

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who  
are  
we

Who  
is our  
neighbor

Who is  
God  
calling us  
to become

?

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

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION

**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

[St. John United Church of Christ]

[Germantown, WI]

[Half Time Pastor]

[Southeast Wisconsin]

[Validation Date]

### 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.

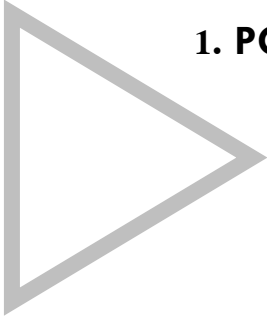
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. 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?

### 1 a. LISTING INFORMATION

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**Church name:** St John United Church of Christ

**Street address:** N104 W14181 Donges Bay Road Germantown, WI 53022

**Supplemental web links:** [www.stjohnuccgermantown.com](http://www.stjohnuccgermantown.com)

**Additional ecumenical affiliations** (*e.g. denominations, communions, fellowships*):

**Conference:** Southeast WI

**Association:** Wisconsin

**UCC Conference or Association Staff Contact Person**

Rev. Jane Anderson

Associate Conference Minister

Wisconsin Conference

(920) 540-2586

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

**Summary Ministry Description:**

St John UCC, a small but committed congregation in Germantown, Wisconsin whose roots go back over 175 years, calls itself “The Little Church with a Big Heart”. Our 150-year-old building has a remodeled sanctuary as well as a modern fellowship hall, meeting room, and minister’s office. We are seeking a vibrant, motivating, half-time minister who is committed to helping us attract and engage new members in partnership with dedicated lay leaders, and who can share the message of scripture in an inspiring and informative manner.

**Photographs:**

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





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

Germantown is a community of just under 20,000 residents. It provides a small-town feel, while a mere twenty-minute drive from the big-city attractions of Milwaukee. We have strong education in our schools and even stronger values where our heritage honors our past.

**Current size of membership:** 102

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

**Position Title:** Pastor

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

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

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

½ 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:**

We are seeking an engaging leader who is compassionate and caring with a vision for the future. Specific areas of expertise we are looking for include: strength in planning and leading the worship service with effective preaching/speaking skills; a strong sense of pastoral care that involves ministering to shut-ins, inactive and prospective members, and those faced with crisis situations; the ability to help individuals relate their faith to their daily lives; and effectiveness in working with children, youth and adults, and can who help build a sense of fellowship among those with whom he/she interacts.

## 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*): \$ 23,500

**Benefits** (*choose one*):

**Salary plus Benefits**

Salary as per above plus Social Security, Pension, Health and Dental Insurance. Total package \$38,000

**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*)?

Living in the area within a 45-minute commute.

**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*): Negotiable

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

St. John offers financial support to Communities of Practice, a group that provides opportunities for local clergy to meet and share concerns. District Gatherings is another support group that previous pastors have utilized in their ministries.

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

It is our hope that a half-time position will allow our pastor the flexibility to adjust his/her schedule as necessary to support extra employment and/or personal concerns.

## 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.**

We envision our next minister to bring in new members, especially families with young children and youth, which we see as imperative for church growth. In addition, we would like our minister to have a connection with all members, and to participate in a variety of church activities.

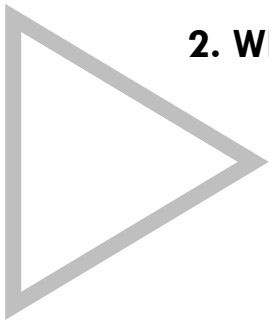
**Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.**

Our hope is to have a minister who will be involved in the community and will be a spiritual leader who helps us better live our Christian faith.

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

**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.**

Although it is difficult to cull down to four areas of excellence, we believe that based upon our own self-reflection our next minister should exhibit a spiritual foundation and ongoing spiritual practice that is guided by the Holy Spirit; living a life of discipleship. Furthermore, he/she should engage sacred stories and traditions bringing them to life in worship and in witness. We also seek an individual who shows stewardship for all God's creation through nurturing care and compassion and provides hope for a hurting world. Finally, we value a minister who can articulate and practice a theology that is consistent with UCC ministry.



