

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

First Congregational United Church of Christ
Genoa City, Wisconsin

Pastor (Part-time)

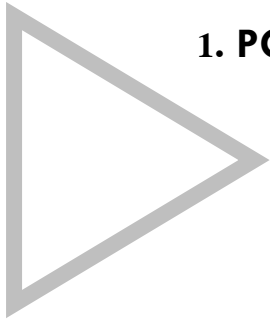
Wisconsin Conference, Southeast Association

September 17, 2019

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



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: First Congregational UCC

Street address: 624 Park Street PO Box 425 Genoa City, WI 53128

Supplemental web links:

www.gcucc.org

www.facebook.com/firstcongregationalUCC

Additional ecumenical affiliations: None

Conference: Wisconsin

Association: Southeast

UCC Conference or Association Staff Contact Person: Associate Conference Minister
the Rev. Lorraine Cenicerros, lceniceros@wcucc.org, (608) 630-2992

Summary Ministry Description:

Nestled in the verdant rolling hills of southern Wisconsin, the First Congregational United Church of Christ in Genoa City ministers, primarily, to the residents of the village, founded in 1850. Located only 12 miles from the premier tourist destination of Lake Geneva, the village has easy access to two major interstate highways and is home to a beautiful park on the banks of Nippersink Creek, an elementary school, a middle school and an elderly care facility.

As one of only three active churches in the village, we have taken a role as a community meeting place, friendly and open to strangers. Much effort in the past six years has been put into maintaining and updating the building itself, the largest religious structure in the village. Our active members are generous with their time and resources, and we want to remain a pillar in the community and a magnet for all types of people who crave Christian fellowship. We are seeking an individual who infuses our worship with thoughtful sermons that inspire action, proclaims our strengths and the Gospel to the greater community, and works well with all types of people of all ages.



What we value about living in our area:

Genoa City is a small Midwestern town with low crime and access to beautiful lakes, recreation and fishing. We appreciate the change of seasons, lack of traffic congestion and knowing our neighbors. The relative nearness to metropolitan centers like Chicago, Milwaukee and Madison offers access to employment, culture, shopping, international cuisine and events.

Current size of membership: 71 active members

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

Position Title: Pastor

Position Duration: Settled Pastor.

Compensation Level: 2/3 Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

- Preparation and leadership of Sunday worship including scripture study, creating of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with music volunteers, preaching and offering prayers.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and 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. Visiting the sick, elderly and grieving should be a priority.
- Community engagement and leading the way for the church to be an ambassador of God's love. Concentrated effort expected in terms of welcoming new members of the community.
- Weddings and funerals for participants in the worshipping community.
- Strategic planning for current and new directions in ministry.
- Participate in wider church activities such as conference and association meetings as time permits.
- Study and prayer to increase faith and to improve skills to lead, teach and preach better.
- Energizing and deepening spiritual connections and faith understandings of others in all they do.
- Informal efforts as counselor and comforter to the members of the church.

The tasks and ministries that are not the responsibility of our pastor include: Staff management, administrative tasks, charring meetings, financial development, and communication such as website, email, newsletter, bulletin preparation and printing, and monthly calendar.

Core Competencies:

Our next minister must be:

- **Well-spoken:** 85% of the congregation surveyed identified “effective preacher and speaker” as an important competency in our next pastor.
- **Outgoing:** Works well with children and teens, comfortable visiting shut-ins and willing to be evangelist who invites new members to join congregation.
- **Good with the elderly and children:** 60% of congregation is 55 or older; we’ve identified one of our opportunities as reaching out to young families in the village.
- **A model of faith:** Of UCC’s 8 Marks of Faithful and Effective Leaders, those surveyed in the congregation found the most important mark to be “exhibits a spiritual foundation and commitment to lifelong spiritual development.”

