

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

St. John's United Church of Christ  
Monroe, WI

Associate Pastor

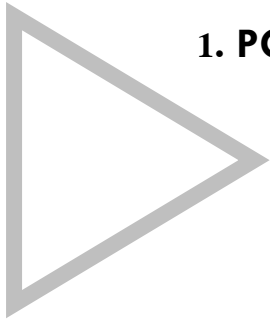
Wisconsin Conference, Southwest Association

[August 7, 2019]

### 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)*



## 1. POSITION POSTING

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

### 1a. LISTING INFORMATION

---

Church name: St. John's United Church of Christ

Street address: 1724 14<sup>th</sup> St, Monroe, WI 53566

Supplemental web links: <https://www.facebook.com/stjohnsmonroe/>  
<http://stjohnsuccmonroe.org/>

Additional ecumenical affiliations:

Conference: Wisconsin

Association: Southwest

UCC Conference or Association Staff Contact Person: Rev. Lorraine Cenicerros  
608-630-2992  
[lcenicerros@wcucc.org](mailto:lcenicerros@wcucc.org)

#### **Summary Ministry Description:**

Our goal is to be the most hospitable church around so as to build an inclusive community which includes all ages in worship and a ministry that connects to a broad range of people bringing them together in unity. We admit to an uncertain future in a rapidly changing world. We seek a pastor who is enthusiastic, compassionate, energetic and loving to help guide us into this unknown future. Together, we hope to continue reaching out and making church relevant to all people no matter who they are or where they are on life's journey.

Photographs:



**What we value about living in our area:**

The natural beauty of the rolling green hills of Green County Wisconsin create a perfect setting for a community that offers many cultural, economic and recreational opportunities while providing a wonderfully safe, supportive and accepting place to call home. With a high quality school system, local hospital and clinics and beautiful parks, Monroe is a great place to raise a family. With the ease of getting where you need to go within about 5 minutes, convenience is a premium. Known for the talented productions of the Theater Guild, many delicious dining opportunities, the biennial Cheese Days and much more, there's always something to do in Monroe. And if you can't find it here, Madison is just an hour away and Milwaukee and Chicago are 2 hours away.

**Current size of membership:** 698

**Languages used in ministry:** English

(We host a Communion service the first Sunday of Advent that is spoken completely in German.)

**Position Title:** Associate Pastor

**Position Duration:** Settled

**Compensation Level:** Full Time

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

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

---

It has been said that the job of a Pastor can be one of the loneliest vocations there is. Dealing with the stresses of the ministries of pastoral care, crises, administrative duties, worship preparation, etc., etc. can be difficult when one feels they are ‘on an island all by themselves.’ St. John’s UCC, Monroe is seeking an Associate Pastor who would not serve on an island, but instead as a part of a collegial pastoral team along with the assistance of a talented program and support staff.

The Associate Pastor would share in the worship life of the church leading weekly worship services and sharing preaching duties as mutually agreed upon with the Senior Pastor (typically 1-2 times a month). They would also lead approximately half of the rites and sacraments; baptisms, funerals and weddings.

The Associate Pastor would have a critical role in the care of the congregation including pastoral visits, counseling sessions and general care ministries as they arise.

Pastoral liaisons to the various ministries (Missions, Membership, Christian Education, etc.) would be shared with the Senior Pastor in accordance to the gifts and strengths the individual brings to this position.

The Associate Pastor would support St. John’s UCC outreach to the wider community to include in local and global missions, support ecumenical activities in the area, and maintain a relationship with the UCC denomination in various roles and activities.

Jesus stated that he came that “you might have life, life in all its abundance.” (John 10:10) It is this “life” that the next Associate Pastor will bring to St. John’s members and friends through a broad range of ministry tasks.

**Core Competencies:**

We are looking for someone who has a clear sense of self-awareness, that is, someone who knows their strengths and weakness and can in turn lead the congregation in their own awareness of who we are and where we need to go.