## **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?**

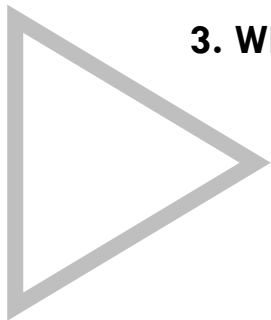


God is calling us as individuals with different backgrounds and viewpoints to be brought together and guided by the Word of God.

**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?*

We have had many outreach experiences and opportunities including making Blessing Bags which contain a variety of personal and food items to hand out to those less fortunate than us whom we meet when we are out in the community. We also reach out to our friends in the Islamic community and let them use our Fellowship Hall, along with other non-profit organizations and groups. These have all had positive, rewarding results for our congregation and the wider community.



### **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?*

Our mission of St John UCC is to welcome, enrich, celebrate and reach out in the name of Jesus Christ. We are a very faithful and committed congregation and witness the Holy Spirit’s presence in both prosperous and challenging times.

**Describe several strengths or positive qualities of your congregation.**

St. John is a friendly, respectful church family who gladly welcome all who pass through our doors. We have a small, but very active membership, who are involved well beyond the Sunday worship service. Our lay leadership has proven time and again its tireless commitment to serving the Lord.

**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?*

Our worship gathering is very positive, enlightening and deeply meaningful to our members. At this time we do not have a choir, but we do have some vibrant voices in the pews. We would welcome pastoral leadership in this area as we seek to bring the power of music back into our worship service. Our congregation is open to challenging ideas based upon scripture that is relevant to today's world, and we welcome the Word of God as a guiding force to help us navigate through difficult times.

**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?*

We have a Christian Board of Education consisting of four members who meet regularly to plan the Sunday School curriculum, Vacation Bible School, Confirmation Classes and Adult Bible Study. Although our participation numbers are low, we have the structure and people in place to make this a very successful program and welcome pastoral leadership to help us re-energize this crucial ministry.

St. John was one of the 84 churches in the Wisconsin Conference who studied the Doctrine of Discovery using resources from the United Church of Christ in response to the proposed resolution to repudiate the Doctrine of Discover at the 2019 annual conference meeting. Based on our understanding of the issue through the study, the delegates from St. John voted in favor of the resolution, which passed overwhelmingly.

**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? 15-20**

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

We had a flooded basement/fellowship hall the day before a wedding was to take place. Members of the congregation gathered quickly to clean up and decorate the area before any of the guests were aware that anything unusual had happened.

- **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

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

UNITED CHURCH OF CHRIST										
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS										
Church#:	860010									
Assoc:	828	Schedule:	0 Saint Paul & Saint Luke UCC			Alma		WI	54610	
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2007	74	35	9	0	0	1	3	22	-24	
2008	74	35	9	0	0	0	0	0	0	
2009	74	35	9	0	0	0	0	0	0	
2010	62	30	17	1	0	2	2	13	-12	
2011	62	30	17	0	0	0	0	0	0	
2012	56	31	15	2	0	0	4	4	-6	
2013	56	31	15	0	0	0	0	0	0	
2014	49	23	10	1	0	3	1	10	-7	
2015	49	23	10	0	0	0	0	0	0	
2016	49	23	10	0	0	0	0	0	0	
2017	64	30	0	0	0	0	0	0	0	
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	\$35,057	\$0	\$2,545	\$290	\$2,835	\$0	\$2,835	7.26	\$37,892	\$42,023
2008	\$35,057	\$0	\$2,500	\$320	\$2,820	\$0	\$2,820	7.13	\$37,877	\$0
2009	\$35,057	\$0	\$2,500	\$1,413	\$3,913	\$0	\$3,913	7.13	\$38,970	\$0
2010	\$38,937	\$0	\$2,500	\$248	\$2,748	\$652	\$3,400	6.42	\$42,337	\$40,983
2011	\$38,937	\$0	\$2,500	\$317	\$2,817	\$0	\$2,817	6.42	\$41,754	\$0
2012	\$39,497	\$0	\$2,000	\$179	\$2,179	\$1,004	\$3,183	5.06	\$42,680	\$38,510
2013	\$39,497	\$0	\$2,000	\$100	\$2,100	\$0	\$2,100	5.06	\$41,597	\$0
2014	\$39,497	\$0	\$1,500	\$57	\$1,557	\$0	\$1,557	3.80	\$41,054	\$29,540
2015	\$39,497	\$0	\$1,000	\$360	\$1,360	\$0	\$1,360	2.53	\$40,857	\$0
2016	\$39,497	\$0	\$1,000	\$420	\$1,420	\$0	\$1,420	2.53	\$40,917	\$0
2017	\$41,464	\$9,434	\$1,000	\$100	\$1,100	\$1,247	\$2,347	2.41	\$43,811	\$36,750
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2012-2017	14.29	-3.23	-100.00	-100.00	-100.00	4.98	-49.52	2.65		
2007-2017	-13.51	-14.29	-100.00	-100.00	-100.00	18.28	-61.20	15.62		

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.

