

# LOCAL CHURCH PROFILE

**UNITED CHURCH  
OF CHRIST**



St. Pauls United Church of Christ  
Menomonee Falls, WI

Pastor

Wisconsin Conference UCC  
August 26, 2019

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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)*

# 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 work of preparing a Local Church Profile. Through the Profile, the congregation 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 to give attention to questions and exploration of a congregation's vocation, however. 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 as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other entity in the church – not just by a search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The more participants, the better!

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 storytellings and many prayers, and 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.

# POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

## LISTING INFORMATION

Church name: St. Pauls United Church of Christ

Street address: N89W16856 Appleton Ave, Menomonee Falls, WI 53051

Supplemental web links:

<http://stpaulsucc.org/>

<https://www.facebook.com/stpaulsmenomoneefalls/>

Additional ecumenical affiliations:

*(e.g. denominations, communions, fellowships)*

Conference Wisconsin

Association South East

UCC Conference or Association Staff Contact Person

Name: Jane Anderson

Title: Associate Conference Minister

Phone: (920) 540-2586

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

## Summary Ministry Description:

"We Have Come This Far By Faith". This has been the motto of St Pauls UCC for the past 150 years. Indeed, we are a church filled with resilience and hope. As we celebrated this joyous milestone in 2018, we gained a new appreciation for not only the legacy of our past, but also a confidence that God has equipped this generation to sustain and advance our witness into the future.

We are praying for a pastor that sees the potential in us that we see in ourselves. We are a congregation of devoted and competent lay leaders from a faithful congregation, eager to foster a partnership with a pastoral leader who can help us define and refine our ministry goals, lead us in vibrant worship and preaching, and help us expand our membership and our witness in the community.

St Pauls UCC (spelled with no apostrophe as reflected in our German heritage) is located in the Village of Menomonee Falls, a vibrant residential and commercial center about 20 miles northwest of Milwaukee. We are a congregation of around 250 members, having attracted members of the surrounding communities of Sussex, Lisbon, Lannon and Germantown. And we are a congregation

with three generations! We have a strong group of young families in attendance with 25 children in Sunday School.

While at this point our pastoral position is part time, we hope that we can grow our congregation's ministries and the basis for the pastoral position as well. Our situation is challenging to be sure, but, with God's help and guidance, we believe we can offer a positive environment for the right pastor.

#### Photographs:

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







**What we value about living in our area** *The community in which we are situated is solidly middle class and has great schools and other community resources. To our north and west increased housing is being built. To our Southeast lies the Metro Milwaukee area and there exists a marvelous mix of ethnic diversity.*

Current size of membership: 265

Languages used in ministry (*other than English*): We are not multi-lingual.

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*):

**Part Time: Negotiable between 60-70% of full time.**

Does the total support package meet conference compensation guidelines? Yes

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

Worship and Preaching:

Design and present engaging worship services, with frequent grounding in the common Lectionary; Offer sermons with a lively engagement with scripture and applied to personal, community and societal issues.

Spirituality: maintain a personal, prayerful spiritual life. Support the spiritual life of the members of the congregation.

Communication: establish a pattern of open, positive communication with our lay leadership and congregation. Email use crucial. Facebook encouraged.

Administration and Leadership: Support and guide our lay leaders, Cabinet and Boards. Exercise an informed and collaborative style of leadership for strengthening the congregation's future.

Pastoral Care: Establish and maintain quality pastoral relationships with our congregation, especially our homebound or facility members.

## COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Housing Allowance*): \$55,566

Benefits (*choose one*):

Salary plus Benefits

What is the expected living situation for your next minister: *living nearby with a housing allowance,*

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

We expect the pastor to be involved in the community as a resident.

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

*The Conference offers a Mentoring relationship with Mentors who are in the first year of ministry. We intend to support such a mentoring relationship. Our current interim has been such a mentor.*

*The conference does offer a community of practice which the church would cover the \$250 cost*

*The conference also offers a coaching program.*

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

**Determine office time hours.**

**Flexibility towards attending board meetings with the hope that visits can be accomplished in a reasonable amount of time.**

**Strong communication and working relationship with the church**

**Administrative Assistant.**



## WHO IS GOD CALLING TO MINISTER WITH US?

***We envision that our next minister will work in co-collaboration with the congregation and lay leadership of St. Pauls to achieve the following goals:***

We look to our pastor to play an active role in encouraging church members to welcome individuals of all generations, points of view, racial and ethnic backgrounds, orientations and genders. Our pastor's leadership and guidance will bring: new ideas and approaches, enhance our lay leadership and committees, and foster a continuous faith building ministry that spans multi-generations. This includes the continuation of both our youth/adult educational programming, as well as church service worship.

