

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE



First Congregational Church
Port Washington, Wisconsin

Full Time Minister

Wisconsin Conference United Church of Christ, Southeast Association

September 13, 2019

LOCAL CHURCH PROFILE CONTENTS

- ☐ Position Posting
- ☐ Who Is God Calling To Minister With Us?
- ☐ 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)

POSITION POSTING

Listing Information:

First Congregational Church
131 N. Webster Street
Port Washington, WI 53074
portucc.org

Wisconsin Conference-United Church of Christ
Southeast Association
UCC Conference Staff Contact Person:
Rev. Franz Rigert, Conference Minister
(608) 846-7880, ext. 211
frigert@wcucc.org

Summary Ministry Description:

In a time where many struggle to balance life and faith, our church strives to be a relaxed yet vibrant community, accepting to all. We hope for a strong future, built on the traditions of our progressive congregation, with a minister who shares our beliefs in a multi-generational haven for all those who seek faith in their lives. Compassion and integrity are key aspects we seek in a leader. In return that leader will join an open and inclusive culture with strong family values. We invest in our minister, as we expect he or she will invest in us, challenging our members on their faith journey, encouraging all of us to think outside ourselves while relating life to the teachings of the past.

Photographs:







Current size of membership: 417

Position Title: Minister

Position Duration: Settled

Language used in Ministry: English

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines? Yes

Scope and Work

Our congregation is seeking a minister who offers pastoral care and compassion balanced with emotional maturity, who encourages people to relate faith to their daily lives. Integrity, supported by faith and honesty, demonstrated through a commitment to

the continued development of theological and biblical skills is essential for our congregational strength. A minister, who is both organized and reliable, while also effective in working with all members of the congregation and staff, will offer the leadership our congregation requires to support our faith journey.

Core Competencies:

- Compassion
- Integrity
- Organization / Reliability

Compensation and Support:

Salary with Benefits: Salary and housing - \$55,000 - \$65,000 with full benefits provided.

What is the expected living situation for your next minister?

Living nearby with a housing allowance within the City of Port Washington.

Residential/commuting expectations:

Easy commute by car, bike, or even walking if minister resides within the city.

Peer and Professional Support

The Wisconsin Conference UCC offers mentoring for newer clergy and coaching for any clergy who have an interest in exploring growth in specific areas. Most importantly UCC has a fantastic clergy support and accountability cohort program called Communities of Practice (COP groups).

What we value about living in our area:

We value our geographic location which borders the metropolitan area of Milwaukee, the rural/agricultural area of east-central Wisconsin, the beautiful west shore of Lake Michigan and all the opportunities such a setting represents. Often compared to a New England village, the residents in the area of Port Washington have, and are, creating a community with a hometown feeling. Port Washington and those who call it home are a genuine blend of cherished old, excited new, and willing future contributors, all tucked within the city's seven hills.



WHO IS GOD CALLING TO MINISTER WITH US?

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

As a congregation, we would stress an atmosphere that is welcoming and open to all and supporting future growth of all generations, while maintaining a church relationship with the community. Our expectations are for continued leadership and collaboration with our council and staff to drive ongoing supports of stewardship and administrative responsibilities. We are seeking ongoing collaboration and support with our continued direction with existing and future programs (i.e. youth ministry, music, theological studies).

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

As members we seek a minister who will demonstrate respect for the all-important tradition it has achieved and what it currently represents. She or he will strive to keep what we cherish inside our walls and then utilize that special asset as a catalyst to move beyond our walls and into our surrounding community. We ask that the new minister assist us in continuing to move our internal strength outward so more can benefit.

Describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that our next minister will exhibit.

The four areas of excellence are as follows:

1. Caring For All Creation
2. Building Transformational Leadership Skills
3. Strengthening Inter- and Intra- Personal Assets
4. Participating in Theological Praxis

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 are a congregation who has been, and are very comfortable with who we are. We are intrigued by the opportunity to embrace change, but are hesitant to abandon the foundation for which we have been built. We believe through this experience God is calling us to evaluate the foundational elements for which we are accustomed, while stretching our faith to leverage our desire to be inclusive and open.