1c. COMPENSATION AND SUPPORT

Salary Basis: \$35,215 to \$37,790 in salary and housing allowance, commensurate with education and experience

Benefits: Salary plus Benefits

Pension/Life/Disability Insurance: 14% of salary + housing allowance

Health/Dental/Vision Insurance: \$4,800 annually (congregation expects to make contribution to health/dental/vision program best suited to pastor; may include United Church of Christ Medical and Dental Benefits Plan, health insurance, Affordable Care Act plan or spouse's plan)

Professional Development: \$300 annually

Mileage, Meals & Lodging: \$1,000

Social Security/Medicare Offset: 7.65% of salary which includes housing allowance

What is the expected living situation for your next minister: Living within 30-minute drive with housing allowance

Comment on the residential/commuting expectations for your next minister: Pastor required to provide personal transportation; Genoa City is walkable but does not have public transportation.

State any incentives: None other than those listed above.

Describe peer and professional supports available for ministers in your association/conference: There is a mentoring program available and monthly meeting of local pastors. Wisconsin Conference has an active Community of Practice ministry available to all clergy. A coaching ministry is also available. The clergy of the Southeast Association, Burlington District, meet several times per year.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: We require Sunday morning service (currently one service at 9 a.m. followed by fellowship hour), but office hours (currently three partial days a week) are flexible. We do not expect pastor to attend every meeting; congregation members can lead Sunday School, women's groups and men's meetings.

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

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

We envision faith formation programs for all ages including vibrant children's sermons, thorough confirmation classes for teens, thoughtful sermons for adults of all ages and adult Bible classes occasionally or seasonally. Additionally, we seek ways to minister to each other, to meaningfully care for church and community members.

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

Our building is currently being used by the congregation and by community groups to meet and/or share meals. Our new minister will help facilitate these activities and lead us to new ways to share our space, using that as a means to share the Gospel.

We expect pastor to participate in official role at Memorial Day service, and we would like to continue offering funerals to non-members.

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

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.

- Loves God, follows Jesus Christ and is guided by the Holy Spirit; lives a life of discipleship.
- Exhibits a strong moral character and personal integrity.
- Maturing in effective proclamation and preaching.
- Practicing the radical hospitality of God.

2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

We are in possession of the biggest public building in the village except the elementary and middle schools; a large, fully-equipped kitchen in the basement is publicly accessible

with a lift. This affords the opportunity of providing a place for groups to find fellowship, meet and/or share a meal. Currently, this means offering meals (Spring Ham Dinner, autumn Turkey Dinner, Lenten Lunches) and providing a gathering place for Alcoholics Anonymous, 4H, blood drives, fund-raisers, Library Friends and scrapbooking events. Other opportunities exist to attract young families and those who are less fortunate.

A number of major improvements to the physical structure have been undertaken under the leadership of the departing pastor including new flooring, water heater, furnace, phone system, sanctuary sound system, signage, roof and siding. As stewards of this building, we desire to continue to care for and maintain the building and share it in new and innovative ways with the community.

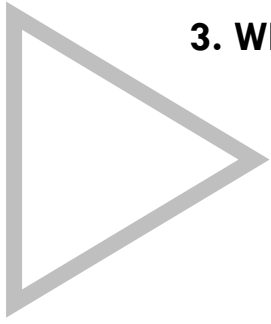
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

Our departing pastor created a meditation study program that included opening the sanctuary to the public for silent meditation at specific times and leading a meditation exploration group which has since been taken up by the members themselves in monthly meetings. We also have hosted Winter Warmup coffee hours (weekly gatherings in the coldest months of winter especially for retired folks and those hungry for social interaction and fellowship); these were met with solid interest.

Additionally, we had been hosting a free Community Meal at noon the first Wednesday of every month open to everyone regardless of membership or economic need; these meals were funded by local business and served by volunteers. This program, while well received, is in transition but continuing.

We as a congregation adopted the “Be The Church” United Church of Christ mission statement, nine bold statements that describe what it means to be “unapologetically Christian”: Protect the environment; Care for the poor; Embrace diversity; Reject racism; Forgive often; Love God; Fight for the powerless; Share earthly and spiritual resources; and Enjoy this life. We continue to seek ways to live this mission. Among ideas congregation members have suggested that may require encouragement and leadership from our new pastor include:

- Community outreach that embraces local problems, establishes our support, markets our offerings and attracts new members such as a welcome wagon type of offering to new residents of village or other efforts.
- Modernizing services or adding a contemporary service.
- Community music program.
- More vibrant youth programs.
- Technologically forward communications (email, text, etc.)
- Peace and environmental awareness activities for congregation and 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.

