

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Church of Peace UCC
Fond du Lac, WI

Settled Pastor

Wisconsin Conference, Northeast Association

[August 27, 2019]

LOCAL CHURCH PROFILE CONTENTS

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

INSTRUCTIONS

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

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

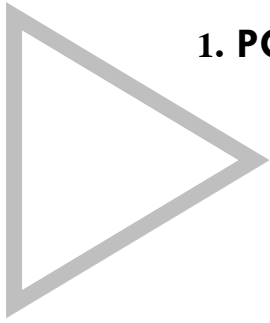
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

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

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

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

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: *Church of Peace UCC*

Street address: *158 S. Military Rd. Fond du Lac, WI 54935*

Supplemental web links: *uccchurchofpeace.com*

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

Conference: *Wisconsin Conference United Church of Christ*

Association: *Northeast Association*

UCC Conference or Association Staff Contact Person:

Rev. Jane B. Anderson

Associate Conference Minister

(920)540-2586

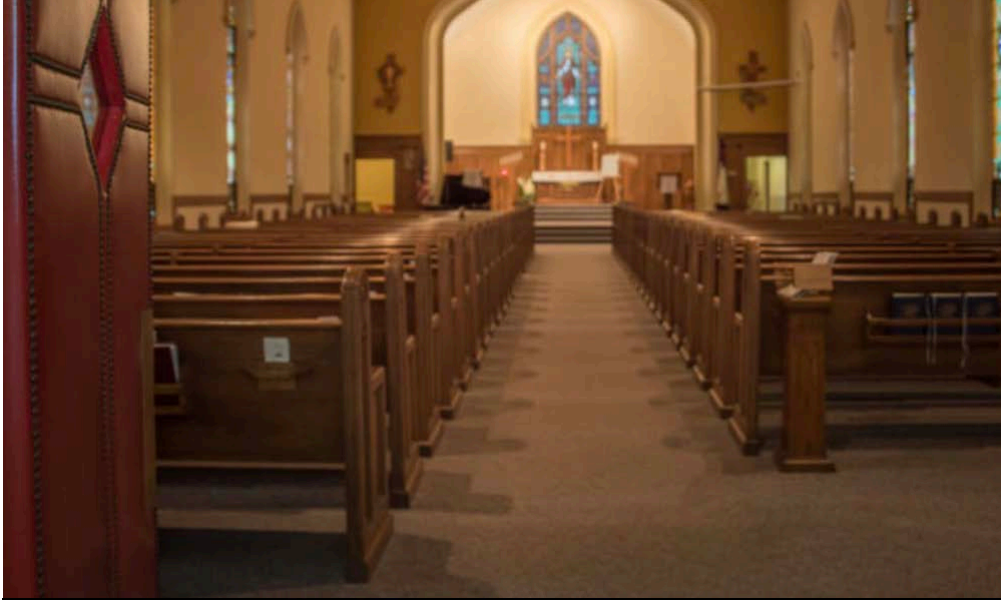
janderson@wcucc.org

Summary Ministry Description:

We feel called to engage, collaborate and broaden our outreach with the local community. Our congregation has strong internal relationships and is well-organized in our mission to help others. We believe more will be achieved by creating a culture where individuals feel empowered to emerge as leaders who take action and use their skills to serve others. As we journey, we are seeking to be a community that attracts young people, families and diverse members of the community who will bring new ideas and fresh perspectives to our Church. As Christians, we are called to love all persons fairly, regardless of age, gender, gender identity, race, sexual orientation, disabilities, marital or family status.

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 (2 – 3 sentences):

Fond du Lac is a medium-size city with a small-town feel, full of people who care about improving our community and helping one another. We have many parks for outdoor recreation, a thriving Downtown with a weekly summer Farmer's Market, numerous family-friendly festivals throughout the year and a vibrant community theatre. We are conveniently located within approximately one hour of three large metropolitan areas: Madison, Milwaukee and Green Bay, ensuring that a diverse range of arts, culture and entertainment opportunities are within reach of our residents. We have 2 colleges, UW-Fond du Lac, Marion University. We also have Moraine Park Technical College.

Current size of membership: 512

Languages used in ministry (other than English): N/A

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):

Full Time

Does the total support package meet conference compensation guidelines?

Yes.

1b. SCOPE OF WORK

We referenced the Call Agreement Book to write our Scope of Work. We feel these are the needs for Church of Peace:

- **Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.**

- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities as well as helping lay persons take advantage of them.
- Leadership development by working with people in the church to create ministry and programs.
- Pastoral care in collaboration with lay people
- Community engagement; leading the way for the church to be an ambassador of God's love
- Weddings and funerals for participants in the worshipping community
- Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership.
- Faithful financial development and stewardship.
- Counseling, listening and referring.
- Be a representative of the church to local organizations.
- Participate in Association and Conference activities.