### 3c. CONGREGATIONAL DEMOGRAPHICS

**Describe those who participate in your church.**

		<i>Is this number an estimate? (check if yes)</i>
<b>Number of active members:</b>	102	√ (All numbers based upon recent survey with 47% response rate)
<b>Number of active non-members:</b>	10	
<b>Total of church participants (sum of the numbers above):</b>	112	

**Percentage of total participants who have been in the church:**

		<i>Is this number an estimate? (check if yes)</i>
<b>More than 10 years:</b>	80	√
<b>Less than 10, more than 5 years:</b>	12	√
<b>Less than 5 years:</b>	8	√

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>
7	5	5	9	9	9	13	24	19	√

**Percentage of adults in various household types:**

		<i>Is this number an estimate? (check if yes)</i>
<b>Single adults under 35:</b>	4	√
<b>Households with minors:</b>	12	√
<b>Single adults age 35-65:</b>	7	√
<b>Joint households with no minors:</b>	64	√
<b>Single adults over 65:</b>	15	√

**Education level of adult participants by percentage:**

		<i>Is this number an estimate? (check if yes)</i>
<b>High school:</b>	27	√
<b>College Graduate:</b>	27	√
<b>Graduate School:</b>	21	√
<b>Specialty Training:</b>	0	√
<b>Other (please specify):</b>	25	√ Some college/vocational education

**Percentage of adults in various employment types:**

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	44	√
Adults who are retired:	51	√
Adults who are not fully employed:	5	√

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

Approximately 30% of the adults are categorized as professional/technical, 22% are labor/manufacturing, 19% in sales, 14% service industry, 11% clerical, and 4% business

**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?**

The overwhelming majority of our membership has a Western-European heritage. Fewer than 4% are minority, and they are not among the more active members of the church. There is diversity among ages and political ideology at St. John, but little ethnic/cultural diversity. This is somewhat reflective of the Germantown community. St. John is blessed to be located approximately 20 miles from the city of Milwaukee, which is a vibrant, ethnically and racially diverse 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:**

We have not engaged in a formal church-wide conversation about welcoming diversity. A smaller group of our members have been involved in Moral Monday workshops which did include in-depth study around the topics of White Privilege and Immigration Reform.

### 3d. PARTICIPATION AND STAFFING

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

<b>Ways of Gathering</b>	<b>Estimated number of people involved in attendance</b>	<b>Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)</b>
<b>Adult Groups or Classes</b>	5-8	Lay Leaders, Pastor
<b>Baptisms (<i>number last year</i>)</b>	3	Pastor; family
<b>Children’s Groups or Classes</b>	15-20	Education Committee
<b>Christmas Eve and Easter Worship</b>	60-75	Women’s Guild; Pastor;
<b>Church-wide Meals</b>	25	Various committees
<b>Choirs and Music Groups</b>	0	N/A
<b>Church-based Bible Study</b>	3-4	Pastor
<b>Communion (<i>served how often?</i>)</b>	1x/month; holidays 30 people	Pastor;
<b>Community Meals</b>	0	N/A
<b>Confirmation (<i>number confirmed last year</i>)</b>	0	Pastor
<b>Drama or Dance Program</b>	0	N/A
<b>Funerals (<i>number last year</i>)</b>	1	Pastor; Family

<b>Intergenerational Groups</b>	25-30	Pastor
<b>Outdoor Worship</b>	25-30	Pastor; Committee
<b>Prayer or Meditation Groups</b>	0	N/A
<b>Public Advocacy Work</b>	0	N/A
<b>Retreats</b>	0	N/A
<b>Theology or Bible Programs in the Community</b>	0	N/A
<b>Weddings (<i>number last year</i>)</b>	1	Pastor
<b>Worship (time slot: <u>  10:30AM  </u>)</b>	20-25	Pastor
<b>Young Adult Groups or Classes</b>	0	
<b>Youth Groups or Classes</b>	0	
<b>Other: Local Food Pantry 4x/year St Bens Meal Program 12x/year</b>	20-25 2-4	Outreach Committee

**Additional comments:**

Even though we've listed our Sunday worship attendance as 20-25, this represents any given Sunday. There are approximately 40 individuals who attend on a regular basis.