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

- Youth Ministry initiative
In late 2018 our church, along with four other local congregations joined together to form the Lighthouse Youth Ministry. This connection brings together three different denominations who have a unified vision of supporting our youth on their journey of faith. The Youth Ministry has a board and by-laws in place, recently hired a Program Development Director and Youth Director, and has a dedicated group space that is currently being renovated. We're very excited for the future of this ministry.
- Hosting Racial Justice Seminars
This past spring, during the season of Lent, our church partnered with four other UCC churches to form the Southeast Wisconsin Racial Justice Consortium. Together we organized a five-part study series focusing on issues of racial justice. Four of the five seminars were hosted at our church with all members of the community invited to attend.

WHO ARE WE NOW?

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

Describe your congregation’s life of faith.

The words of our Church Covenant proclaim: Depending upon the teachings and life of Jesus for inspiration and guidance, we promise to seek to love God with all our heart, with all our soul, with all our strength and with all our mind, and to love our neighbors as ourselves.

Our covenant is at the forefront of our minds as our congregation gathers on Sundays.

Describe several strengths or positive qualities of your congregation.

Our congregation has a wonderful balance of multi-generational families, new members and visitors who celebrate their faith together. We celebrate our services with a balance of voices gathering together in song, joined by our Carol and Chapel Choirs (for children) and Chancel Choir (for adults), our five octave Handbell Choir, and instrumental music. We feel fortunate to have a Steinway grand piano and a digital pipe organ to enhance our services. We have a strong Christian Education program, reflected by involvement from our church’s Council, leaders and new members. We see our church as a hub, leveraging our facilities as an inclusive environment for various community groups, as a space for family gatherings and celebrations, and a place where families can gather after church for fellowship. We have a beautiful facility, which is fully accessible to all. Our congregation volunteers to maintain our church grounds and the adjacent Creekside Commons which offers a beautiful stretch of land for reflection and enjoyment.

Describe what worship is like when your congregation gathers.

Currently we celebrate two services on Sunday morning that we all cherish and they fit different needs of our members. Our 8:00 service is simple and quiet followed by a 10:00 service that includes musical performances, baptisms, etc. Communion is celebrated the first Sunday of every month at both services. The fourth Sunday of every month we conduct a Family Service which includes participation of our Children’s Choirs and Confirmation Class. The Church School kids join us as well to educate the congregation on what they’ve been learning and working on.

Our church community reveres baptisms and find that the congregation, child's family, and the child all feel connected and excited to help a new one begin their journey of faith.

As far as sermons go, our congregation connects best with messages that are relatable and connected to real life. In addition, we enjoy being challenged and asked to self-reflect and admire when our minister does the same. We appreciate the ability to weave both historical and biblical content with modern and personal experiences.

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

We pride ourselves on a variety of educational programs for all ages. Our Church School program currently meets on the second Sunday of the month, during the 10:00 service. They then play an integral role in our Family Service on the fourth Sunday of the month. We are very proud of the leadership that has emerged out of this group over the years. Former and current students have played roles that vary from now organizing and teaching Sunday school (teaching their own children), to high schoolers being members of this search committee, to middle schoolers assisting with and leading a youth run service in our Sunday school time together.

Our Confirmation program is a yearlong program that takes place during a student's 8th grade year.

Beyond one's Confirmation years, our members can expand their faith at Wednesday Lunch at Church bible study, at Thursday Men's Breakfast, Lenten studies, informative sessions organized on various topics, and at gatherings that our Fellowship Team organizes.

Describe how your congregation is organized for ministry and mission.

Our Executive Team (consisting of our Moderator, Associate Moderator, Treasurer, Clerk, and Financial Administrator) meets with the minister the first Thursday evening of each month during the program year. Our Church Council meets the second Thursday of each month, which includes our Executive Team and our Team Representatives. Together, our Church Council act as our overall administrative body overseeing program, finance and property. Congregational Meetings are held in the Fall, Winter and Spring following our 10:00 Sunday service, where information is shared, and voting is

held when required. All Church Council and Executive Team positions are elected by the congregation.