We are seeking someone who is able to inspire others by listening with an open heart and then discerning the needs, both strengths and weaknesses that can move others forward.

We are seeking someone who has a strong personal faith. Not that they would be without questions or doubts, but the faith to bring the questions forward transforming them into hope and trust in our Loving God.

**1c. COMPENSATION AND SUPPORT**

---

**Salary Basis:** Conference Guidelines

**Benefits:** Salary plus Benefits

**What is the expected living situation for your next minister?** We offer a housing allowance.

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

While we prefer someone to live in the Monroe area, we are open to other communities nearby.

**State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position):** The Freitag fund is designated to support educational endeavors of those in the ministry. This could include continuing education, the repayment of seminary debt, and other educational opportunities.

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

Community of Practice groups offer collegial gatherings around the Wisconsin Conference for support, fellowship and study.

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

---

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

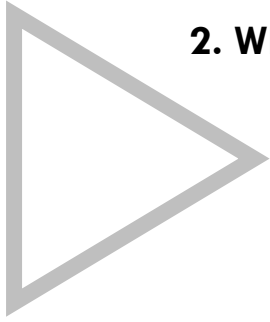
We envision our next minister co-collaborating with St. John's congregation by encouraging connection within the membership, creating positive church growth and providing innovative ideas to support and sustain our faith community.

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

The minister we are seeking will be able to identify our gifts and talents, teach and encourage us how to use these gifts and lead us into mission and ministry throughout our wider community. They will hand in hand with us in community outreach, hammering a nail at a Habitat House or sacking groceries at the Food Pantry. They will challenge us with new ideas and move us from our comfortable spaces into the mission field in our community and world.

**Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.**

- The ability to appreciate, practice, and pass on traditions of faith while interpreting them in light of the context of a diverse and changing world. *Rooted in our Swiss German Heritage and E&R traditions of our ancestors, we seek to build on that foundation and progress forward in new, creative ways of faith understanding.*
- Commitment to life-long spiritual growth and practice, individually and in community. *Our faith journeys are continuous and not stagnant. We value ideas and activities that nourish that growth.*
- The ability to function as part of a team, to give and receive supervision, and to mutually equip and motivate the community of faith. *As a part of our pastoral team, the Associate Pastor has a vital role in the life of St. John's. Modeling collegiality within the staff sets the example of what community is to be in the congregation as a whole.*
- A passion for the oneness of the body of Christ as expressed through commitment to ecumenism, justice, and the full embrace of all persons in the radical hospitality of God. *We strive to reach everyone in unity, members, friends, guests. All are welcome no matter who they are or where they are on life's journey.*



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

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

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

We believe God is calling us to become a community more accepting, nurturing and loving of persons not like ourselves. We strive to be faithful disciples who serve in the world providing healing and hope.

### **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?*

#### Hospitality Teams

In the past year, St. John’s has revamped our hospitality teams and implemented a proactive Emergency Action Plan. We hope to provide the most hospitable and secure environment possible for guests and members to worship and fellowship together.

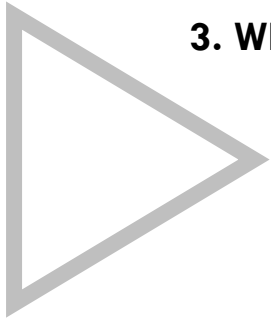
#### Community Celebrations: “Hometown Heroes”

St. John’s has created special Sundays recognizing “Hometown Heroes” such as our firefighters and local family farmers. Future Sundays will include Teachers, Police and EMTs. This project has made a nice connection from our church into the wider community, recognizing and appreciating the gifts that bring us together in unity.

If we dream about ‘next steps’ those dreams might include a different kind of worship experience. Offer a seeker service geared especially for a young adult demographic perhaps even at another location away from our campus.

We dream of a specific young adult fellowship group to connect that portion of our congregation into a closer community.

We dream of greater use of technology, streaming worship services, offering a message or worship on a podcast. Or making our worship experiences more easily accessible through various platforms.