Our pastor is our congregations' spiritual leader, working with our members to create and enact an effective faith formation program by providing opportunities for all people to grow in their faith through successfully relating the teachings of the Bible to our everyday lives, especially the youth and confirmation age participants at St. Pauls. We delight in our children's participation in weekly service; it communicates our love of family in all shapes and sizes. Involvement in our youth ministry is a must as is intergenerational flexibility, specifically the ability to communicate well with the entire church.

We pride ourselves on our musical ministry, and see it as an area of continued growth for our worship, therefore it is important to us that our next minister be supportive and involved in this ministry as well.

We seek to strengthen our outreach efforts to welcome new members, as well as welcoming back inactive members through Christ's example as humble servants. Our pastor should help and encourage us to continue to find creative and non-traditional ways to grow our membership and ministry within the community and beyond.

We realize that we cannot act alone in our ministries, and that we have gifts that we can share on the broader UCC level. Therefore, it is important to us that our next minister be willing and able to participate at the Association and Conference levels so we can reap the benefits of the wider church, and they can continue to learn from us.

***We envision that our next minister will assist the congregation in making an impact beyond our walls in the following ways:***

We seek a united ecumenical witness to the issues facing our neighborhood. Our pastor will inspire, encourage and push us to continue to grow our youth and adult mission work. We have an active mission ministry with several local organizations such as the Menomonee Falls Food Pantry, Mr. Bob's Under the Bridge, St. Ben's Meal Program... and are part of a local ecumenical group "LARCUM" Lutheran, Anglican, Roman Catholic, United Church of Christ, and Methodist churches of Menomonee Falls. We look to our next pastor to help us facilitate increased participation of church members in special events, worship, mission work, committees, and the overall work of the church. We are also looking for someone with a desire to collaborate with other area churches on various ministry projects.

We believe that an effective pastor will lead by example through their own service to the community as well as identify the gifts of various church members and encourage them to utilize their gifts in service. Our congregation has a strong work ethic and desire to serve their neighbors, both near and far. We are looking for a minister who will embrace this ministry and help us not only continue with the current activities we do, but also help us discover new ways we can help the community around us.

***Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling:*** The ability to speak English, yet an individual who values difference and diversity. This matters to us because we want to grow as a congregation and in the community.

***Based on who we are, who our neighbors are, and who we are working to become, we have identified four areas of excellence that our next minister needs to demonstrate to further our congregation's ministry.***

#### **STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS**

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God's people.
- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.

#### **WORKING TOGETHER FOR JUSTICE AND MERCY**

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.
- Identifying and working to overcome explicit and implicit bias in the life of the Church.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.

#### **NURTURING UCC IDENTITY**

- Acknowledging Jesus Christ as the sole Head of the Church.
- Communicating passion for the oneness of the Body of Christ (John 17:21).
- Holding active membership in a Local Church of the United Church of Christ.
- Participating in the various settings of the United Church of Christ, including Local Churches, Associations, Conferences, General Synod, and global ministries.
- Knowing and appreciating UCC history, polity, and theology.
- Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives.

#### **ENGAGING SACRED STORIES AND TRADITIONS**

- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church, from biblical times forward.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- Leading faith formation effectively across generations.
- Holding the Holy with integrity especially as represented in the Sacraments.

# WHO IS GOD CALLING US TO BECOME?

## Who is God calling you to become as a congregation?

Based from 8 separate listening sessions held with our congregation as we developed our church profile, God is calling our congregation to continue to become a community that welcomes others, ministers to those in need, and teaches the ways of Jesus Christ to all those who seek him. To become overwhelmed by the spirit, filled with hope, and resilient to the changes we are yet to experience. Creating in us opportunities to express our faith through our actions, while working to create stronger relationships within our congregation and the community at large.

We are a congregation in transition whose vision is based on over 150 years of service with deep memories as a thriving congregation with a sincere hope that God will lead us as we continue to evolve with the changes in our culture and community. As we strive to adapt our traditions to the needs and demands of the present time, we look to our next called pastor to join us in catalyzing our vision and helping us live it out through our actions.

Our challenge is to reach out to people in our community who are spiritual seekers who may be disaffected by organized religion but who share our values of service, and yearn for the love and promises of Jesus Christ in their daily lives. To research areas of need that we may not be aware of, and ask what we can do, and how we can help. Thereby creating opportunities for all members to participate, learn and actively share their faith.

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

God has been inspiring and equipping our congregation in mission and ministry with adult and youth activities that include:

- Harvesting cabbage by volunteering at “The Farm” in Franklin WI, which provides food for local food pantries in the Milwaukee area
- Supporting a food pantry in a sister UCC congregation, as well as in our own local community of Menomonee Falls
- Participating in St. Ben’s Kitchen, a food ministry for the homeless in Milwaukee.
- A devoted group of members restored our children’s church school, and established a wonderful ministry focused on our homebound and institutionalized members.
- Participated in two youth missions trips one to New York and one to Washington DC working with homeless shelters, churches and community organizations dedicated to the less fortunate.