- **When it comes to decision-making, how many hours are spent in meetings per month?** - On average, about 3-5 hours per month are committed to support the various committees. The average increases during the annual budget review, and anytime additional decisions are required. This does not include general office administration hours which are more general in nature.
- **Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?** - While we have been blessed not to have been directly impacted by disaster which has required special care, our congregation would look for ways to support those in need in congregation or community. We offer our minister the discretion to support congregation members who may also fall on hard times.
- **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 could offer our Church Constitution which serves as both our bylaws and includes our organizational structure. Our annual report could also be shared.

11-Year Report

See Appendix A

Congregational Demographics:

Describe those who participate in your church.

		<i>Is this number an estimate?</i>
Number of active members:	417	No
Number of active non-members:	49	Yes
Total of church participants (sum of the numbers above):	466	Yes

Percentage of total members who have been in the church:

		<i>Is this number an estimate?</i>
More than 10 years:	223	No
Less than 10, more than 5 years:	81	No
Less than 5 years:	100	No

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?</i>
49	68	50	45	45	64	53	66	71	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate?</i>
Single adults under 35:	3	Yes
Households with minors:	60	No
Single adults age 35-65:	14	No
Joint households with no minors:	82	No
Single adults over 65:	21	No

Percentage of adults in various employment types:

		<i>Is this number an estimate?</i>
Adults who are employed:	208	Yes
Adults who are retired:	112	Yes
Adults who are not fully employed:	N/A	No

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

First Congregational Church members, like the surrounding community, have a wide variety of occupations. Our church does seem to have a large number of current and former educators as members and friends.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. What does diversity mean in your context?

According to the most recent Census data, Port Washington is a 95% white community. Our congregation reflects the overall make-up of the community. Having said that, by striving to be truly open and welcoming, we do attract people of all ethnicities.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future?

Not at this time.

Participation and Staffing:

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

Ways of Gathering	Estimated # of people involved in attendance	Who plans each of the listed gatherings?
Baptisms <i>(number last year)</i>	12	Minister
Children's Groups or Classes <i>(Church School and Nursery)</i>	30	Leadership Team with Minister and Communications Director Support
Christmas Eve and Easter Worship	430-3 Christmas Services 276-3 Easter Services	Minister
Church-wide Meals <i>(Fellowship)</i>	3-4x/program year Approx. 40-50 people/event	Fellowship Team
Choirs and Music Groups <i>(Children's Choir, 5 Octave Handbell Choir, Chancel Choir)</i>	8 - Carol Choir (4K-2nd grade) 8 - Chapel Choir (3rd-8th grade) 12 - Handbell 14 - Chancel	Music Committee, Children's Choir Director, Handbell Choir Director, Chancel Choir Director
Church-based Bible Study	Weekly, approx. 12/week	Minister

Communion (<i>served how often?</i>)	1x/month (First Sun. of the month)	Minister
Community Meals (<i>Done with Family Promise</i>)	Approx. 10 people work, 2-5 people attend	Community Outreach Team
Confirmation (<i>number confirmed last year</i>)	16	Minister
Funerals (<i>number last year</i>)	3	Minister
Public Advocacy Work (<i>Racial Justice-joined with other churches</i>)	Approx. 8 people	Community Outreach Team
Retreats (<i>varies each year</i>)	10-12 people	Various leaders, Church members
Weddings (<i>number last year</i>)	9	Minister
Worship (time slot: 8:00 AM)	35	Minister
Worship (time slot: 9:00 AM, summer only)	25	Minister
Worship (time slot: 10:00 AM)	103	Minister
Young Adult Groups or Classes (<i>Youth Ministry</i>)	Approx. 6-8 kids are currently participating	Lighthouse Youth Ministry (Port Washington/Saukville Ecumenical Youth Ministry)

Special Services:

- Lenten Reflection and Communion Services (Thursday evenings during Lent)
- Advent Reflection and Communion Services (Thursday evenings during Advent)

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers.