### **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**

---

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

At St. John’s, we take seriously the membership vows which ask us to believe in Christ and his teachings about practicing love and acceptance. We care for one another and seek to serve our neighbors near or far as faithful disciples of Jesus Christ. God is described in terms of a parent of unending love, creator of all good things, and a source of grace and forgiveness. The Holy Spirit is present in our sacraments when we celebrate joys of a baptism and the remembrance and unity in Holy Communion. Special services such as healing services that include anointing with oil provide another spirit filled experience.

Socially/politically we are a ‘purple church’ with a diversity of perspectives throughout our congregation. Yet, theologically we find unity in our worship and our service. We are open-minded enough to find acceptance of a variety of points of view and know that our community is stronger for it.

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

An excellent spirit abounds within our congregation at St. John’s. We have a strong core of volunteers willing to meet most any need as it arises. Whenever we face a challenge, it is overcome. Any member facing a personal crisis will receive prayerful, loving care and support. We are actively involved in many mission projects, we offer a wonderful Faith Zone (Sunday School) for the children, there is a talented music ministry that is highly valued and respected by the congregation, and we maintain an active relationship with our Association and Conference.



### **Describe what worship is like when your congregation gathers.**

Early risers gather for an 8:00 a.m worship service called “The Word” – a 30-40 minute service of Word and Prayers. This group of about 30-40 people know each other well and seek a ‘cut-to-the-chase’ service. They appreciate a good sermon and the intimate atmosphere.

By the time those folks depart, members are beginning to gather for the 9:00 worship service. A fairly traditional service, this is typically an hour-long worship with sanctuary choir, bells or youth choir, children’s time, along with Word and Sacrament. A general buzz fills the sanctuary as an average of 150 worshipers meet and greet one another. A spirit of togetherness permeates the sanctuary. During the school year, a good portion of folks continue their fellowship with coffee, cookies and cheese (of course).

At 10:30, worship is held at St. Clare Friedensheim, an assisted living facility nearby. Another intimate setting of about 30 people, it is unique in that essentially we are worshipping in their home and they welcome the ‘outsiders’ into their chapel.

Special services around holidays are always very meaningful to the congregation.

The preaching styles of our pastors are diverse yet relatable, inspirational, and teach us to live faithfully in our world today.

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

We believe Christian Education is a lifelong process that begins at preschool age with the basic premise that Jesus loves them and then continues through one’s entire faith journey. The Faith Zone is a rotational style Christian Education experience for children pre-K through 7<sup>th</sup> grade focusing on the teachings of Jesus so that by the age of confirmation, youth have been introduced to the major biblical stories. Annual confirmation classes for 8<sup>th</sup> graders builds on this foundation and also asks them to participate in multiple activities in the life of the church. Adult bible studies on various books of the bible are offered periodically. Attendees find these studies to be enriching experiences in furthering their faith journeys. Our regular worship services are also educational experiences that develop practices of mission, stewardship, outreach and biblical understandings of our faith over a lifetime.

### **Describe how your congregation is organized for ministry and mission.**

Standing committees (listed later in this document) take responsibility for the groundwork of the ministry of the church. Each committee has a liaison that represents their group on the Church Council. The Council is the body which oversees the work of the church and makes executive decisions for the congregation. Ultimately the congregation is responsible for all major decisions at its Annual Meeting in February and special meetings as needed.

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

Most standing committees meet monthly and usually spend 60-90 minutes per meeting.

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

St. John’s responds quickly to needs when disaster occurs. When Hurricane Harvey struck Houston and they experienced the overwhelming floods, St. John’s quickly raised funds and supplies in a two week period to create Clean-Up Buckets through Church World Service. About two dozen buckets were made and delivered to a drop off center in Chicago.

St. John’s responds in other ways as well. For example, after the horrific mass shooting at the Orlando night club, there was an open door prayer service held for anyone in the community to attend.