**List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation). None**

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
N/A				


**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: N/A**

**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	No	Part Time	Pastor	N/A
Organist	No	Part Time	Pastor	N/A
Custodian	No	Part Time	Maintenance Committee	N/A

**REFLECTION**

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

We have a small, but active group of committed members who put into action their Christian values.

**3e. CHURCH FINANCES**

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Source	Amount
<b>Annual Offerings and Pledged Giving</b>	\$ 92,261
<b>Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</b>	\$ 0
<b>Endowment Draw (beyond what is permitted by spending policy,</b>	\$ 0



<i>“drawing down the principal”</i> )	
<b>Fundraising Events</b>	\$ 12,325
<b>Gifts Designated for a Specific Purpose</b>	\$ 13,500
<b>Grants</b>	\$ 0
<b>Rentals of Church Building</b>	\$ 0
<b>Rentals of Church Parsonage</b>	\$ 0
<b>Support from Related Organizations</b> <i>(e.g. Women’s Group)</i>	\$ 2,000
<b>Transfers from Special Accounts</b>	\$ 8,400
<b>Other (specify):</b>	\$
<b>Other (specify):</b>	\$
<b>TOTAL</b>	\$ 128,486

**Current annual expenses (dollars budgeted for most recent fiscal year): \$ 85,895**

*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.*

## 2019 Annual Budget

		2019 Budget
<b>A. PERSONNEL</b>		
1	Pastor's Salary	18,990.20
2	Pastor's Social Security	1,804.04
3	Administrative Reimbursements	800.00
4	Housing	4,592.04
5	Pension	3,301.51
6	Health Insurance	7,828.92
7	Dental Insurance	1,080.00
8	Church Share Group Health Insurance	2,080.00
9	Worker's Compensation Insurance	1,150.00
10	Continuing Education	375.00
11	Dues and Subscriptions	65.00
12	Pulpit Supply	1,250.00

13	Secretary's Salary	6,386.35
14	Secretary's Social Security	650.00
15	Organist's Salary	2,848.96
16	Organist's Soc. Sec.	375.00
17	Substitute Organist / Music	500.00
18	Janitorial Services	1,440.00
	<b>TOTAL</b>	<hr/> 55,517.02

**B. OPERATIONS**

19	Heat & Electricity	4,080.00
20	Telephone/Internet/Website	2,000.00
21	Postage	500.00
22	Consumable Supplies	1,500.00
23	Equipment Repair	200.00
24	Equipment Purchase/Rental	1,900.00
25	Building Repair/Maintenance	2,000.00
26	Property/Liability Insurance	5,000.00
27	Offering Envelopes	450.00
28	Sewer and Water Service	600.00
29	Snow Plowing	2,500.00
30	Lawn Cutting	2,000.00
	<b>TOTAL</b>	<hr/> 22,730.00

**C. PROGRAM**

31	(a) Christian Board: General Board	2,000.00
	(b) Christian Board: Sunday School	1,000.00
	(c) Christian Board: Youth Group	500.00
	(d) Christian Board: Adult Education	250.00
	(e) Christian Board: Confirmation	500.00
32	Liturgical Supply	500.00
33	Meeting/Workshop Expenses	500.00
34	Special Events	500.00
35	Publicity	100.00
	<b>TOTAL</b>	<hr/> 5,850.00

**BENEVOLENCE**

<b>D.</b>	36	S.E. Association Dues	500.00
	37	Wis. Conf. OCWM	2,000.00
		<b>TOTAL</b>	<hr/> 2,500.00

<b>TOTAL CHURCH BUDGET</b>	<hr/> 86,597.02
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**Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?** 43%