N/A

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Communications Director	No	Part time	Staff Support and Review Team on the Council	16 years
Office Administrator	No	Part time	Staff Support and Review Team on the Council	12 years
Financial Administrator	No	Part time	Staff Support and Review Team on the Council	13 years
Chancel Choir Director	No	Part time	Staff Support and Review Team on the Council	5 years
Handbell Choir Director	No	Part time	Staff Support and Review Team on the Council	23 years
Children's Choir Director	No	Part time	Staff Support and Review Team on the Council	21 years
Organist	No	Part time	Staff Support and Review Team on the Council	(same person as Children's Choir Director)
Pianists (2)	No	Part time	Staff Support and Review Team on the Council	6 years each

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

- Our minister seems to handle many responsibilities within the congregation. This is related to our smaller sized community. The minister is very active within the congregation, which helps build interest and rapport with our members.

- We are open to new opportunities and allow flexibility and adjustments on a yearly basis based on reflection of our congregational needs.
- Consistently over time we have had strong music programs.

Church Finances

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

Source	Amount
Annual Offerings and Pledged Giving	\$210,028
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 (<i>Christmas tree sale</i>)	\$9,469
Gifts Designated for a Specific Purpose (<i>Celebration wall-off budget</i>)	\$2,593
Grants (<i>Catalyst grant-off budget</i>)	\$2,000
Rentals of Church Building (<i>Port Pre School</i>)	\$27,030
Rentals of Church Parsonage	N/A
Support from Related Organizations (<i>e.g. Women's Group</i>)	N/A
Transfers from Special Accounts	N/A
Other (specify): <i>Prior year balance</i>	\$4,291
TOTAL	\$255,411

Current annual expenses: \$244,653 (current budget available upon request)

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

47%

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?

- ✓ 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?

Local Mission (\$3,500), SEWA Dues (\$1,926) & OCWM (\$17,685); Total 10% of actual on budget expenses.

What is the church's current indebtedness?

Total amount of loan debt: \$0

Reason for debt: N/A

Are capital and other payments current? Yes

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

Review of and resulting maintenance of exterior windows. Projected start/end dates to be determined by new minister and Church Council. This maintenance need project was just recently discovered.

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

None

If a capital campaign is underway or anticipated, describe:

None

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

None

Does your church have an endowment?

Yes

- *What is the market value of the assets?*
\$26,323
- *Are funds drawn as needed, regularly, or under certain circumstances?*
If needed with congregational approval.
- *What is the percentage rate of draw (last year, compared to 5 years ago)?*
Not applicable we don't draw on this for annual expenditures.
- *Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:*
In 2014 we used \$21,800 (46%) to install roof needed for solar panel lifetime. There has not been a draw on the endowment to meet operating expenses for the most recent year.
- *At the current rate of draw, how long might the endowment last?*
For the foreseeable future due to not drawing from it on an annual basis.

Other Assets

- *Reserves (savings):* \$9,755
- *Investments (other than endowment):* \$0
- *Does your church have a parsonage?* No
- *Describe all buildings owned by the church:*
Main church building (sanctuary, offices, library, class rooms, fellowship hall, kitchen, hall ways, and mechanical rooms)
- *Which spaces are accessible to wheelchairs?*
All, except the pulpit.

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

There have not been major changes in the budget. The budget is recommended by the Church Council to the Congregation in November and approved by the Congregation the following January.

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.

- The initial significant happening was the founding/ formation of our congregation in 1898 and the fact we've been in existence in Port Washington for 121 years.
- In 1962 we became associated with the United Church of Christ (UCC).
- A significant happening in the history of our church included three major enhancements to the then existing church structure. The placement of a large picture window replacing the wall to the rear of the altar was closely followed by the disabilities access addition in the early 1990's. This addition resulted in complete physical disability access availability to the church sanctuary, offices, and fellowship hall. This addition included the construction of an elevator serving three different levels of the church.
- This provided impetus at the close of the decade for a very successful Second Century Capital Campaign that culminated in a major expansion and renovation of the entire church and eventual purchase of additional property. A new fellowship hall, kitchen, classroom space, administrative offices, and related hallway space were realized while the charm of the sanctuary was retained.
- Shortly after the completion of the building projects the church was fortunate to purchase adjacent property from the municipality which resulted in the Creek Side Commons' area and separate installation of solar roof panels. The aforementioned was neither a question of what we had to do nor was it a question of what we should do. It was simply the realization of what we could do.
- A recent, and very rewarding, happening has been our involvement in the organization of a multi-church youth group within the Port Washington/Saukville