**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**

---

**3c. CONGREGATIONAL DEMOGRAPHICS**

---

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	460	✓ (698 members x 2/3)
Number of active non-members:	28	
Total of church participants (sum of the numbers above):	488	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	70%	
Less than 10, more than 5 years:	21%	
Less than 5 years:	9%	

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>
164	38	130	133	77	117	198	172	231	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	100	✓
Households with minors:	24%	
Single adults age 35-65:	204	✓
Joint households with no minors:	36%	
Single adults over 65:	156	✓

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school only:	40%	✓
College:	50%	✓
Graduate School:	5%	✓
Specialty Training:	5%	✓
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	65%	✓
Adults who are retired:	25%	✓
Adults who are not fully employed:	10%	✓

Based on Green County community profile

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

There is a diverse cross section of working adults within the congregation including manual laborers, trades, teachers, doctors, business owners, and farmers.

**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?**

Reflective of the demographics of the wider community we live in, there is very little cultural diversity within our congregation at St. John’s. Most members are European/ Caucasian. Our specific heritage of German/Swiss founders is very much present today.

**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)?**

During our last search four years ago, the committee hosted multiple listening sessions in various members’ homes. The question posed to the groups was the same question a candidate had posed to them, “how would a same sex couple be welcomed at St. John’s UCC and in the community of Monroe?” The results of these sessions demonstrated a majority of the church members would welcome this couple and felt the skills and qualities of ministry were more important in finding a candidate to fill the position. These listening sessions were found to be quite valuable by offering candid and trusting conversations about the identity of our congregation.

### 3d. 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	40	Pastors; CE staff
Baptisms <i>(number last year)</i>	17	Pastors
Christmas Eve and Easter Worship	795	Pastors, Worship committee, Choirs, Altar Guild, Hospitality teams
Church-wide Meals	4-5	Various committees & volunteers
Choirs and Music Groups	60	Director of Music, Bell Choir Director, Youth Choir Director
Church-based Bible Study	25	Pastors
Communion <i>(served how often?)</i>		Once per month and special holidays – prepared by the Altar Guild
Community Meals	25	Mission committee/volunteers
Confirmation <i>(number confirmed last year)</i>	15	Sr. Pastor, lay volunteers
Drama or Dance Program	6-8	Lay volunteers
Funerals <i>(number last year)</i>	38	Pastors; luncheons hosted by volunteers
Outdoor Worship	1 per year	Pastors; Worship committee
Prayer or Meditation Groups	6	Volunteers
Retreats	3	Pastors (2 Confirmation; 1 Council)
Theology or Bible Programs in the Community	20	Pastors

Weddings ( <i>number last year</i> )	1	Pastors
Worship (time slot: 8:00)	40	@ St. John's UCC. Pastors, Worship committee, Music Director, volunteers
Worship (time slot: 9:00)	150	@ St. John's UCC. Pastors, Worship committee, Music Director, volunteers
Worship (time slot: 10:30)	30	@ St. Clare Friedensheim Assisted Living; Pastors
Youth Groups or Classes	12	Youth Director
Ministry Teams/committees:		
Council	11	Volunteers
Altar Guild	12	Volunteers
Christian Education	9	Volunteers
Counting Crew	12	Volunteers
Garden Apartments Board	9	Volunteers
Membership	9	Volunteers
Mission	9	Volunteers
Nominating	9	Volunteers
Personnel	9	Volunteers
Property	9	Volunteers
Stewardship	9	Volunteers
Worship	9	Volunteers
Other: Fit for Joy	12	Volunteers
Sewing Ladies	6-10	Volunteers
Creative Women's Circle	8	Volunteers
Sarah Circle	8	Volunteers
Parish Visitors	8	Volunteers

Additional comments: Members of St. John’s have seats on the Board of the New Glarus Home and St. Clare Friedensheim Assisted Living (a joint venture of St. John’s, New Glarus Home and Monroe Clinic).