Core Competencies:

The Search Committee asked members to help identify what we wish to see in our next minister. We sent out the 43 Leadership Expectations survey and tallied the results. Based on the results, we are looking for a comprehensive speaker/preacher, who is effective with youth and is a compassionate and caring person.

1c. COMPENSATION AND SUPPORT

Salary Basis

Salary is based on experience and will be between Step A and Step D of the current Wisconsin Conference suggested guidelines.

Annual housing allowance: In line with UCC Compensation Guidelines it would be \$16,600 (1% of the median priced home in this area times 12 months).

Benefits:

- *UCC ministerial health and dental insurance for the individual and her/his family*
- *UCC 401(k) retirement annuity*
- *UCC Life Insurance*
- *Short-term and long-term disability insurance*
- *Social Security offset*
- *Workers' Comp*

- *4 weeks paid vacation*
- *Holidays and days off*
- *Malpractice Insurance*
- *Leaves: Sick, disability, maternity/paternity, compassionate, civic service, sabbatical, wider church involvement, continuing education, including programs like the Next Generation Leadership Initiative*
- *Community of Practice*
- *Travel*

Benefits (*choose one*):

Salary plus Benefits

What is the expected living situation for your next minister?

Living in town with a housing allowance

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

Expect the Pastor to become a part of the Fond du Lac community

State any incentives

Wisconsin Conference School Debt Reduction

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

Community of Practice

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.

- **Unify the existing congregation and develop leadership of members**
- **Increase membership engagement in activities**
- **Offer more than one service—alternate day, evening; non-traditional worship**
- **Better communication**
- **Attract younger members**
- **Offer diverse options with flexible time commitments**

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

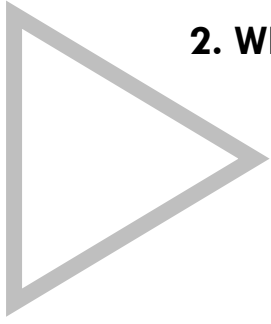
We are seeking a minister who will work with us in confronting the issues of hunger, homelessness and drug abuse/addiction recovery in our local community. A minister who is personable, sociable and able to recruit members to become leaders.

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

Although, not a requirement it would help make our congregation more diverse if we had a multi-lingual pastor. At this time English is the only language used in our service.

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

- **Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice**
- **Building Transformational Leadership Skills**
- **Caring for All Creation**
- **Strengthening Inter-ad Intra-Personal Assets**



2. WHO IS GOD CALLING US TO BECOME?

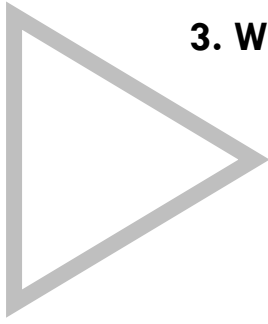
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

At Church of Peace, we practice our faith through acts of love and acceptance, creating growth in our congregation and wider community. We feel called to engage and collaborate with our local community and broaden our impact. We envision our church to have growth membership by attracting diverse people and families. We feel God is calling us to keep our hearts and minds open to everyone, to be open and affirming and to reach out to those members who don't attend or participate in church on a regular basis.

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

Church of Peace has recently gone through a construction phase. We opted to do a new build on the property of our church, which is in an economically depressed area of the city. This enabled us to stay in the community and continue to be there for the local people who reach out for our Food Pantry and other assistance programs. Staying where we are is a benefit for the Loaves & Fishes (community meals) program in Fond du Lac. We bring speakers into the church to learn new points of view and open it up to the community.



3. WHO ARE WE NOW?

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

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

It shall be the purpose of this congregation to establish and maintain a Christian church for worship, for the promotion of the Christian way of life, and for the advancement of the Kingdom of God at home and abroad. Church of Peace strives to meet the needs of its congregation as well as the growing needs of the community by providing and opportunity for physical, emotional and spiritual healing and growth. At Church of Peace, we practice our faith through acts of love and acceptance, creating growth in our congregation and wider community.

God is most often described in worship liturgy as gender neutral, Holy One and Almighty.

We would describe the Holy Spirit in our midst as living and among us. You can feel the spirit in our church.

Describe several strengths or positive qualities of your congregation.

- **We are a friendly, welcoming congregation**
- **We have a beautiful facility**
- **Our congregation is passionate, involved and works well together**
- **We are eager to help our community.**

Describe what worship is like when your congregation gathers.