**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)**

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

**In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)** 2%

**What is the church’s current indebtedness?** 0

**Total amount of loan debt:** None

**Reason for debt:** N/A

**Are capital and other payments current?** Yes

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

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

Year(s)	Purpose	Goal	Result	Impact
2013	Prayer Garden	\$ 20,000	\$ 20,000+	Prayer garden completed
2016	Retaining Wall Repair	\$ 21,500	\$ 15,000	Retaining wall fully repaired
2018	Parking Lot	\$ 12,000	\$ 12,325	Parking lot replaced

**If a capital campaign is underway or anticipated, describe:** N/A

Year(s)	Purpose	Goal	Result	Impact

	N/A	\$	\$	
	N/A	\$	\$	

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

Two of the last three capital campaigns were for major maintenance projects. The third was for a major development to offer the church community and wider community a place to gather and reflect.

**Does your church have an endowment?** No.

**What is the market value of the assets?** N/A

**Are funds drawn as needed, regularly, or under certain circumstances?** N/A

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

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

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

**Please comment on the above calculations or estimates:** N/A

**Other Assets**

**Reserves (savings):** \$ 22,000

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

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

**Fair market rental value of the parsonage:** N/A

**How is the parsonage used?** N/A

**Street / City / State / Zip:** N/A

**Finished square footage:** N/A

**Number of Bedrooms, Number of Bathrooms:** N/A

**Assessed real estate value:** N/A

**Available for minister residence:** N/A

**Expected minister residence:** N/A

**Condition of structure, systems and appliances:** N/A

**Entity in the church responsible for review and needed repairs:** N/A

**Describe all buildings owned by the church:**

Original church w/addition, storage garage

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

**Which spaces are accessible to wheelchairs?**

All spaces are accessible with the exception of the pulpit.

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

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

We have a generous congregation and have always met or exceeded our financial obligations. Beyond addressing the budget issues of bricks and mortar, we continue to give financial support to the local food pantry, provide food for holiday meals, warm clothing for area shelters, and Christmas gifts through the Shoebox program. In addition much of our church resources go beyond dollars and cents. The time commitment of a strong core of St. John membership is spent in ministry to the homeless, disadvantaged, home-bound, and those in need both financially and spiritually.

### **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.**

One huge happening that brought us all closer was when Mt. Tabor UCC in Milwaukee closed its doors and those members joined our church. We have used their ideas and history from their church and brought it into ours. We are so thankful to have those members with us and we have built friendships with them that will last a lifetime.

Another key event took place in 2018 when we celebrated our 175<sup>th</sup> Anniversary. This yearlong event was incredibly memorable and well-attended by many past members and pastors. We enjoyed music, fellowship and laughter. It brought us all together as a group and is a very special event in the life of St. John.

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

A change that we have faced in the past is sharing a pastor with another church. This arrangement had both advantages and disadvantages. As of now, both congregations have decided to discontinue the arrangement.

**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?)*

Even though our congregation has never had a major conflict in our lifetime, if one were to arise there is no question that we share a Christian brotherhood that would guide us to talk through the issue at hand and work it out. As always, we will turn to the word of God by the knowledge of scripture.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Greg Young	15	Yes
Rev. Mary Ehrgood	1	Yes
Rev. Michael Matheny	9	Yes
Rev. Tara Tetzlaff	6	Yes

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

We have had diverse leadership over the years and our congregation has worked well with all leadership styles.

**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?*

Our congregation has participated in and continues to be active in many different activities throughout the year. From collecting mittens and hats for homeless in the winter, weed, seed and feed in the spring, to brat fry’s in the summer as well as our famous craft fair in the fall, members of St. John are actively involved in so much more than our Sunday worship service. We come together and work as a group to help strengthen our church and community.

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

We regularly attend association meetings every year and are excited to have opportunities in the future to attend national meetings as the next one is in nearby Milwaukee.

**Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.**

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)                 | <input type="checkbox"/> Just Peace                            |
| <input type="checkbox"/> Creation Justice                        | <input type="checkbox"/> Global Mission Church                 |
| <input type="checkbox"/> Economic Justice                        | <input type="checkbox"/> Open and Affirming (ONA)              |
| <input type="checkbox"/> Faithful and Welcoming                  | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Border and Immigrant Justice            | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M)       | <input type="checkbox"/> None                                  |

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

There is more work we can do in the future.

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

We actively volunteer at our local homeless shelter and meal program, St. Bens, located in the inner-city of Milwaukee.