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- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Todd Hackman		St. John’s UCC	Sr. Pastor	N
Rev. Tiff Bates		St. John’s UCC	Interim Youth Choir Director	Y

**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:**

Rev. Bates returned after a hiatus after serving as Interim Pastor. He leads the Youth Choir and adds valuable and creative touches to other activities from time to time.

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
Senior Pastor	Yes	Full time	Personnel	5.5 years
Faith Community Nurse		Part time	Sr. Pastor	2 years
CE Program Administrator		Part time	Sr. Pastor	19 years
Faith Zone Director (Sunday		Part time	Sr. Pastor	13 years

school)				
Youth Director		Part time	Sr. Pastor	2 years
Office Administrator		Part time	Sr. Pastor	2 years
Accounting & Business Manager		Full time	Sr. Pastor	15 years
Music Director (interim)		Part time	Sr. Pastor	2 years
Sanctuary Choir Accompanist		Part time	Music Director	15 years
Organist (contracted)		Part time	Music Director	2 years
Bell Choir Director (interim)		Part time	Music Director	2 years
Children & Youth Choir Director (interim)		Part time	Music Director	2 years
Custodian		Part time	Sr. Pastor	27 years
Custodian		Part time	Sr. Pastor	6 years

## REFLECTION

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

St. John's is an active and busy church. There are wide varieties of ministries for members to be involved with. Lay leadership is important at St. John's and when needs are recognized, they usually are met. Recently, when a local Food Pantry sent word for the need for peanut butter, our mission team raised the goal of 200 jars. The congregation responded – over 300 jars were donated to the pantry in a span of a few weeks. All of us at St. John's not only merely talk about our mission and vision statements, we live them!



### 3e. CHURCH FINANCES

---

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

Source	Amount
Annual Offerings and Pledged Giving	\$362,350
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$26,681
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$0
Fundraising Events	\$26,008
Gifts Designated for a Specific Purpose	\$9,044
Grants	\$0
Rentals of Church Building	\$4,600
Rentals of Church Parsonage	\$0
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$0
Transfers from Special Accounts	\$3,400
Other (specify): Garden Apartments	\$6,000
Other (specify):	\$7,183
<b>TOTAL</b>	<b>\$478,268</b>

**Current annual expenses (dollars budgeted for most recent fiscal year):** \$493,514

*Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.*

**Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?** 37%

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

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

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

**In what way is OCWM (Basic Support) gathered?** It is a budgeted line item.

**What is the church's current indebtedness?**

Total amount of loan debt: 0

**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.** A project to replace the roof, refurbish the library area and make the CE building more accessible has been projected. Exact time frame and dollar figures have not been determined at this time.

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

Year(s)	Purpose	Goal	Result	Impact
2016-2018	Conference Camps & Church Building projects	\$300,000	\$300,000	

Year(s)	Purpose	Goal	Result	Impact
anticipated	The Church is need of a new roof + other projects. Bids are being collected.	\$	\$	

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

What is the market value of the assets? \$846,431

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

What is the percentage rate of draw (last year, compared to 5 years ago)? 3% - same

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: '19 \$24,296

'18 \$26,681

'17 \$23,758

'16 \$23,048

'15 \$10,431

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

Indefinite

Please comment on the above calculations or estimates:

3% draw cannot be taken from principal deposit

### **Other Assets**

Reserves (savings): \$50,921

Investments (other than endowment): \$239,622

Does your church have a parsonage? No

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

Church (sanctuary & fellowship hall, CE wing, Office building (old parsonage), Residential home currently used by Orion Family Services (counseling), St. John's Garden Apartments (senior housing), owner partner of St. Clare Friedensheim Assisted Living facility.

### **Which spaces are accessible to wheelchairs?**

Sanctuary, Fellowship Hall Library, Choir Room, Link Room, Office building.

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

St. John's has always been financially responsible. Even as Stewardship has become a challenge to meet rising costs and stagnant giving, whenever there is a need, the congregation has come through to meet that need. The congregation has implemented a diversity of revenue streams. For example, St. John's Garden Apartments which provides affordable senior housing, is both a mission and stewardship ministry. With the ample space in our buildings we are able to make space available for outside groups in the community.