Along the way we have welcomed a gay couple into membership and leadership, as well as a small number of African Americans to our fellowship. We hope to continue to increase our focus on youth and young adults, encouraging their faith formation and greater involvement in the church and its mission / ministry. We are called to teach our children about the love and life of Jesus so they can become the eyes, ears and hands of Christ. We look forward to the leadership and encouragement of our next called pastor as we seek to be more intentional about emerging opportunities for growth.

# WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

## CONGREGATIONAL REFLECTIONS

### **Describe your congregation's life of faith.**

St Pauls has received a legacy, rooted in the Evangelical Synod and its Germanic Culture, about how to be the church of Jesus Christ as well as how to do church. In many ways, our faith is lived out in the context of this local church. Not many of us may be able to quote “chapter and verse” or be able to quote the Apostles’ Creed or the UCC Statement of Faith in Worship. We may not be ready to discuss the missionary travels of St. Paul or even the parables of Jesus, but we can talk about how our own parents, grandparents and church members that we have known over the years, influence us to trust the Church’s proclamation of the Gospel of Jesus Christ and its promise of salvation and its shaping of a well-lived life.

St Pauls sustains a group called “St. Pauls at Prayer” that uses bible study to guide its prayers for the church, the community and one another. A very industrious group of women sustain a ministry of compassion through an active prayer shawl ministry. Devotions are offered by lay leaders or the pastor before each administrative meeting and closed with the Lord’s Prayer. Ushers, lay leaders and even adult acolytes approach their roles quite seriously, even reverently, without being rigid in form or function.

During our recent Lenten seasons, we have used the Holden Evening or Lenten Prayer service with consistent attendance. Following the shooting at a synagogue in San Diego, we conducted a portion of the prayer service at the Peace Pole outside the front entrance of the sanctuary as public witness. Confirmants are folded into these services as a means of acquainting them with roles of worship leadership.

Finally, in light of the challenges over the past several years, faced by the

congregation in general and the lay leadership in particular, a deep love for the church and appreciation for how it should and could function has given rise to a strong sense of stewardship for the congregation's affairs and the quality of its relationships. This is a congregation whose faith has been tested. It is a faith that has given rise to hope and love.

Describe several strengths or positive qualities of your congregation.

We are accepting of folks without regard to their origins or ethnic heritage. We have had folks from African American and Latino backgrounds.

Describe what worship is like when your congregation gathers.

*For now our worship begins at 9:30 on Sunday mornings and is open to all. Our Communion is offered to all persons regardless of their denominational affiliation.*

*A typical order of worship includes: announcements from congregational members, opening hymn, Prayers of Confession and Forgiveness of Sins, passing of the peace, children's time, reading of the Gospels, sermon, offertory, communion, benediction.*

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

Christian Education is the introduction of ideals of being a good follower of Jesus and contributor to the church community for the children of St Pauls. Each Sunday School lesson is the same scripture reading as their parents hear in the Sanctuary, so families can have a dialog on the lesson during the week. The children learn these lessons in a fun way taught by dedicated teachers. In addition to these lessons, the children make a project for our homebound members, learn songs for a performance to the congregation, provide coffee hour monthly, recite and practice the

Lord's Prayer and perform the annual Christmas Pageant. They constantly receive letters from homebound members and members of the congregation for these efforts. They are truly the soul of our church.

Describe how your congregation is organized for ministry and mission.

*We have a cabinet which is made up of members of our several boards who work together to shape and carry out the vision of our church*

- When it comes to decision-making, how many hours are spent in meetings per month? Ten hours per month.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

We email our leadership and call for a special meeting of the 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



## 11-YEAR REPORT

Here is a link to the latest [11 year report](#).

## CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	264	actual number
Number of Friends/ inactive:	33	actual number
Total of church participants (sum of the numbers above):	297	

Percentage of total members who have been in the church:

	#	<i>Is this percentage an estimate? (check if yes)</i>
More than 25 years:	82	31%
Less than 25, more than 10 years:	93	35%
Less than 10, more than 5 years:	33	13%
Less than 5 years:	56 (many are children)	21%

Number of total members 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>
33	22	20	15	27	32	32	45	38	

of interest: first 2 groups are children (21%) 18-24 college group (8%), combine 4&5 groups young families (15%), groups 6&7 middle age (25%), groups 8&9 older ages (31%)

Percentage of adults in various household types: Total number of adults is 209

		<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	16%	
Joint household with minors:	22%	
Single adults age 35-65:	9%	
Joint household with no minors:	32%	
Single adults over 65:	21%	

Education level of adult participants by percentage:

		<i>Is this percentage an estimate? (check if yes)</i>
High school:	25%	yes
College:	50%	Yes
Graduate School:	10%	Yes
Specialty Training:	10%	Yes
Other (please specify):	5%	Multiple

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	60%	yes
Adults who are retired: ages 65 and over = 73	35%	yes
Adults who are not fully employed:	5%	Yes

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

- A mix of professional, technical, skilled and retirees....

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?