Any person who confesses his faith in Jesus Christ as his personal Lord and Savior, who makes Jesus Christ his example, and who accepts the spirit and aims of his church may become a member of this church.

Our mission:

- The purpose of this church shall be to bind together followers of Jesus Christ for the purpose of sharing in the worship of God and in making His will dominant in the lives of people, individually and collectively; especially as that will is set forth in the life, teachings, death and resurrection of Jesus Christ.

Our aims:

- This church acknowledges Jesus Christ as its head and finds the Bible to be the sufficient rule of faith and practice, and holds that living in accordance with the teaching of Jesus Christ is the true test of discipleship. Each member shall have the undisturbed right to follow the Word of God according to the dictates of his/her own conscience, with the guidance of the Holy Spirit. (A recent congregation survey showed a majority of members view the Bible as “perfectly true and inspired by God but it should not be taken literally; we need to interpret the meaning and context.”)
- We covenant, one with another, to seek and respond to the Word and the will of God, and to walk together in the ways of the Lord, made known to us. We hold it to be the mission of the Church to witness to the Gospel of Jesus Christ in all the world, while worshipping God, and striving for truth, justice and peace. We depend on the Holy Spirit to lead and empower us. We pray for the coming of the Kingdom of God, and we look with faith toward the triumph of righteousness and eternal life.

As a group, we profess a conservative faith, but we welcome an open leader who carries us gently along. For example, the Holy Spirit is occasionally referred to as “She” or

“They” in worship to convey the nurturing nature of God; She dances with us when we host community events (like the Turkey Dinner) as we pull together to feed hundreds of people.

Describe several strengths or positive qualities of your congregation.

A recent self-analysis of our congregation’s strengths (in form of a congregation survey) reveals the following:

- We minister to the community outside the church.
- We are generous with our time and resources.
- We are friendly and open to strangers.
- We foster close, supportive relationships among members.
- We move people to a closer relationship with Jesus Christ

Describe what worship is like when your congregation gathers.

We gather at 9 a.m. every Sunday morning in the worship sanctuary, a large, bright and traditional space. There is chatter among members, greeting one another and catching up as the lay liturgist kicks off the service with greetings and announcements. Candles are lit, usually by child acolytes. Live music is provided every Sunday by a volunteer organist and pianist, playing together, and occasionally other soloists and the chime choir. The service is based on the narrative lectionary. “Good preaching” is described most often by members as messages that “make you think and inspire listeners to action” and “connecting God’s Word to the lives of God’s people”: Messages that offer Biblical and historical context and walk out the door in your heart. Prayer requests are gathered informally and publicly by the pastor. The worship service is followed by coffee hour fellowship where members share their care, concern and comradery for each other.

A typical baptism is with an infant (usually only one or two a year). Two young girls were recently baptized during service.

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

One of our strengths is we offer programs for all types of people, male and female, young and old. A children’s sermon is incorporated into the Sunday service, and we offer Sunday School. Confirmation students, though few in number, serve in worship. Adult Bible Class is offered occasionally, and we welcome new traditions such as the Meditation Mondays monthly meeting.

The departing pastor wrote her own confirmation program (some of which was used for adult Bible study) and taught it to students; members are encouraged to be mentors for confirmation students. The process for Confirmation for those in 7th grade or older includes weekly sessions after school for about an hour with the pastor, and weekly Bible reading and use of workbooks from the To Know, To Live, To Grow series. During

the 21-month program, confirmands study the following topics using the workbook, extra materials, projects and video and participate in the associated field trips:

- Building the Christian Church (Includes history and function of UCC and trip to the UCC Wisconsin Conference offices)
- Jesus of Nazareth
- Old Testament. Trip Jewish Museum in Milwaukee
- New Testament. Trip to University of Wisconsin Milwaukee Planetarium for Sky Show on Bethlehem Star
- The Lord's Prayer
- Three visits to other churches/houses of worship to be made by students
- Meaning of Service: Living in Love Part One. Confirmands choose a service project to lead within the church that benefits the community
- Meaning of Service: Living in Love Part
- Annual Retreat Event. Pilgrim Center on Green Lake or local camp or Regional Youth event.
- Final Project Create Statement of Faith for Congregational Presentation

The confirmation curriculum is something the new pastor will want to customize depending on his or her gifts.