Our worship takes place in the sanctuary. We have a beautiful stained-glass window above the altar with Jesus standing open armed, welcoming all. Our worship is based around lectionary texts. We have greeters at the entrances. We Pass the Peace during the service. A recent baptism was a celebration. The pastor after baptizing the child, walked up the center aisle carrying this baby and presenting him/her to the whole

congregation. This involved the whole congregation that day and made all feel part of the baptism. Words to describe good preaching would include meaningful to current life, relatable, personable and lively. (A bulletin is below)

Church of Peace United Church of Christ Fifth Sunday After Pentecost		8:45 AM
July 14, 2019		

"Where could I go to escape your Spirit? Where could I get away from your presence? God, how difficult your thoughts are for me; how many of them there are. If I counted them, they would be more than the grains of sand. When I awake, I am still with you."		
Gathering Music	"Voluntary No. 6 in D Minor" William Walond	
Ringling of the Tower Bells		
Concerns of the Community		
Prelude	"Praise to the Lord, the Almighty"	No. 25
* God's People Come to Worship We have encountered the Word, calling us into communion with God and with each other, and calling us into discipleship to carry on Christ's work in our world. So we come together here, joining hands in the great quest; to worship God, to love each other, and to serve the world.		
* Gathering Prayer (Unison) Journeying God, come into our house and find welcome here. Draw each of us to sit at your feet and listen to your words. Help us set aside all that would distract us from receiving you. Center our restless minds; soothe our anxious hearts; quiet our overwrought bodies; call to our thirsty souls. Dear Christ, be gentle with us as we are, and lead us to the better part of life that you have in mind for us today. Amen.		
* Opening Hymn	"Gather Us In"	No. 284
* Passing the Peace		
The Lessons		Psalms 25: 1-10 St Luke 10: 25-37
Hymn	"My Life Flows On"	No. 619
Message "On The Road With Jesus"		
Pastoral Prayer and the Lord's Prayer		
The Offering of Our Gifts and Our Lives		
Offertory	"Be Thou My Vision"	No. 595
* Offertory Response	Praise God from Whom All Blessings Flow	
	Praise God, from whom all blessing flow; Praise Christ, all people here below; Praise Holy Spirit evermore; Praise Triune God, whom we adore.	
* Prayer of Dedication God of all times and places, may our offerings reflect confidence, not cowardice; altruism, not egotism; inclusiveness not exclusiveness. We devote them to bringing all humanity into harmony with your purposes. May the programs we undertake build up the household of faith among us and far beyond us. Amen.		
* Closing Hymn	"Jesu, Jesu"	No. 600
* Blessing	"Galerias Ancien" Dennis Janzer	
* Postlude	("If you are able, please stand at the pastors' invitation.") +++++	
	Welcome to Worship!	
	"Jesus was a teacher who taught not only through ideas, stories and concepts but also through active example. He calls us not simply to think about God, but to actively serve God and neighbor. He is a teacher who keeps pushing us to commitment, to turn our words into deeds, not simply to believe but to act. Jesus knows we don't need more answers or more knowledge. We need to act on the basis of what we believe Jesus would do."	
Rev. Jack Kraaz		Minister
Caleb Klinzing		Organist

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

Currently we offer Sunday School, confirmation class and some adult Bible Study. We are looking to expand upon our educational programs.

Describe how your congregation is organized for ministry and mission.

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

- When it comes to decision-making, how many hours are spent in meetings per month?
The pastor has staff meetings and attends Council meetings for approximately 8-10 hours per month. Other groups within the church meet without the pastor. A monthly newsletter is online and available by mail or to pick up at the church. Minutes from the Council meeting are printed and information from groups within is given.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
This past spring, we experienced some flooding in the area of the church. The church itself was safe from water. The YMCA is across the street from us and they are located next to the river. They needed to evacuate all the children and people.

We were asked if our building could be a place of shelter for the children until parents were able to pick them up. Our doors were graciously opened, and everyone was safe. We have a very good relationship with the YMCA.

- 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, we can provide the next minister with a copy of an organization structure, bylaws and annual report.