area. We feel this multi-church approach most typifies denominational cooperation and facility use attraction.

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

A recent change made within our congregation is the structure of our Church School program, shifting away from meeting three Sundays per month to only one. Our policy has always been to deal with change on an incremental basis thus avoiding a major problem. Change, both actual and potential, is talked through and every solution to a related problem is tried. This approach is a soft linear process as opposed to a sudden unexpected shift. We feel that change, especially major change, is handled best when it's a collaboration so that a variety of viewpoints / ideas are exchanged. It is used on the church council, committee, and staff level.

In this specific instance our minister, volunteer instructors, parents of children involved in the program and others within the congregation were all informed of what was being considered and asked for their input. The purpose for this change was based on the attendance within our program, and the demands on the volunteers to continue to run the multi-Sunday program. The change has proved to be successful, yet a few congregational members still prefer the previous layout.

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.

As a congregation we have not had any major conflicts that have occurred in the last 15-25 years. We've had some tough questions or challenges that we've had to address. Varying opinions on how to answer or resolve those have never escalated to the point of conflict. We strongly believe this has been the case due to how we include everyone who would be affected by said challenge and how we collaborate as a team to come to a final answer or resolution.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Jeff Suddendorf	30	Y
Rev. James Liebnow (Deceased)	18	Y
Rev. George Yons (Deceased)	3	Y

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

The congregation and the existing minister have grown together. The last thirty years has been a voyage of steering without dictating.

- *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*

WHO IS OUR NEIGHBOR?

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

Community Vision

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

We have various relationships with different community organizations that help foster their mission and our own.

We support five local service organizations on an ongoing basis by offering special collections to help support their mission.

- Food Pantry, Inc.
 - We accept food collections that are donated to the Pantry for those in need.
- Ozaukee Family Services
- Advocates of Ozaukee County (social services organization for domestic/sexual abuse)
- Balance, Inc. (support for those with developmental disabilities to help foster independent living)
- Family Promise (emergency housing and services for those experiencing homelessness in Ozaukee county)
 - We provide volunteers for making meals and supervising the overnight facility.

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

We follow the United Church of Christ's mission and vision, but take pride in our independence and ability to adapt to our community demographics and values.

When we are called upon, we are able to support our UCC initiatives and activities. We are proud to be a 5-for-5 congregation.

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 type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input checked="" 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?

We are proud of the work we have done to work towards the designations above, but we are open to the challenge of earning additional designations.

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

We are proud to be partnering with four other local churches to help create Lighthouse Youth Ministry, a new and vibrant Christian youth group that supports the youth on their journey of faith.

- lighthouseyouth.org

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities?

N/A

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?

Due to the smaller size of our church and local community, we have one minister for the congregation. Because of the many responsibilities within our congregation, we leave it up to the minister to decide how they choose to spend their time regarding community ministry and outreach.

Demographics

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

- In terms of race our congregation is comprised of mostly white households, which reflects our community of Port Washington and surrounding areas that have a population of 95% white. We see this as an opportunity to educate ourselves on all races and ethnicities. We have started this process through social justice seminars.
- Based on the congregation's reflections and responses, our members are seeking additional opportunities to engage in discussion related to both their faith and current events. We see an opportunity to offer more avenues of open dialogue that can encourage and evaluate our younger demographic audience to question their beliefs and their possible connection to our congregation. We also see this as an opportunity for our members to connect the words of scripture to current events through adult studies.

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?

The congregation's internal demographics mirrors the demographics of the city of Port Washington and the surrounding area.