95% Caucasian

Less than 5% Hispanic / African American

We are open to anyone who cares to worship with us..... (race, gender and cultural background) Though we have not declared our congregation to be Open and Affirming, there are no barriers to gays and lesbians transgender and etc.

List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results. N/A

## PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	8	Pastor
Baptisms <i>(number last year)</i>	6	Pastor
Children's Groups or Classes	25 children	Board of Christian Education
Christmas Eve and Easter Worship	160 each	Deacons and Pastor
Church-wide Meals	60	Consists of 12 multiple events throughout the year. Women's Fellowship.
Choirs and Music Groups	40	Bell and Voice (Adult & children) Music Staff
Church-based Bible Study	7	Pastor
Communion <i>(served how often?)</i>	average once/month	Pastor
Community Meals	13 cooks	Consists of monthly meals assigned by the Food Pantry Coordinator
Confirmation <i>(number confirmed last year)</i>	7	Lay Leader & Pastor
Drama or Dance Program	2	Music Ministry
Funerals <i>(number last year)</i>	3	Pastor
Intergenerational Groups		
Outdoor Worship	85	Pastor & Board of Deacons
Prayer or Meditation Groups	8	Pastor
Public Advocacy Work	1	ecumenical cooperative
Retreats	10	Moon Beach, Pilgrim Center
Theology or Bible Programs in the Community		

Weddings ( <i>number last year</i> )	4	Pastor
Worship (time slot: 9:30 a.m.)	85	Pastor
Young Adult Groups or Classes	Opportunity	
Youth Groups or Classes	6	Lay leadership
Other	7-8	Prayer Shawl Group

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).

Name	Three-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Pastor	3	Parish	Pastor	N
Member in Discernment	3	Parish	Associate	N

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
Music Minister	Abbey Harkins	Part time	Pastor / Personnel Committee	5 years
Secretary	Mickey Jegl	Part time	Pastor / Personnel Committee	2 months
Bell Choir Director	Susan Krivichi	Part time	Pastor / Personnel Committee	10+ years
Church School Superintendent	Christian Ed Board	Part time	Pastor / Personnel Committee	

## REFLECTION

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

St. Pauls is a congregation blessed with many active and participating members who give their time on various Boards/Committees. Many members are also engaged in the additional programs offered by St. Pauls be it fellowship, music, Christian Education, etc. These programs and activities allow each member the ability to share fellowship and Ministry with each other through channels outside of Sunday service. Through service and these extra-curricular activities, members continue their lifelong journey of discerning Christs' message and how it applies to them in their own lives.

The congregation of St. Pauls is a vibrant group of individuals of all ages and backgrounds from all walks of life immersed with one another and the Church through their shared love of Jesus Christ. St. Pauls is an energetic, family-friendly congregation where all members can be a part of something.



## CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$135,000
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$15,000
Endowment Draw <i>(beyond what is permitted by spending policy, "drawing down the principal")</i>	\$n/a
Fundraising Events	Cookie Walk \$2,500 - \$3,000 Silent Auction/Wine Tasting \$1,250 Holiday Fair - \$630 Steeple/Organ/Roof - \$3,500
Gifts Designated for a Specific Purpose	\$1,300
Grants	\$n/a
Rentals of Church Building	\$1050
Rentals of Church Parsonage	\$n/a
Support from Related Organizations <i>(e.g. Women's Group)</i>	\$
Transfers from Special Accounts	\$6000
Other (specify):	\$
TOTAL	\$163,000

Current annual expenses (dollars budgeted for most recent fiscal year):

*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.*

At a high level this is what our annual expenses/budget look like:

	2013	2014	2015	2016	2017	2018
<b>Income</b>	\$188,000	\$171,000	\$101,000	\$135,000	\$121,000	\$141,223
<b>Rental income</b>	\$39,500	\$37,000	\$14,000	\$7,250	\$14,500	\$15,100
<b>Dillard Funding</b>	\$2,000	\$25,000	\$20,000	\$23,000	\$6,000	\$0
<b>Total income</b>	\$237,000	\$267,000	\$224,000	\$167,000	\$149,500	\$156,323
<b>Pastor expenses</b>	\$54,000	\$71,000	\$73,000	\$39,500	\$41,500	\$33,075
<b>Other Staff</b>	\$66,000	\$62,000	\$54,000	\$31,000	\$30,000	\$33,075
<b>Total Expenses</b>	\$243,000	\$276,000	\$248,000	\$174,000	\$136,000	\$147,328
<b>Net gain (loss)</b>	-\$6,300	-\$8,502	-\$23,264	-\$6,580	\$13,661	\$9,552

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 27%

Has the church ever failed to pay its financial obligations to a minister of the church? No, it has been delayed but never failed to pay. Payments are all current for the last 2 years.

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

We have participated in all these but have not effectively reported them to the Conference, so they appear as general contributions.

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*) Donations from members are passed along as received.

What is the church's current indebtedness?