**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 mission of St John UCC is to welcome, enrich, celebrate and reach out in the name of Jesus Christ. We truly embrace these words and continue to focus on fulfilling our mission.

**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 are open to the pastor's desire to involve himself/herself in the community in whatever ways he/she sees fit. We look forward to being a partner in that ministry.

#### **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?**

The immediate Germantown community is growing at a rate faster than the rest of the state. There is also a slight increase in the minority population in Germantown bringing in to just under 8% minority, but still well below the average of the metropolitan Milwaukee area. In addition to this, the median age in the community is trending slightly upward to 43 years old. The average adult age is slightly above the state average. The percentage of married adults in the community (67%) is higher than the state average by ten percentage points, and married couples with children also exceed the state average. Overall Germantown is a community that is experiencing steady growth, and there is great opportunity for significant church growth at St. John given the right combination of lay and clerical leadership.

**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?**

Our congregation currently skews quite a bit older than the community of Germantown. We are also composed of a larger number of households without minors than the community at-large. Percentage-wise the minority population of our congregation (approximately 4%) is about one-half that of the Germantown community and significantly trails the make-up of the metropolitan Milwaukee area.

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

Previous pastors and current and past lay leaders have involved themselves in and around issues of social justice. Our commitment in this area goes well beyond the borders of Germantown and into the greater Milwaukee community.

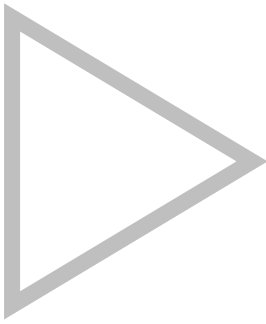
**What do you hear when you talk to community leaders and ask them what your church is known for?**

Our different events during the year like our Rummage Sale and Craft Fair are well-known throughout the community.

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

Often new members are drawn to St. John because they know others in the church. Once here, they often cite our friendly and welcoming congregation as a reason why they have become actively involved in the life of the church.

**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.**

### **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.**

### **REFERENCE 1**

Mark Bronner / Educator / University Lake School

((262) 367-6787 / mabronner94@yahoo.com / Former Member)

May 30, 2019

Grace and Peace to You All from Hartland, Wisconsin, Land of Cows and Butter,

I have been asked to write a reflection and analysis about St. John UCC in Germantown. My family joined St. John in 1978 and were members until my dad passed away in 2015. I was an active member there from 1978 through the end of my college days in 1990. Over the past 25 years I’ve been a co-member of an Episcopal Church and a Lutheran Church in Hartland, but I’ve always enjoyed worshipping at my childhood church.

In high school I was blessed to lead the youth group for the two years after my brother led it. We enjoyed spaghetti dinner fundraisers, the youth service, Christmas caroling, and trips to Six Flags Great America. During the past 25 years our family has sung at a few services and were involved in the 150<sup>th</sup> and 175<sup>th</sup> anniversary celebrations.

St. John's has numerous strengths. Most importantly, the pastors preach the Gospel. I've appreciated how Pastor Tara offered numerous Bible studies as well. Jesus, grace, and scripture is the greatest combination I know. The staff has offered sports camps and VBS. They have a ministry to the homeless. They've opened their doors to people of other faiths and have a clear mission of loving everyone. Jesus would like that. The people I know are absolutely delightful: humble, service-oriented salt-of-the-earth types. The Lehmann's, Schaetzel's, Bersch's, Huth's, Johnson's, etc make me smile.

The challenge, like at most churches, is to grow the number of Christians and to disciple them. The little church definitely has a big heart. I would like them to be 'the less little church with the big heart.' In my opinion, the best way to keep a church youthful is to have a school associated with it. The Catholics, Wisconsin Synod, and Missouri Synod Lutheran churches have youth partly because they have church schools. You'll have to talk with Bob Lehmann about starting a school. He'd be good at it. One slightly more practical solution is to continue to do amazing things in the neighborhood. Be known as a church of grace. Be known as the church that looks to serve 'the least of these.' Meet people where they are at. St. John does seem to do that already.

I love the St. John church family. And I'm sure the new pastor will as well. Feel free to call me if you think I can help in any way.