Describe how your congregation is organized for ministry and mission.

- When it comes to decision-making, how many hours are spent in meetings per month? Church Council meets 1-2 hours in one meeting a month. Committees are established as needed.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? Our congregation probably does better in a crisis. People rally when people need them. When Hurricane Katrina went through, we collected \$600 in two Sundays.
- 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.
- Where does your church struggle for vision? We struggle to see new solutions to services, meetings, events and attracting new members.

3b. 11-YEAR REPORT

See attachment for 11-year report.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

| | | <i>Is this number an estimate? (check if yes)</i> |
|--|-----|---|
| Number of active members: | 71 | |
| Number of active non-members: | 52 | |
| Total of church participants (sum of the numbers above): | 123 | |

Percentage of total participants who have been in the church:

| | | <i>Is this number an estimate? (check if yes)</i> |
|----------------------------------|----|---|
| More than 10 years: | 66 | |
| Less than 10, more than 5 years: | 5 | |
| Less than 5 years: | 5 | |

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> |
|------|-------|-------|-------|-------|-------|-------|-------|-----|--|
| 8 | 4 | 2 | 4 | 6 | 16 | 14 | 17 | 14 | <i>estimate</i> |

Percentage of adults in various household types:

| | | <i>Is this number an estimate? (check if yes)</i> |
|----------------------------------|-----|---|
| Single adults under 35: | 10% | <i>Estimates</i> |
| Households with minors: | 25% | |
| Single adults age 35-65: | 0% | |
| Joint households with no minors: | 55% | |
| Single adults over 65: | 20% | |

Education level of adult participants by percentage:

| | | <i>Is this number an estimate? (check if yes)</i> |
|-------------------------|----|---|
| High school: | 56 | <i>Estimates</i> |
| College: | 23 | |
| Graduate School: | 14 | |
| Specialty Training: | 7 | |
| Other (please specify): | 0 | |

Percentage of adults in various employment types:

| | | <i>Is this number an estimate? (check if yes)</i> |
|------------------------------------|----|---|
| Adults who are employed: | 50 | <i>Estimates</i> |
| Adults who are retired: | 45 | |
| Adults who are not fully employed: | 5 | |

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

Teachers, factory, retail, office, home business, farming, drivers, nurses and health care.
 Many retired.

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?

Our congregation is white, non-immigrant. Some diversity in race and culture shows in our families (children, in-laws); rarely, when there are holiday services, some more diverse family members attend. Cultural diversity is more evident in those who attend the community meals that are served.

Our congregation reflects the diversity of our community. As of the census of 2010, the racial makeup of the village was 95.4% white (6.5% Hispanic or Latino), 0.7% African American, 0.3% Native American, 0.4% Asian, 1.9% from other races, and 1.3% from two or more races.

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: No and no.

A recent survey of the congregation revealed that 72% of members would be “comfortable” or “very comfortable” with a pastor who was different from them in “gender, culture, race or sexual preference” so clearly some among us have a vision for greater acceptance. Nine percent would be “very uneasy” with this (some specifically noting they would be uneasy with an LGBTQ pastor); these members need to be carried gently along. (The remainder of those surveyed marked “neutral” to the question.)

3d. PARTICIPATION AND STAFFING

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

| 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 | 10 | Pastor plans/leads adult Bible Classes. |
| Baptisms (<i>number last year</i>) | 1 | Pastor with parents. |
| Children’s Groups or Classes | 8 | Superintendent of Sunday School and Christian Education Chair plans Sunday School. |
| Christmas Eve and Easter Worship | 75 | Pastor, liturgist, organist and pianist. |
| Church-wide Meals | 30 | Women’s Fellowship group plans. Volunteers raise funds and provide potluck side dishes and desserts. |
| Choirs and Music Groups | 10 | Chimes group is led by pastor, volunteer musicians. |
| Church-based Bible Study | 10 | Summer series taught by pastor. |
| Communion (<i>served how often?</i>) | 40 | Monthly; 3 volunteer members first Sunday of month help pastor. Worship Chair finds volunteers. |
| Community Meals | 45 | Monthly. Volunteers plan and serve. |