*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?*

In 2002 St. John's approved a \$1.5 million capital campaign to renovate the church sanctuary, add elevators, and renovate the office space. The campaign was completed and expenses were under budget. In 2016 the church participated in the Wisconsin Conference's "Campital Campaign". The church generously supported this campaign to improve the Outdoor Ministry facilities as well as some local improvements including a new A/V system.

The budgeting process gathers information from each committee, the finance committee collects the information and makes recommendations to the Church Council. The Congregation gives final approval at the Annual Meeting.

### **3f. 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.**

A significant event in 2013 occurred around the change in church leadership. A long serving Senior Pastor retired after 20 years, the Associate Pastor of 7 years also resigned at the same time. The Christian Education Director (Sr. Pastor's wife) and Music Director also left in that same period. The congregation came together with strong lay leadership, openness to change, and willingness to move forward with new and different ideas.

**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.**

During a significant upgrade of the Audio/Visual equipment there was disagreement because of expense, visual impact of the worship space, and value of tradition versus more modern trends. There were several listening sessions, informational meetings, and ongoing conversations. A congregational vote resulted in a majority approving of the upgrade. It was an example of how we are able to agree to disagree and move forward for the good of the church.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Sheryl Seymour; Assoc. Pastor	8	Y

Rev. Gretchen Sylvester, Assoc. Pastor	9	Y
Rev. Kathleen Rinear, Assoc. Pastor	2.5	Y
Rev. Mike Heath, Senior Pastor	20	Y
Rev. Todd Hackman, current Senior Pastor	5.5	Y

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

We have been fortunate to have quality, long term leadership and have relationships that have been ‘two-way’. Generally, our pastors have been loved and have loved us.

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

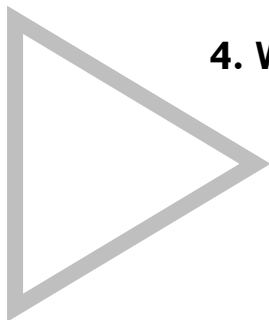
Yes. Approximately 17 years ago, the Associate Pastor was asked to resign her position with us due to an ethical lapse/misconduct on her part. The circumstances and her abrupt departure were a “rocky moment” for our congregation. Through the efforts of our Senior Pastor, lay leaders and interim and successive Associate Pastors, healing came quickly and thoroughly. The former Associate was invited to attend our 150<sup>th</sup> Anniversary a few years later. She attended and was warmly greeted by our members.

**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?**

Yes (see above)



## 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

---

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

On a quarterly basis, St. John’s hosts Family Promise, a ministry providing a week of housing and meals for homeless families. We provide regular volunteers at our local food pantries. We provide space for Alcoholics Anonymous and provide a nearby home for Orion Family Services. The Backpack Buddies program provides food to children during the summer vacation when school lunches are unavailable. In past years, we have participated in CROP Walks and Heifer Projects. The Senior High Youth makes annual mission trips to various sites around the country. Adult work trips have taken place in the past to Biloxi MS as well as our Wisconsin Conference camps. We support the special mission offerings of the UCC that support global connections of care and justice.

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

In the past five years, St. John’s pastors and several laypeople have participated in Conference and Association meetings. St. John’s has hosted the Southwest Association meeting and recently our Children & Youth Choir sang in the closing worship at the Conference meeting. We have two graduates of the Conference’s Lay Academy and several members have served on Conference boards. A small group of members visited General Synod in Milwaukee. St. John’s members also regularly has participants in our Conference camps and financially supports our Outdoor Ministries.

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

**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?**

The God Is Still Speaking identity campaign resonates with life at St. John's. We believe in a God who is not done with us yet. We believe we are a church where 'no matter who you are or where you are on life's journey, you are welcome here.' A few years ago, we worked with a vision of the Five Practices of Radical Hospitality, Passionate Worship, Extravagant Generosity, Intentional Faith Development and Risk Taking Mission and Service.