Good is still speaking.
UNITED CHURCH OF CHRIST

UNITED CHURCH OF CHRIST
 ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#:	860880	Schedule:	0	Church of Peace UCC	Fond Du Lac	WI	54935		
Assoc:	824								
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2007	1016	162	140	19	0	26	24	23	-2
2008	1083	210	95	19	0	246	29	169	67
2009	1100	259	95	16	0	32	21	10	17
2010	900	250	78	14	0	18	17	215	-200
2011	870	200	69	11	6	0	13	34	-30
2012	809	187	77	8	11	1	30	51	-61
2013	623	237	92	9	4	0	38	161	-186
2014	645	220	99	7	11	22	14	165	-139
2015	612	211	73	3	8	0	14	30	-33
2016	568	188	95	8	11	0	10	53	-44
2017	554	165	85	8	0	3	25	0	-14

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2007	\$266,090	\$0	\$14,579	\$1,687	\$16,266	\$0	\$16,266	5.48	\$282,356	\$177,180
2008	\$274,000	\$9,500	\$18,331	\$2,069	\$20,390	\$9,000	\$29,390	6.69	\$312,890	\$238,331
2009	\$275,013	\$12,025	\$17,697	\$1,046	\$18,743	\$4,240	\$22,983	6.43	\$310,021	\$249,187
2010	\$273,862	\$0	\$18,766	\$3,956	\$22,722	\$20,000	\$42,722	6.85	\$316,584	\$308,007
2011	\$291,780	\$0	\$15,457	\$3,689	\$19,146	\$21,540	\$40,686	5.30	\$332,466	\$275,800
2012	\$271,668	\$0	\$17,179	\$1,960	\$19,139	\$19,448	\$38,587	6.32	\$310,255	\$282,699
2013	\$275,890	\$0	\$16,383	\$2,809	\$19,192	\$18,740	\$37,932	5.94	\$313,822	\$285,200
2014	\$258,259	\$0	\$18,345	\$2,109	\$20,454	\$0	\$20,454	7.10	\$278,713	\$402,083
2015	\$249,767	\$0	\$19,874	\$2,770	\$42,644	\$0	\$42,644	7.96	\$292,411	\$254,500
2016	\$261,770	\$288,500	\$11,618	\$4,964	\$16,582	\$0	\$16,582	4.44	\$566,852	\$528,400
2017	\$263,536	\$279,296	\$11,204	\$4,187	\$15,391	\$0	\$15,391	4.25	\$278,927	\$328,562

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2012-2017	-31.52	-11.76	10.39	-45.00	-69.14	-2.99	-19.58	-10.10
2007-2017	-45.47	1.85	-39.29	-75.56	-46.81	-0.96	-5.38	-1.21

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

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3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	200	yes
Number of active non-members:	15	yes
Total of church participants (sum of the numbers above):	215	

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%	yes
Less than 10, more than 5 years:	20%	yes
Less than 5 years:	10%	yes

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>
18	10	14	4	24	16	28	94	78	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	6%	yes
Households with minors:	16%	yes
Single adults age 35-65:	34%	yes
Joint households with no minors:	41%	yes
Single adults over 65:	60%	yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	40%	Yes, these numbers are taken from the survey we sent out.
College:	35%	
Graduate School:	11%	
Specialty Training:	11%	
Other (please specify):	3%	Tech

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	32%	yes
Adults who are retired:	67%	yes
Adults who are not fully employed:	5%	yes

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

Our congregation is composed of many blue-collar workers. We have lawyers, industry leaders, small business owners, teachers and chemist.

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?

Most of our congregation is of European heritage. Age and economics are the diversity of our membership

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

Please note the date. Comment after the exercise:

Currently, there has been no conversation.

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	25	Volunteers
Baptisms (<i>number last year</i>)	1	Pastor
Children's Groups or Classes	46	Volunteers
Christmas Eve and Easter Worship	598	Pastor
Church-wide Meals		
Choirs and Music Groups	10	Choir Director
Church-based Bible Study	10	Pastor
Communion (<i>served how often?</i>)	150	1 time per month. Pastor & Council
Community Meals	20	Volunteers. 4 times a year
Confirmation (<i>number confirmed last year</i>)	4	Pastor
Drama or Dance Program		
Funerals (<i>number last year</i>)	10	Pastor
Intergenerational Groups		
Outdoor Worship	100	Pastor. 1 time per year.
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats	9	Pastor & confirmation leaders
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	2	Pastor
Worship (time slot: <u> 8:45am </u>)	Avg. 150	Pastor & Lay Leaders
Worship (time slot: <u> </u>)		
Young Adult Groups or Classes		

Youth Groups or Classes		
Other		

Additional comments:

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Jerry Schrankler				Yes
Steve Stepp		Congregation	Senior Pastor	No

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Janitor		Part-time	Building Chair	4
Office Manager/bookkeeper		Part-time	Council President	15
Organist		Part-time		New as of 6/9/19
Choir Director		Part-time		5