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

- The current demographics of our community are joined closely with our ministry. We acknowledge that our current demographics have limited our views on certain racial issues, so we have sought opportunities to educate ourselves on racial injustices.
- As the demographics of our community change and evolve, we as a congregation have adapted our mission to adjust to these evolutions. We are trying to keep our mission relevant to those around us. These adaptations do not necessarily yield more positive or negative membership to our congregation.

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

We are appreciated for our long history as First Congregational Church in Port Washington and that appreciation connects through a friendly, social, professional, or even cultural relationship. We are known for being an open and inclusive congregation with strong involvement with the community. The community speaks highly of the positive relationship the current minister has with community members and programs.

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

Many of the new people in the church have indicated that they felt First Congregational Church was the best fit for their families because of the open and inclusive nature. The church has a positive reputation within the community, which helped to encourage their interest. Many have also identified the calm, welcoming, and compassionate interactions of the current ministry as part of their choice to commit to the congregation.

REFERENCES

See Appendix B & C

Lighthouse Youth Ministry

Marla Race / Vice President

(262-483-9528 / mraceiphone@gmail.com)

Family Promise of Ozaukee County

Kathleen Christenson Fisher / CEO

(262-268-2723 / joanafpoz@gmail.com)

CLOSING THOUGHTS


Closing Prayer

As we conclude our profile, we use our traditional closing of service:

*Go now in peace, never be afraid
God will go with you each hour of every day
Go now in faith, steadfast, strong, and true
Know God will guide you in all you do
Go now in love and show you believe
Reach out to others so all the world can see
God will be there watching from above
Go now in peace, in faith, and in love*

Authors: Don Besig and Nancy Price

Appendix A

UNITED CHURCH OF CHRIST ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS										
<i>God is still speaking.</i> UNITED CHURCH OF CHRIST 										
Church#:	862320									
Assoc:	632	Schedule: 0	First Congregational Church UCC	Port Washington	Wf	\$3074				
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2008	518	159	70	0	0	0	0	0	0	
2009	528	147	90	8	8	0	8	0	8	
2010	449	135	63	11	15	0	16	87	-77	
2011	448	171	60	14	18	2	5	30	-1	
2012	425	160	74	4	8	0	7	28	-23	
2013	446	160	85	9	16	0	4	0	21	
2014	416	160	75	12	12	0	6	48	-30	
2015	417	150	55	12	10	0	6	15	1	
2016	428	128	56	13	6	0	8	0	11	
2017	423	120	59	11	15	0	6	25	-5	
2018	417	140	48	15	0	0	3	0	13	
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
2008	\$235,906	\$0	\$17,436	\$1,484	\$18,920	\$0	\$18,920	7.39	\$254,826	\$0
2009	\$233,945	\$199,538	\$17,017	\$1,918	\$18,935	\$5,705	\$24,640	7.27	\$458,123	\$210,416
2010	\$229,996	\$231,998	\$17,419	\$22,889	\$40,308	\$11,174	\$51,482	7.57	\$513,476	\$216,372
2011	\$239,357	\$0	\$17,187	\$3,374	\$20,561	\$9,549	\$30,110	7.18	\$269,467	\$212,318
2012	\$237,773	\$0	\$18,065	\$2,338	\$20,403	\$11,575	\$31,978	7.60	\$269,751	\$218,734
2013	\$245,040	\$0	\$17,000	\$2,632	\$19,632	\$7,228	\$26,860	6.94	\$271,900	\$205,752
2014	\$215,103	\$0	\$18,150	\$8,596	\$26,746	\$5,949	\$32,695	6.44	\$247,798	\$216,756
2015	\$218,984	\$0	\$19,086	\$15,971	\$35,057	\$6,271	\$41,328	8.72	\$260,312	\$216,269
2016	\$243,829	\$0	\$17,599	\$5,048	\$22,647	\$6,004	\$28,651	7.22	\$272,480	\$201,961
2017	\$244,718	\$0	\$17,400	\$5,677	\$23,077	\$5,175	\$28,252	7.11	\$272,970	\$206,732
2018	\$238,225	\$0	\$17,685	\$4,647	\$22,332	\$6,788	\$29,120	7.39	\$268,346	\$206,732
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2013-2018	-6.50	-12.50	-43.53	-36.00	-25.00	-2.37	13.75	-1.31		
2008-2018	-19.50	-11.95	-31.43	0.00	0.00	1.41	18.03	5.31		