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

St. John's shares in special worship services with our neighboring congregations:

Thanksgiving Eve with St. Clare Assisi Catholic Church

Ash Wednesday with Union Presbyterian

Community Worship during Cheese Days with various other congregations

Other activities:

Job sharing arrangement for a Faith Community Nurse with St. Clare

Family Promise hosting with help from St. Clare

Loaves & Fishes community free meal hosted by Grace Lutheran (ELCA)

CROP Walk with various other congregations

The pastors attend a Community Clergy luncheon quarterly hosted by the Monroe Clinic

**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 is to share God's love, as revealed in Jesus Christ, with our members, our youth, and our neighbors through faith, ministry and worship.  
Our Vision: to love others as God first loved us.

**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?**

Yes, community and wider church ministry is a part of the scope of work for our Pastors, but we have no expectations of their specific time commitments.

#### **4b. MISSION InSite**

---

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

The report seems to support what has been Monroe's history. Very slow if any growth. It also shows that we will have a growing percentage of household earning above 100,000 per year in the near future. While the trends seem to be showing very little growth it also shows a very high percentage of households that see themselves as religious. It does show we have the same issues as a lot of this nation: people claiming religious beliefs but becoming less active in their beliefs. We believe there is a great opportunity to find ways to reconnect people to their beliefs in God and the joy that can be found in acting out those beliefs.

**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?**

St. John's internal demographics pretty much mirror that of our community. The only difference seems to be, very little, if any, representation of the Hispanic population in our membership. Since you can travel to any edge of town usually within 2 miles of our church, all neighborhoods within Monroe are, for the most part, demographically the same.

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

As stated earlier the main characteristics are people believe but are becoming less active. Young families are very busy and have so many opportunities. We hope to find a way to make our offerings important enough to have them be priorities among the choices they have.



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

People in Monroe have an overall positive feel for St. John's UCC. It is still viewed as the pillar Protestant church in town and closely connected to the cultural heritage of the region. They seem to see our church as very active, and involved in the community. Sometimes, it seems they think we are big enough and do not need more members.

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

The Faith Zone, confirmation and music programs attract some of our newest members. They liked how we are active in our community supporting efforts to house homeless and supporting the Green County food pantry and other mission initiatives. But most of all, it is the feeling of being welcomed and being comfortable as they become engaged into the life of the church. They feel at home at St. John's UCC, Monroe.



## 5. REFERENCES

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

Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

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

### REFERENCE 1

Mary Gafner  
Retired UCC Pastor  
608-938-4400  
mgafner@wekz.net

Mary has worshiped with us on occasion and knows our Pastors and our community well.

### REFERENCE 2

Rick Gleason  
Director, Family Promise of Green County  
Pastorrickgleason@yahoo.com  
608-558-0925

Our congregation has worked closely with Rick while serving our part in the Family Promise ministry.

### REFERENCE 3

Msgr. Larry Bakke  
Priest at St. Clare of Assisi Catholic Parish  
608-325-9506  
larryb@stvictormonroe.org

Msgr. Larry is pastor to the Catholic congregation right next door. He has a strong collegial relationship with our Pastor Todd. The two congregations share Thanksgiving worship among other things.

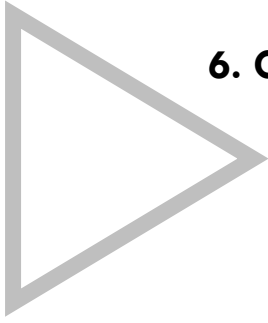
## PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



## **6. CLOSING THOUGHTS**

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

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

---

*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:*

Ever Creating God, you have provided us with loving, inspirational and enthusiastic pastoral leaders. Guide us to the next instrument in our faith journey. May we be accepting and welcoming to the new individual. We pray that you will provide just what is needed for our congregation to continue to grow our faith and be better disciples in our community and throughout the world. Amen.