REFLECTION

We are, on average, an aging congregation that is coming out of a pastoral led era and the members are looking to become more congregationally led with involvement by a wider group of people. We are a culturally open community. We are also looking for mission, outreach and educational opportunities.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$248,647.00
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ N/A
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$ N/A
Fundraising Events Bazaar	\$7672.00
Gifts Designated for a Specific Purpose Food Pantry, Communion Fund, Scholarship Fund	\$10,300.00
Grants	\$ N/A
Rentals of Church Building	\$6991.00
Rentals of Church Parsonage	\$ N/A
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$4117.00
Transfers from Special Accounts	\$0
Other (specify): Youth Account	\$6,000.00
Other (specify): Memorial Fund	\$2,200.00
TOTAL	\$285,927.00

Current annual expenses (dollars budgeted for most recent fiscal year): **\$267,910.00**

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

2019

**CHURCH OF PEACE BUDGET FOR 2019
CALENDAR YEAR**

<u>Item</u>	2019 Budget Amount
<u>Administration</u>	
Advertising	\$ 500.00
Office Supplies	\$ 2,500.00
Offering Envelopes	\$ 3,200.00
Telephone	\$ 2,200.00
Postage	\$ 1,500.00
Office Equipment	\$ 2,000.00
New Office Equipment	\$ 1,600.00
Devotional Material & Programs	\$ 2,300.00
Conference Health Insurance Assessment	\$ 8,662.00
Pastors' Health Insurance	\$ 12,000.00
Pastors' Dental Insurance	\$ 1,041.00
FICA (all)	\$ 10,000.00
Pastors' Mileage Reimbursement	\$ 1,500.00
Continuing Education	\$ 1,000.00
Worship Enhancement	\$ 500.00
Miscellaneous	\$ 200.00
Conference & Association Meetings	\$ 300.00
Transitional (Search Committee)	\$ 5,000.00
Total Administration	<u>\$ 56,003.00</u>
MAINTENANCE	
Heat & Light	\$ 12,000.00
Water & Sewer	\$ 2,500.00
Church Insurance & Workers Comp. Ins.	\$ 7,088.00
Janitor Supplies & Waste Management	\$ 5,000.00
Repairs & Improvements / Church Property	\$ 5,000.00
New Equipment	\$ 500.00
Security Expense	
Pastor Utilities	
Roof Repair	\$ -
Yard Maintenance	\$ 700.00

Sidewalk taxes	\$ 636.14
Snow Removal	\$ 5,500.00
Total Maintenance	<u>\$ 38,924.14</u>

SALARIES & BENEFITS

Pastor(s) Salary	\$ 50,000.00
Pastor(s) Housing Allowance	\$ 20,000.00
Pastor Pension and Disability Insurance	\$ 10,000.00
Office Manager Salary	\$ 21,630.00
Financial Secretary Salary	\$ 3,090.00
Custodian Salary	\$ 15,017.00
Choir Director's Salaries	\$ 1,854.00
Organist Salary	\$ 12,859.55
Supply Pastor Allowance	\$ 900.00
Supply Janitor Allowance	\$ 500.00
Supply Organist Allowance	\$ 600.00
Supply Secretary Allowance	\$ 500.00
Pastors Sabbatical	\$ 500.00
System Administrator	\$ -
Total Salaries & Benefits	<u>\$ 137,450.55</u>

COMMITTEES, PROGRAMS & DUES

Stewardship	\$ 600.00
Music Department	\$ 250.00
Northeast Association Dues	\$ 2,556.00
Total Committees & Programs	<u>\$ 3,406.00</u>

CHRISTIAN EDUCATION

Youth Ministries	\$ 300.00
Children's Ministries	\$ 2,000.00
Adult Leadership Training	\$ 750.00
Confirmation	\$ 1,000.00
Day Camp	\$ 500.00
Total Christian Education	<u>\$ 4,550.00</u>

CHRISTIAN OUTREACH

OCWM	\$ 6,000.00
Total Christian Outreach	<u>\$ 6,000.00</u>

OTHER EXPENSE

Repay Special Funds Loans
 E-Giving to Special Funds

Total Other Expense	<u>\$ -</u>
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GRAND TOTAL	<u>\$ 246,333.69</u>
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Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **48%**

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

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

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

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

OCWM is gathered through ½ the proceeds from our Fall Festival/Bazaar and through donations earmarked for OCWM.

What is the church’s current indebtedness?

Total amount of loan debt: **\$1,019,350.00**

Reason for debt: **Capital Fund Campaign for Capital Improvement**

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

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

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

Year(s)	Purpose	Goal	Result	Impact
2014	Tear down inefficient building & rebuild	\$1,400,000	\$912,725	Ability to stay in the community
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2019	Initial stage of subsequent campaign	\$	\$	
		\$	\$	

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. **Ability to stay & serve our community.**

Does your church have an endowment? *Yes. We do not draw from the endowment. We receive quarterly interest and that is put into our Special Funds account and used for youth/mission event expenses.*

What is the market value of the assets?