Please note: Zero values ("0" or "0.00") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

Appendix B

505 W. Grand Avenue
Port Washington, WI 53074
Lighthouseyouth.org

September 8th, 2019

First Congregational Church
131 N Webster Street
Port Washington, WI 53074

To whom It May Concern,

I am writing regarding my experience with the First Congregational Church and their involvement in the youth of our community. I am a member of the Parkside UCC Church in Saukville.

The current pastor was a member of a group of four area pastors who saw a real need for youth ministry in both their own churches, and in the community. The pastors began with an idea, recruited members of their own church to serve on a committee to form a 501(c)3 corporation, and assisted in the formation of a Board of Directors. I am proud to serve on the board as a Vice President.

Today we have Lighthouse Youth Ministry made up of five (5) churches, 3 Faiths (UCC, ELCA, and UM), a board of ten members, and we are currently renovating a under used building to be our "clubhouse". The support of all the congregations has been fabulous.

Blessings,

Marla Race
Vice President
Port Washington Saukville Youth Ministry Inc.
a/k/a Lighthouse Youth Ministry
Phone: 262-483-9528

*Port Washington Saukville Ecumenical Youth Ministry Inc. a/k/a Lighthouse Youth Ministry
is a 501(c)3 non-profit organization serving the youth of Ozaukee County (Wisconsin)*

Appendix C



August 26, 2019

To Whom it May Concern,

Family Promise of Ozaukee County has a long standing relationship with First Congregational Church. The mission of Family Promise is to rebuild lives with compassion by providing resources and services to individuals and families at risk of homelessness in Ozaukee County. Our program requires a commitment from local congregations to provide volunteers for our shelter services. First Congregational was one of the first congregations to step up in the community to offer their support for the program.

First Congregational has been part of our Interfaith Hospitality Network for five years. As part of the Network they provide volunteers to serve meals, stay overnight, and care for families in the Family Promise program. The congregation has a strong spirit of compassion and a heart to help others. Their service ministry in the community is truly appreciated by not just our organization but the homeless families we serve. The impact that our program has on the lives of those we serve is significant. We recently received this quote from a former client -

"On a scale of 1 - 10, 10 being awesome, Family Promise is a 23!"

Together, Family Promise and First Congregational changes lives. The strong spirit of helping others within the hearts of their members is demonstrated every time they serve. We are so grateful for the support of First Congregational Church and look forward to continuing our strong partnership.

With Sincere Appreciation,

A handwritten signature in black ink, appearing to read "Kathleen", written over a horizontal line.

Kathleen Christenson Fisher
Chief Executive Officer
Family Promise of Ozaukee County, Inc.

BOARD OF DIRECTORS - David Schlageter, Chair - Barbara Janssen, Vice Chair - Errol Barnett, Treasurer
Steve Knowles, Secretary - Suzy Frazier - Rev. Michelle Freeman - Jim Hoffman - Sharon Kalas
Kathy Nordberg - Connie Pukaito - Duane Woelfel - CHIEF EXECUTIVE OFFICER - Kathleen Christenson Fisher

136 W Grand Avenue, Port Washington WI 53074 | 262-268-2723 | www.familypromiseoz.org

Statement of Consent

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*) Search Committee, Communications Director, Financial Administrator, Church Historian & Congregational Feedback
2. Additional comments for interpreting the profile: None

Signed: Joe Mueller (electronic signature)

Joe Mueller / Church Committee Chair / Date: 9/11/19

Validation by Conference/ Association

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:



Name / Title: Rev. Franz Rigert/Conference Minister

Email: frigert@wcucc.org

Phone: 414-704-2625

Date: September 13, 2019