## 6b. 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? The Associate Pastor Search Committee
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

6c. 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. Lorraine Cenicerros/Associate Conference Ministers

Email: lcenicerros@wcucc.org

Phone: 608-630-2992

Date: August 5, 2019

**UNITED CHURCH  
OF CHRIST**



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

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

Reference Information  
Msgr. Larry Bakke, Pastor  
608-325-9506  
[larryb@stvictormonroe.org](mailto:larryb@stvictormonroe.org)

I have served as Pastor of St. Clare of Assisi Catholic Parish since July, 2011. During this time I have enjoyed a growing relationship with the staff and people of St. John's UCC Parish – good neighbors!

Strengths in St. John's Ministry:

It is a large, active community of faith open to all, and sharing in ministries to the larger community through their outreach programs and welcoming spirit. During the last few years, we have shared in a Thanksgiving Eve Service, as well as with a Faith Community Nurse, Vicki Keilhauer.

Areas of Improvement:

I look forward to even more shared ministry and conversation with the pastors and staff of St. John's. Between our two parishes, we have a large number of residents of Monroe and to find ways to impact the community with the Gospel and Christian principles would be good.

Significant Experience I have had with St. John's:

Again, sharing in the annual Thanksgiving Eve Service and Faith Community Nurse have been very good. I also enjoy my relationship with Pastor Todd and look forward to that development in shared ministry and support.

Whoever is chosen to serve the community of St. John's will receive a hearty welcome from me and the faith community of St. Clare of Assisi!



***Reference for St. John's United Church of Christ***  
***By: Rick Gleason***  
***Executive Director, Family Promise***

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

- Community Outreach
- Worship Music
- Youth
- Ecumenical partners in the community

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

- No qualifying response

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

- St. John's UCC has been a Host Site for Family Promise of Green County since our program began in 2011. This church has been a strong supporter in the fight against family homelessness both through volunteer work as well as financial support.

***Anything else you wish to share.***

- It has been my personal experience that this church is a very welcoming church. They have provided a level of hospitality to families in need that exemplifies true Christianity and Discipleship.

## **Reference from Mary Gafner, retired UCC pastor**

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

The congregation at St John's UCC is involved in mission work. Part of the mission statement is to share God's love and that they do in a variety of ways. From supporting community events: Relay for Life, providing worship services and programming at the St. John's Apartment and as well as at St. Clare Friedenshiem, an assisted living facility. Another strength of the church is in Christian Education. Members support the faith formation classes for children and Youth as well as book studies and programming for adults.

The music ministry is legendary. They have a youth Choir and an adult choir. There are many talented musicians within the congregation. The church celebrates this gift, with dedication and hard work and excellence.

The congregaion shares a registered nurse with the neighboring Catholic church, so networking is a strong component of the congregation.

Worship – is traditional, yet creative.

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

This is a harder area for me to address. It is a larger congregation and the pastor has a large job with administrative work. He does a great job at doing that, but needs that associate position filled so that he can be among the people and share his visioning and have the opportunity to move forward with ideas.

As with most congregations, the discussion should always be, "How do we meet people where they are? And sometimes that is difficult with a congregation that sometimes isn't willing to dream outside the box and perhaps doesn't see where the old needs to go or be "let go". BUT that isn't a problem only for this church...

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

I am a retired UCC Pastor of a small rural church and I have lived in the community for years. I have worked with the former pastors and the current pastors in areas of Christian Education and special worship services. The current Christian Ed directors are part of COP/ED (Community of Practices for Christian Educators), for which the church pays because they understand the importance of Education and the necessity for meeting with others people who hold the same position in their own churches. Networking. In the past we have done retreats with our Confirmands. St. John's consistory and leadership allowed Washington Reformation to hold weddings in their sanctuary as the rural church was too small to accommodate some of the larger families! What a gift. We have shared pulpits on special occasions. (More than a little while ago...like 25 years ago) but it still speaks to the willingness and openness of the leadership within the congregation.

### **Anything else you wish to share.**

I have always felt welcomed in worship and included in conversations, and discussion groups.