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

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

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

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): **\$105,000.00**

Investments (other than endowment): **\$26,626.00 – Draeger CD and UCC Funds**

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

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

The property at 158 S. Military Rd. is owned by the church. It includes the church and offices, multipurpose rooms, Faith Formation Wing, Fellowship Hall.

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

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

We are wheelchair accessible throughout the first floor. We have an elevator that will take you to our beautiful sanctuary. We have the front row pews accessible for those who use walkers, wheelchairs and handicap equipment. We also have a shorter pew middle of the church for a wheelchair to be parked next to pew.

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

We are meeting our financial obligations, but are looking to expand our ministry and financials going forward

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.

Church of Peace is the host church for various Fond du Lac organizations and churches serving Loaves & Fishes meals twice a week to the less fortunate. Church of Peace members serve 4 times a year. We offer the less fortunate assistance with rent and utilities through our Communion offering and we offer a Food Pantry. Our facility gets used by a neighborhood group that meets monthly to take care of problems in the area (we were in a very poor area; unattractive and not the safest). This group has done wonders to the residential area and in 2010 a Neighborhood Picnic was held to commemorate upgrades in our area of the city. Occasionally our facility is used for meetings Boys Scouts, blood drives, Lifeline Screening health checks. Our youth have gone on Mission trips.

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

A very large renovation was recently done. We demolished all but the church building and rebuilt a very beautiful, modern addition.

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.

There were conflicts associated with the renovation project. This conflict was due to a member of the church putting in a bid for a portion of the renovation and not being awarded the bid. The construction company that oversaw awarding the bids chose a lower bid. Because of this, the members left the church. Members see this family on occasion, and they are still friendly. We do not have policies to deal with this type of problem.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Jack Kraaz – Interim	2018-Present	Y
Jim Martin & Jenny Dawson – Co-Pastors	November 2007- May 2018	
Charles Fluegel – Interim	2007 March to November	
Virginia Pych – Interim	January 2005- February 2007	
Gerald Bertsch – Pastor	November 1997 - December 2004	

Gerald Schrankler – Pastor

**October 1995 -
November 1997**

Martin Koehler – Pastor

January 1964 – September 1995

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

We were a pastoral led congregation and throughout changes of ministers, we are transitioning to be a more congregational led church.

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

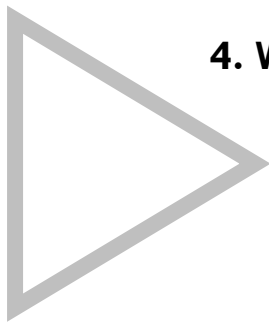
No

Has your church been involved in a Situational Support Consultation?

No

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

No



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

Church of Peace extends outward through community involvement in Loaves & Fishes using our facilities, serving less fortunate meals twice a week with help of outside groups and churches. Through our Food Pantry and Rent & Utility Assistance program we offer to the less fortunate. Members have supported Feed Our Starving Children through monetary donations and volunteering to help with the mobile pack in our area. Church of Peace participates in Our Churches Wider Mission.

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

Church of Peace has presence at Annual UCC Conference meetings with representation by Pastor(s) and Lay Leaders attending and members attending the Lay Academy.

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

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

Yes, we are interested in working toward some designations listed above.

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

Ways in which Church of Peace has participated with others is by helping at the warming center at St. Paul's Cathedral, working with other church groups serving Loaves and Fishes and having a church softball team.

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 current mission statement is not used. We would like the new Pastor to help us write a new mission statement. Our interim Pastor has helped us develop a Core Value Statement.

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?

Currently with an interim Pastor, the congregation's expectations on the pastor relationship with other faith communities in the area has been little to none. As we become more congregationally led, our hope for our new pastor is to become more active in community ministry.

4b. MISSION InSite

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

According to the MissionInsite data for our neighborhood, there will be some slight growth in the number of people. Single families are projected by increase by 10%.

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

Our congregation's demographics are slightly different than our neighborhood. The neighborhood has younger people than our congregation. Our neighborhood also has

a higher percentage of single parent families and households below the poverty level, than the state average and our congregational percentages.

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

Because of the demographics of our neighborhood, we decided to stay located where we are at so that we can provide a facility for the “Loaves and Fishes” program so that it is near where it is needed. It also made sense for us to stay and help provide food and assistance to those in the neighborhood.

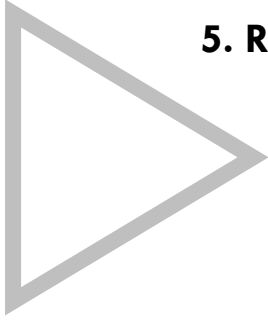
What do you hear when you talk to community leaders and ask them what your church is known for?