Total amount of loan debt: \$15,000 (zero within 3-5 years); started in 2002 with \$900K+

Reason for debt: Mortgage (facility upgrade and expansion)

Are capital and other payments current? Bills are within 90 days

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

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

Year(s)	Purpose	Goal	Result	Impact
2012	Replace Boiler	\$20,000	\$20,000	Brand NEW Boiler
2010	Roof Fund	\$40,000	\$40,000	New roof!

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2017	Pay it Forward (debt retirement)	\$5,000	\$ 6,800	St. Pauls was able to get current on its bills during a time of year when cash is short. We have been able to stay current thanks to members' continued generous giving.
2019	Lighted Cross	\$5,000	12,000	Many community publications have used pictures of our church to promote the good things Menomonee Falls has to offer.

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. "Pay It Forward" Campaign to pay off current obligations

Does your church have an endowment?

People donate to the St. Paul's Foundation, the Foundation committee manages the money and we distribute 5% annually.

What is the market value of the assets? As of 11/5/2018- \$374,698

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

The foundation documents are very specific. There is an annual withdrawal which is allocated by the committee.

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

The draw is 5% of the year end total averaged over the past three years.

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

We have helped the church's operating expenses, but at our discretion.

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

Perpetual

Please comment on the above calculations or estimates:

At the current rate of distributing 5% annually, we don't see the Foundation dissolving.

## Other Assets

Reserves (savings): \$ n/a

Investments (other than endowment): \$ n/a

Does your church have a parsonage? No

Describe all buildings owned by the church: Church with an education wing that can be and has been rented out. Hall with full kitchen and fellowship hall beneath the sanctuary.

Describe non-owned buildings or space used or rented by the church: n/a

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) Worship space, fellowship space, facilities. We have an elevator so all areas are accessible.

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

St. Pauls' most important assets are its members and community partners. Support from the congregation is ample and many are happy to lend a hand. The church has coordinated several financial obligations which were unexpected, but very much for immediate need. Budget changes (in terms of process or workflow) have not necessarily been common, however St. Paul's leadership focuses more so on having and maintaining lean expenses with smart purchasing. When a significant financial need presents itself, members are made aware of the need and giving increases or campaigns are created to stimulate increased giving.

Because of strict income/expenses, St. Pauls has not financed any new ministry initiatives. Rather, St. Pauls has, in part, financed our most recent Youth Mission trips to New York and Washington, D.C. A bible study group was also created following Pastor Stephen Giffords' time with St. Pauls.

## HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

In 2018, St Pauls celebrated 150 years. This has been a year of reflection, celebration and gratitude. We've re-acquainted ourselves in our German roots, have held a service in the portion of the sanctuary that was present in the 1950s, had members speak on why they joined and much more. There are very few organizations with such a strong history and it has been a joy to celebrate.

In 2008 our long term (25 years +) pastor retired, setting into motion a series of interim pastors and 2 unsuccessful called pastors that unfortunately did not fit our congregational needs. We have been very fortunate to have had three exceptionally skilled interim pastors who have provided us with pastoral leadership during this time. Unfortunately, our called pastors were not a good fit. The first left on her own accord when issues arose. She is now a music teacher and as we understand it, very happy in that vocation. Our second pastor was a gifted preacher, but also sought to control all aspects of the church causing a tremendous amount of division and desecration within the congregation. When she was called for a fitness review by the Association, due to concerns from local pastors as well as church members, she resigned from the congregation and the UCC. She had brought about 30 members with her from her previous church. Some of these members were elected into leadership roles, and upon her resignation left our church as well. That was likely the most important, although negative, event of the past 10 years. Members have continued to step up to fight for our church's survival and to support one another and regroup. As much as we appreciate the support of these interim pastors, our congregation is ready to move forward with new pastoral leadership.

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

In January 2018 we entered into a shared ministry arrangement with Calvary Memorial UCC in order to call a full time pastor for the two congregations. A change in worship times was necessary for both congregations. The congregation was kept fully informed throughout the whole process. Our congregation voted to enter the shared ministry as well as their preferred



service time. However as of 6/23/2019 each congregation voted to end the shared ministry due to Calvary Memorial's decision to move towards closure.

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 Does your church have policies, protocols or structures for dealing with conflict?)*

Our congregation put together a conflict policy under our last pastor. We have not needed to utilize it but it includes a cooling off period, parties trying to work out the conflict together before escalating it to either the cabinet or pastoral relations committee.

