come and worship God in peace and comfort is very significant, especially to someone who is more introverted like myself.

I truly appreciate the role Our Shepherd has in my family's faith, and I look forward to visiting many more times!

### REFERENCE 3

Shane Wesener / Professor at Herzing College & UW Milwaukee

(414) 737-5072 [wesener@uwm.edu](mailto:wesener@uwm.edu) Brother of member

1. Describe some areas of strength in the church's ministry.
  - **Strong core of family members that have been with the ministry for more than 10 years**
  - **Community events – like chicken dinners and music events**
  - **Socializing after service with coffee and snacks**
2. Describe some areas for improvement in the church's ministry.
  - **Social media presence**
  - **Church's mission/message – how is it aligned with community building and addressing current issues in the community.**
  - **Youth recruitment and general recruitment**
3. Describe a specific experience you have had of this church's ministry.
  - **I have attended services and helped set up a few events with my brother's family. Everyone was very respectful, nice and approachable.**

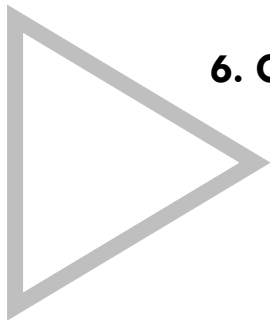
### PROMPTS FOR REFERENCES

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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**Creator God, we look to you for guidance and strength as we enter into this process of discovery. Of discovering who we are as a congregation and in understanding how we may be more fully the body of Christ at work today in our church, our community and the world. Help us to express that desire so that those reading this profile may gain a clear picture of our ministry today and where we feel called, by the Spirit among us, to go.**

**We ask also, that in your wisdom, you guide to our doorstep and us to theirs, those leaders of the faith that have similar goals to ours and the skills to lead us toward them. We pray that all those involved in this process, regardless of the outcomes, will grow in their faith by experiencing joy from understanding the faith journeys of others.**

**Love us, guide us, give us strength and comfort as only you can. With Your help dear Lord, we look forward to partnering in ministry with a new settled Pastor, 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?

**Our Shepherd UCC Pastoral Search Team and Consistory**

2. Additional comments for interpreting the profile:

**Our responses for this profile were compiled from a meeting we had with our previous pastor and members of Our Shepherd UCC. We thank you for your consideration.**

Signed:

Name / Title / Date:

**Jeff Wunsch / Team Chair / 4-14-2019**

**[jwunsch@tds.net](mailto:jwunsch@tds.net) 920-782-0849**

**James Vasconi / Consistory & Congregation Communicator / 4-14-2019**

**[jim.vasconi@gmail.com](mailto:jim.vasconi@gmail.com) 920-889-2390**

**Sandy Vollbrecht / Candidate Communicator / 4-14-2019**

**[svollbrecht54@gmail.com](mailto:svollbrecht54@gmail.com) / 920-980-3916**

**Nancy Cherney / Team Chaplin / 4-14-2019**

**Amanda Eisentraut / Team Secretary / 4-14-2019**

**Lynn Wesener / Team Member / 4-14-2019**

**Roger Sheahan / Team Member / 4-14-2019**

## 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:

Name / Title: Rev. Jane B. Anderson/Associate Conference Minister

Email: janderson@wcucc.org

Phone: 920-540-2586

Date: February 10, 2020

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***