We hear how wonderful Church of Peace has been for many years. The comments of caring and being there for those less fortunate, to help. We are often thanked for staying in the area.

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

We asked two newer members this question. Here are their responses:

- 1. They had family who were members here. They attended for a while and decided to join Church of Peace because the members are friendly and welcoming.*
- 2. This person joined because his wife was a long- time member. He was of another religion. He says our church is welcoming; has spirit filled services spoken to the real meaning of Christianity. He likes the community of people. We are non-judgmental*



5. REFERENCES

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

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

REFERENCE 1

Name / Position / Setting

J.J. Raflik/CEO/Executive Director 920-921-3330 x318 jraflik@fdlymca.org

REFERENCE 2

Name / Position / Setting

Lyndee Kimball President Loaves & Fishes llresort@yahoo.com

REFERENCE 3

Name / Position / Setting

Steven J. Klein Assistant Chief of Police 920-322-3700

REFERENCE 4

Jack Kraaz Interim Pastor jkraaz@gmail.com

PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

7/25/19

Greetings!

I am writing this letter in support of Church of Peace, based on their strong commitment to the Fond du Lac community. In my time at the Fond du Lac Family YMCA, I have seen this commitment firsthand, as it clearly aligns with our own commitment to collaboration within the Fond du Lac community. We are proud partners to our friends and neighbors at Church of Peace.

At the Y, one of our ongoing initiatives is to continue to find ways to partner with community organizations. Fond du Lac is that perfect size of a community where so many businesses, non-profits, churches, etc., all collaborate exceptionally well together. The partnership between our Y and Church of Peace is no different. Over the years, there have been several examples of our organizations working together, and we are proud to continue that tradition.

One of the ongoing ways that we partner is in regards to parking. With both of us being downtown in Fond du Lac, parking can become a challenge for both of us. Our parking lot is FULL on several mornings and evenings during the week, as well as Saturday mornings. This can create a real challenge for us as an organization. Church of Peace has always graciously allowed us to have our staff park in their parking lot to help ensure our patrons have a spot to park in our own parking lot. This is especially crucial for our members that are here for our Healthy Living programs such as Parkinson's exercise, Diabetes Prevention, LiveSTRONG @ the Y, Cardiac Rehab III, and many others.

On the reverse side of parking, Church of Peace patrons have access to our parking lot. This is especially helpful on Sunday mornings when their parishioners have the ability to park in our lot across the street, even as their lot continues to fill up.

Beyond the parking, there have been several other examples of willing support and partnership between our Y, and Church of Peace. During their renovation process, our Y and Boys and Girls Club (same building) opened up classroom space for the Sunday school program. This helped to ensure that this important program continued throughout the construction process. Then, this past March, due to severe flooding from the Fond du Lac River, our Y needed to evacuate our building. This created a huge issue for us, as we had no place for our children in Child Care to go for their parents to pick them up. Church of Peace graciously returned the favor by letting our Child Care temporarily re-locate to their Church until the parents could arrive.

There are several other examples of partnership and collaboration, but the bottom line is that Church of Peace has been a terrific community partner and neighbor to the Y for many years. I also firmly believe that is what makes Fond du Lac strong and unique as a community. These things happen all over Fond du Lac, and that makes me proud to consider this home. We hope that you will consider Fond du Lac as your home, and look forward to continued friendship with Church of Peace.

Thank you for your time,

J.J. Raflik
CEO/Executive Director
Fond du Lac Family YMCA
(920) 921-3330 x318
jraflik@fdlymca.org

FOND DU LAC FAMILY YMCA
90 W. Second Street, Fond du Lac, WI 54935
P 920.921.3330 F 920.921.3376 www.fdlymca.org

Dear Church of Peace,

On behalf of Loaves and Fishes we would like to thank you and tell you how much we appreciate all you have done for our non profit organization.

Loaves and Fishes serves every Monday and Wednesday a meal to people in need. On the average we serve 18,000 meals a year. Without a place to prepare it, meet and greet the clients and serve it, we would be lost as an organization.

Once again thank you for opening your doors, your hearts and faith to help people. Thank you

Lindee Kimball

President of Loaves and Fishes



City of Fond du Lac Police Department

First on the Lake

Making Fond du Lac a safe place to live, learn, work and play!

William B. Lamb
Chief of Police

August 07, 2019

Church of Peace,

The City of Fond du Lac Police Department is proud of the many partnerships we share with various businesses, non-profit groups and churches within our Community. The partnership between the Police Department and the Church of Peace is a strong one. The Church of peace has helped serve as a beacon for those residents within the Central District of Fond du Lac that face the everyday challenges of poverty and hunger through such programs as their Food Pantry and Loaves and Fishes.