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

Staff member's name	Years of service	UCC Standing (Y/No)
Pastor James Gorman	2	Yes
Pastor Stephen Gifford	1	Yes
Pastor Lorrie Wenzel	2	Removed from standing in the UCC
Pastor Wayne Adcock	Interim	Yes
Pastor Laura Blanco	2	Yes
Pastor Marty Coons	interim	Yes
Pastor Russ Knoth	27	Yes

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

Of our 150+ year ministerial history, we have been fortunate to have enjoyed 140 years of very strong, stable ministerial leadership. This has fostered a healthy spirit of collaboration between our ministerial leaders, lay leadership, and the congregation at large. We have enjoyed strong congregational, as well as facility growth during this period of our history. Our last long term (25 years +) pastor retired in 2008, setting into motion a series of interim pastors and two unsuccessful called pastors. As a result, our membership has undergone some significant changes. A core group of dedicated lay leaders has emerged. We have continued to work to care for the congregation along with 2 exceptional interim ministers in a way that has given us a solid although smaller congregation, more resilient as a result and filled with hope as we move forward into the future.

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

Yes. We had a pastor who refused to participate--though invited--in a fitness review by the Association Church and Ministry Team. She was not involuntarily

dismissed but left by her own volition.

Has your church has been involved in a Situational Support Consultation?

Yes

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

Yes, but she refused the fitness review and surrendered her standing voluntarily.

# WHO IS OUR NEIGHBOR?

COMMUNITY VISION

MISSION INSITE

## COMMUNITY VISION

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?*

- Mr. Bob's "under the bridge" ministry for the homeless (Milwaukee)
- Menomonee Falls Food Pantry
- St. Ben's Meal Program in Milwaukee
- Christmas Clearing House of Waukesha County for families who do not have enough for their children at Christmas
- UCC 5 for 5 offerings
- Adopt a Highway (Deacons/Boy Scouts)
- Hygiene kits for Church World Service
- Blanket Sunday - Church World Service
- Youth Mission Trips; New York, Wash. DC.

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

St.Pauls participates through clergy and lay delegate representation of the congregation in the Southeast Association and Conference annual meetings. We have also had lay representation on the Southeast Association Leadership Team; Clergy representation on Church and Ministry Team. We currently have an active and strong relationship with our Southeast Association and Associate Conference Minister.

Check all of the following “statements of witness” that apply to your UCC faith community. (Find more information on these statements at [ucc.org](http://ucc.org).) -

- ☒ We are accessible to all regarding disability
- ☐ Creation Justice
- ☐ Economic Justice
- ☐ Faithful and Welcoming
- ☒ God Is Still Speaking (GISS)
- ☐ Immigrant Welcoming
- ☒ Inter-cultural/Multi-racial We have had members of African American background
- ☐ Just Peace
- ☐ Global Mission Church
- ☐ Open and Affirming (ONA)
- ☐ WISE Congregation for Mental Health
- ☐ Other UCC designations:
- ☐ Other similar designations in affiliated 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?

While we have not engaged in a conversation about these things, it is our sense that we are open to all of the above.

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

We are involved in an ecumenical organization which was actually organized by one of our own members.

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.

St. Pauls Mission Statement: As people of the United Church of Christ, affirming our UCC Statement of Faith, we seek with the Church Universal to participate in

God's mission and to follow the way of the crucified and risen Christ.

This statement is applied and carried out through weekly service, communion, baptism, confirmation, youth mission trips, weddings, funerals and a host of member and clergy involvement. This includes visitation of shut-ins, those hospitalized, volunteer service hours, donations to food pantries, Habitat for Humanity, and other local community service organizations. It is also central to our governance serving as the foundation of our Church Constitution, Cabinet, Boards and Committees.

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?

The Pastor is expected to work with the larger UCC on the Conference wide level in various capacities. The Pastor is currently engaged in the ministry of counselling younger pastors as a mentor.

He is expected to serve on several Conference-wide committees and programs. The Cabinet and the Pastor will work to prioritize the scope of work of your called ministry.

### MissionInSite

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

## Community Overview

Menomonee Falls embodies a small town charm and atmosphere while providing convenient access to the entire Milwaukee Metropolitan Area. The Village's high quality of life is rooted in diverse economic opportunities, a wide variety of housing options and its natural assets.

- Money Magazine ranked Menomonee Falls as the 32nd best small town in America in 2015, citing the strong local job market, affordable housing, historic

- Village Centre, and abundant parks and trails as contributing factors.
- In 2017, Safe Home ranked Menomonee Falls as the 2nd safest community in Wisconsin with more than 27,000 residents.

The village was also recognized this fall for having the largest percentage of Waukesha County housing starts within the last 10 years, at 14 percent. With the right pastor in place we should be able to grow our congregation.

We used an 8 mile radius when pulling data from MissionInsite. We found 23% of our surrounding community was African American and 65% Caucasian. Our current membership is roughly 90% caucasian though. This represents an opportunity for us to diversify our congregation.

Menomonee Falls borders the northwest side of Milwaukee but the majority of our membership comes from Menomonee Falls and its surrounding “suburban” communities such as Brookfield, Sussex and Germantown.

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?

We drew an 8 mile radius for our Mission Insight analysis. To our north and west we are mostly white, but to our southeast the area is mixed as to race and culture. We are excited about the possibilities there.