Blessings to You,  
Mark E Bronner, Rom. 10:9  
262 367 6787  
670 Surrey Ln  
Hartland, WI 53029

## **REFERENCE 2**

Jerry & Lynn Schuppie / Retired /  
((262) 251-7983 / gschuppie@att.net/ Friend of the Church)

May 31, 2019

To whom it may concern:

We are pleased to submit a letter of reference for St. John's UCC to be reviewed by prospective clergy candidates, and by the UCC Southeast Wisconsin Association.

As lifelong residents of Germantown and Menomonee Falls, and members of Our Saviour's UCC in Germantown, we have had numerous experiences with St. John's UCC to guide our responses.

St. John's UCC has demonstrated a commitment to its community. They have provided ministry for over 175 years, serving the community of Germantown and its surrounding communities faithfully. Although we are not members of St. John's UCC, we have been aware of the commitment to community outreach. St. John's supports the Waukesha County Food Pantry, sends care packages to needy families in Washington and Waukesha Counties, creates "welcome" blankets for immigrants and refugees resettled in our surrounding communities, and knits baby hats for newborns in the NICU at various local hospitals. They also have fun activities like their annual craft fair that brings crowds from surrounding counties and towns. St. John's UCC is a community partner that looks to serve its congregants, but also the community as a whole.

We also have had significant experience working together with St. John's UCC. In our elected leadership positions at Our Saviour's UCC, we worked with the St. John's leadership to create a yoke partnership in hiring a minister who served both congregations for almost 7 years. This partnership was a new arrangement and required compromise from each congregation. We worked together to hire a minister, formalize a compensation structure and a service structure that was workable for both congregations. Although this partnership has since dissolved, we are proud that many members of each congregation looked to the greater good of the community and worked together to meet the needs of each congregation.

As non-members, it is difficult to point to specific areas for improvement for St. John's UCC. However, St. John's, like all churches, is undoubtedly under the stress of change. Church leaders will need to adapt to different ideas, changing demographics, and different community needs. Progressive change can be hard for older members. Younger members, who are needed for the future viability of any church, need to feel welcomed and respected. This challenge should be met with an open heart and compassion.

We would be happy to provide any additional insight as needed. Best of luck in your search.

Respectfully,

Jerry and Lynne Schuppie

### **REFERENCE 3**

Milwaukee Mauze of Anjuman – e – Saifee  
(aka) Ramadan Group  
N99W14643 Amber Drive  
Germantown, WI 53022

June 12, 2019

To Whom It May Concern:

As a non-member of St. John's UCC for the last three years or so, our group: Milwaukee Mauze of Anjuman-e-Saifee Jamaat has been renting out the fellowship hall – lower level along the kitchen space for Ramadan and other observed religious holidays. The church's ministry immediately welcomed our Milwaukee Jamaat with open arms and an open mind. For a while, we struggled to find a space whether it be a church or legion hall; no one allowed us to rent from them. The church's ministry at St. John's UCC have not only been accommodating, but also respectful and accepting of our faith as well. Our group is welcomed with a smile and respect which means a lot.

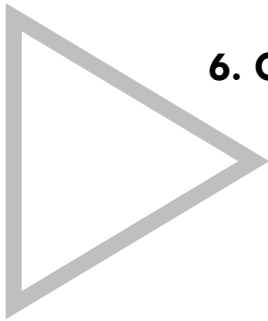
The members of St. John's UCC are extraordinary individuals in that the care and maintenance put into the church shows. It is as beautiful on the inside as it is on the outside.

Thank you for your time and if you have any questions or comments you can contact me at 262-622-3117.

Sincerely,

*Amy Dhariwala*

Amy Dhariwala  
Milwaukee Mauze of Anjuman – e – Saifee



## 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:*

St. Paul's Letter to the Philippians - Chapter 2, Verses 1-5

Therefore if you have any encouragement from being united with Christ, if any comfort from his love, if any common sharing in the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and of one mind. Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others. In your relationships with one another, have the same mindset as Christ Jesus.

## 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.)**

Church Council, Pastoral Search Committee, Individual Members

**2. Additional comments for interpreting the profile:**

Signed: *Robert Lehmann*

Chairperson Pastoral Search Committee

June 19, 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: *Rev. Jane B. Anderson*

Name / Title: Rev. Jane B. Anderson

Email: janderson@wcucc.org

Phone: 920-540-2586

Date: 6/20/19

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

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

**UNITED CHURCH  
OF CHRIST**