The Church of Peace has graciously hosted the River Park Neighborhood meetings for many years, bringing residents, businesses, and Police and City Government organizations together to discuss relevant issues occurring within the River Park neighborhood of the Central District. The group meets on a monthly basis to discuss positive approaches to quality of life issues within the neighborhood.

The Police Department has welcomed the opportunity to be a part of the Church of Peace's neighborhood summer picnic in past years and we look forward to other collaborative partnership opportunities in the future.

Sincerely,


Steven J. Klein
Assistant Chief of Police



126 North Main Street • Fond du Lac, WI 54935-3467 • 920/322-3700 • www.fdlpolice.com



Letter of Reference

While not a member of the Church of Peace, I have served the Church for fourteen months as an Intentional Transitional Interim Pastor.

I had no prior experience with the church apart from having served community dinners from their kitchen in a former congregation. Having observed the church from the inside for this past year, I perceive that the congregation is highly invested in providing space to serve meals to the community outside its doors twice a week. Up to 20,000 meals are served or given out each year in the church's facilities. The meals are served through the ecumenical umbrella called, "Loaves and Fishes."

Church of Peace also has a Food Pantry that provides food for up to thirty needy families per week. Food is provided by the membership as well as community food drives.

Emergency assistance for utilities, rent, and housing is also provided through a monthly Communion offering.

People utilizing these services find the church to be a lifeline and see the church as a refuge. I experience the ministries of the church as very positive and know the city of Fond du Lac does also.

I believe the church has opportunities to broaden its ministries through the use of advertising and brochures telling stories about its 149 year history in the city of Fond du Lac beginning with its immigrant roots to its present day ministry in its diverse neighborhood.

The church could grow through not only living in a diverse community, but by integrating its neighbors as participants in various aspects of church life.

After serving the church in my specific role for over a year, I think it can open itself to greater diversity by reorganizing its faith formation program around becoming inclusive of its neighbors and welcoming them into the life of the church. There is a hunger in the community for grounding and a faith community can help fill a void by offering training, and education to its neighbors.

The Church of Peace has been for me a lovely community of faithful Christ followers looking for new ways to express its faith in a changing world and community.

Jack Kraaz

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 Scripture passage or a piece of music that is meaningful to your Search Committee:

THE SUMMONS

John L. Bell KELVINGROVE

1. Will you come and fol - low me if I but
2. Will you leave your - self be - hind if I but
3. Will you let the blind - ed see if I but
4. Will you love the 'you' you hide if I but
5. Lord, your sum - mons ech - oes true When you but

1. call your name? Will you go where you don't
2. call your name? Will you care for cruel and
3. call your name? Will you set the pris - 'ners
4. call your name? Will you quell the fear in -
5. call my name. Let me turn and fol - low

1. know And nev - er be the same? Will you
2. kind And nev - er be the same? Will you
3. free And nev - er be the same? Will you
4. side And nev - er be the same? Will you
5. you And nev - er be the same. In your

1. let my love be shown? Will you let my name be
2. risk the hos - tile stare Should your life at - tract or
3. kiss the lep - er clean, And do such as this un -
4. use the faith you've found To re - shape the world a -
5. com - pa - ny I'll go Where your love and foot - steps

1. known? Will you let my life be grown in you and
2. scarce? Will you let me an - swer prayer in you and
3. seen, And ad - mit to what I mean in you and
4. round, Through my sight and touch and sound in you and
5. show. Thus I'll move and live and grow in you and

1. you in me?
2. you in me?
3. you in me?
4. you in me?
5. you in me.

10

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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? **Church Council, Search Committee and Interim Jack Kraaz.**
2. Additional comments for interpreting the profile: **Profile is based on the survey response from 20% of our members.**

Signed:

Name / Title / Date:

Brenda Roehl-Chairperson-July 30,2019

Ray Beilke-Candidate Communicator-July 30,2019

Jack Eyers-Team Chaplin-July 30,2019

Cassie Poirier-Congregation Communicator-July 30,2019

Autumn Smet-Team Member-July 30,2019

Meg Kiefer-Team Member-July 30,2019

Jody Marcoe-Team Member-July 30,2019

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

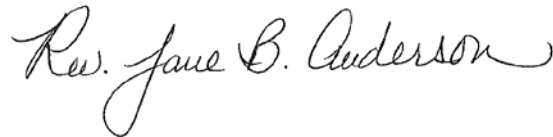
To the best of my knowledge, ministerial history information is complete.

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. Jane B. Anderson/ Associate Conference Minister

Email: janderson@wcucc.org

Phone: 920-540-2586

Date: August 27, 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