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

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

**Most leaders don’t really know what theirs or other Churches are known for. Most can talk volumes about what their Church does in and for the community. In my opinion our Church is known for being welcoming to all and providing an environment that is safe and appealing to all. Our Church Sunday School program has always been thought of as a huge benefit to our young families. Our outreach with the Food Pantry and St. Ben’s has been a staple in our Church for decades. Our salad lunch and**

Christmas cookie walk have been hit with the community. What we're known for, I really can't say. We're much more than a single "Known For".

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

During Sunday morning worship service, several new members reported feeling a sense of appreciation and belonging. Most notably during the "passing of the peace" which St Pauls extends to its members, guests and visitors. This feeling continued for them during our fellowship hour held immediately after church.

New members also felt that their children benefited from St Pauls youth programs which offers a variety of options such as: Sunday School, Kids Choir, Childrens' Chime Choir, art projects for homebound members, Christmas cookie bake sale and Christmas pageant just to name a few. As a result, a couple of new members have joined our Christian Board of Education.

Many new members are impressed with the deep history we have here and are impressed to see multi-generational family members in attendance. They enjoy reading and viewing historical St Pauls artifacts as displayed in our Fellowship Hall presented by our Living History Ministry



## REFERENCES

Name up to three people who have agreed to serve as phone and written references. 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.

### REFERENCES:

Sue Abraham  
Mickey Jegl  
Steve Schlosser

To be provided when needed/requested:

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

### 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.

## **CLOSING THOUGHTS**

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

### CLOSING PRAYER

We ask for God's grace in this time of discernment. But we think of Thomas Merton's great prayer:

My Lord God,  
I have no idea where I am going.  
I do not see the road ahead of me.  
I cannot know for certain where it will end.  
nor do I really know myself,  
and the fact that I think I am following your will  
does not mean that I am actually doing so.  
But I believe that the desire to please you  
does in fact please you.  
And I hope I have that desire in all that I am doing.  
I hope that I will never do anything apart from that desire.  
And I know that if I do this you will lead me by the right road,  
though I may know nothing about it.  
Therefore will I trust you always though  
I may seem to be lost and in the shadow of death.  
I will not fear, for you are ever with me,  
and you will never leave me to face my perils alone.

## STATEMENT OF CONSENT

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

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

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

A search committee was formed with representation from various backgrounds including age, education and membership longevity.

2. Additional comments for interpreting the profile:

Signed: *Rev. Jane Anderson*

Name / Title / Date: Rev. Jane B. Anderson, Associate Conference Minister, 8/26/19

## VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

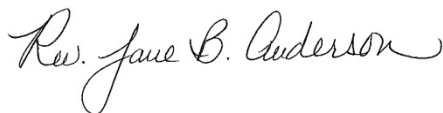
To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.



Signature:

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

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

Phone: 920-540-2586

Date: August 26, 2019

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

7/7/2019

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

St. Pauls has always had a strong Christian based Sunday School program that has taught its youth about Jesus and the Bible.

The members make a point of celebrating the special days on the church calendar.

They are welcoming to new attendees.

When a major repair needs extra funding they are willing to give extra money or have an event to raise the money.

Many of the members give extra time and work to make such an event a success.

There is an active Prayer Chain to pray for members and non-members.

While most prefer the usual music and service, with the right preparation they will participate in a non-normal type of service.

They enjoy each other's company at Coffee Hour and other activities.

They care about each other.

There is an active Prayer Shawl ministry and visitations to give the prayer shawls to the sick and shut ins.

Home communion is brought by members to the shut ins.

They support area philanthropic endeavors - cooking Chili Mac for the homeless at St. Ben's, donating used clothing to Mr. Bob's Under the Bridge ministry, letting various groups use the building.

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

St. Pauls has been without a full-time minister for several years and before that ministers who split the congregation. They need a strong leader that knows how to preach God's word, get the people involved in showing and living God's words and helping the members feel closer to God's words. A number of people have given a lot of time to make sure St. Pauls continues as a UCC congregation. Those people were not trained for that role. They need help. They are tired and they need guidance so St. Pauls can once again become a strong, active congregation. They are one of the oldest churches in Menomonee Falls and were quite prominent in community events. People need to feel proud of their church and the members.

Some members need to feel included again and included in leadership roles.

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

When we moved to Menomonee Falls St. Pauls had many more members than they have now. We did not have any relatives here and the people of St. Pauls became our family. They welcomed us and made us feel that we belonged here. One spring I was in the hospital for 26 days. We had 3 young children. Meals were brought in, babysitting arranged and the house cleaned. They made us feel like we had family around.

Anything else you wish to share.

I so hope and pray St. Pauls will find a minister that can serve its needs. There are so many good people at St. Pauls and they are waiting patiently for a good leader. The people of St. Pauls are young and old. The older people need someone who patiently listens to their stories and offers comfort. Times are changing and everyone is very busy. Those people do not need the same type of ministry that an older person does but they do need spiritual guidance and understanding and help in times of crisis. The youth need someone who accepts and understands their life today. It is a wonderful feeling to have a spiritual home.

*Jessie Abraham*

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

There are many areas where this church congregation succeeds. First of all, their leadership is wonderful. Everyone takes an active role in doing what is best for the congregation and the community. Likewise, the congregation, though membership has dwindled, is very strong and active. There is also a strong sense of gratitude, compassion, and positive energy throughout the church, including youth, the congregation, and even the community groups that rent space in the building. I feel the biggest strength is their positive attitude and spirit.

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

I think the church ministry could benefit from a youthful vision for the future. This congregation is rich in tradition, but needs someone who can blend tradition with modern. Someone who can bring a renewed energy to the members and entice some new people to join. The ministry has done a good job of preservation, I think an area of improvement would be to expansion, a bigger connection to the surrounding community.

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

I was introduced to the church through scouting. The church is the sponsoring organization for Boy Scout Troop 321. My brother-in-law and a long-time family friend started the troop and when my son became old enough to join, he chose this troop to become a part of and his father, my husband, has also become very active in the troop. In February, the boys are the ushers and liturgists for a Sunday service. The pastors and congregation have all been very welcoming to the boys and their families.

I have also attended several of the holiday programs for the youth, as my niece is a member of this church. The children are excited to show off their talents through music and acting. It's hard to decide who enjoys it more, the proud parents, the children, or the older generation in the audience?!

4. Anything else you wish to share

I was hired in March 2019 as the secretary/administrative assistant for St. Paul's. It is a pleasure to work with all the members of the Cabinet and various committees. They have all welcomed me, supported me, and genuinely express their appreciation and gratitude. Just as a cat or a dog knows it's family when that family enters a shelter, the pastoral candidate that accepts St. Paul's invitation, will know (s)he is "home." It's a GREAT place to work!





Michael Dethloff &lt;mdethloff62@gmail.com&gt;

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**Re: Help Needed**

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**steve schlosser** <poots54@yahoo.com>  
To: Michael Dethloff <mdethloff62@gmail.com>

Tue, Jul 2, 2019 at 7:49 PM

Hi Mike,

Thank you for being on the search committee and contacting me and regarding this important matter regarding St. Pauls Church.

1. Describe some areas of strength in this church's ministry. St. Pauls has a long relationship with the community of Menomonee Falls and assisting others in need: locally - food pantry, clothing drives, Christmas Clearing Council, St. Bens, and also - Neighbors in Need, natural disaster fund raising when I was there, etc. The youth ministry is also a great asset for St. Pauls and the willingness of the congregation to support this program is fantastic. Both of our sons had a good learning experience and a fun time going through it. The members are also an awesome asset for the church in their giving of time and talent.

2. Describe some areas for improvement in this church's ministry. The most major issue from my point of view for improvement is that the Pastor must realize that it is the members/boards that determine the direction and decisions of the church activities, unless the St. Pauls constitution is changed. Please listen to the members/boards and act on their behalf.

3. Describe a significant experience you have had of this church's ministry. Our family had an amazing and rewarding time at St. Pauls when we were members. Watching our children grow up and go through Sunday School and being confirmed was important to us. But watching other youth go through the same was also a very significant experience.

4. Anything else you wish to share. With St. Pauls church being centered in Menomonee Falls and driving past there frequently on our shopping trips, I always smile and remember the great times and food there (brat cookouts, chili dumps, youth activities, Rotary Park Rally Days, the majority of the church services, and meeting and working with the members). It was a pleasure to have served on all of the boards and as their President - helping St. Pauls grow. The future Pastor will have a very dedicated congregation and will enjoy the experience that St. Pauls Church has to offer.

Thank you....and the sign in front needs to be changed more frequently.

Best regards,

Steve Schlosser

On Tuesday, July 2, 2019, 11:20:57 AM CDT, Michael Dethloff <mdethloff62@gmail.com> wrote:

Hi Steve,

Just checking to see if you'd be willing to help with this?

On Wed, Jun 26, 2019 at 1:36 PM Michael Dethloff <mdethloff62@gmail.com> wrote:

Hi Steve,

I am the chairperson for our pastoral search committee. As you may or may not know we are again in the process of searching for a new pastor. One of the items we need to include with our profile are three people who have agreed to serve as phone and written references. These are people who know our church well enough to be helpful to candidates seeking more information. Your name came up as someone who might be a good candidate for this.

If you are willing to help out with this I would need you to give me written answers to the following statements:

1. Describe some areas of strength in this church's ministry
2. Describe some areas for improvement in this church's ministry

7/3/2019

Gmail - Re: Help Needed

3. Describe a significant experience you have had of this church's ministry
4. Anything else you wish to share

If you have any questions please feel free to reach out to me.  
My mobile # is 262-434-9111

And THANK YOU much for considering helping us with this!!!

--

Mike Dethloff

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Mike Dethloff