| | | |
|--|------------|--|
| Confirmation (<i>number confirmed last year</i>) | 1 | Led by pastor. |
| Drama or Dance Program | | |
| Funerals (<i>number last year</i>) | 10 | Pastor with families. |
| Intergenerational Groups | 12 | Two active Women's groups led by lay members. |
| Outdoor Worship | 60 | Ecumenical community worship planned by pastor and lay volunteer musicians, liturgist. |
| Prayer or Meditation Groups | 5 | Monthly meditation group. Led by lay volunteers. |
| Public Advocacy Work | | |
| Retreats | | |
| Theology or Bible Programs in the Community | | |
| Weddings (<i>number last year</i>) | 1 | |
| Worship (time slot: 9 a.m.) | 43 average | Pastor, organist and pianist with lay liturgist. |
| Worship (time slot: NA) | | |
| Young Adult Groups or Classes | | |
| Youth Groups or Classes | 5 | Led by pastor and parents. |
| Other | | |

Additional comments:

Several community organizations meet at our church regularly. 4H, Girl Scouts, Garden Club, Friends of the Library, AA, scrapbooking group.

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

The Wisconsin UCC Conference is a leader in providing lay academy graduates (<https://www.wcucc.org/programs-education/lay-academy/>). Courses focus on developing skills for effective leadership in the local church and wider community.

Schedule offers a two-year Faith Foundations program, Lay Leadership Skills in year 3 and Lay Ministry Skills in year 4. Our Lay Academy members fill in for pastor on Sundays when she is on vacation.

| Name | Three- or Four-Way Covenant? (3 or 4 or No) | Ministry Setting | Type of Ministry Role | Retired? (Y or N) |
|-------------|--|------------------|--|----------------------|
| Nancy Marks | No | | 4-year graduate of Lay Academy | Current member |
| Britt Brill | No | | In 2 nd year of Lay Academy | Current member |
| | | | | |

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: None.

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

| Staff Position | Head of Staff? | Compensation (full time, part time, volunteer) | Supervised by | Length of Tenure for current person in this position |
|------------------|----------------|---|---------------|--|
| Pastor | Yes | 2/3 time | Council | 6.5 years |
| Secretary | No | Part time | Pastor | 7 years |
| Cleaning person | No | Hourly | Volunteer | 1 year |
| Organist/pianist | No | Volunteer | Pianist | 45 years (pianist) 10 years (organist) |

REFLECTION

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

We are an integral part of our small, basically bedroom community providing an open and welcoming fixture to the community. We believe the trend toward fewer children and teens and young couples in our congregation is reflective of the national trend away from church membership. Our focus on older and retired members is justified though we'd like to see more outreach efforts to the unchurched in our community.

3e. CHURCH FINANCES

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

| Source | Amount |
|---|-----------|
| Annual Offerings and Pledged Giving | \$83,939 |
| Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>) | \$ |
| Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>) | \$ |
| Fundraising Events (Women's groups activities) | \$7,000 |
| Gifts Designated for a Specific Purpose | \$2,026 |
| Grants | \$250 |
| Rentals of Church Building | \$ |
| Rentals of Church Parsonage | \$ |
| Support from Related Organizations (<i>e.g. Women's Group</i>) | \$4,000 |
| Transfers from Special Accounts | \$ |
| Other (specify): | \$ |
| Other (specify): | \$ |
| TOTAL | \$ |

Current annual expenses (dollars budgeted for most recent fiscal year): \$82,240

See attached.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 63%

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? \$1,200 per year

What is the church's current indebtedness? None

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. No building project is underway.

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

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

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

Does your church have an endowment? Yes

What is the market value of the assets? A second endowment account was opened with Edward Jones in 2018 with \$35,000 and is invested in three conservative American mutual funds. As of June 30, 2019, we had \$37,713.39 in the investment fund and \$11,856.44 in the endowment fund in the bank.

Are funds drawn as needed, regularly, or under certain circumstances? Not at this time

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

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

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

Other Assets

Reserves (savings): \$0

Investments (other than endowment): \$0

Does your church have a parsonage? No

Describe all buildings owned by the church: Church building only

Which spaces are accessible to wheelchairs? Worship, offices, Basement fellowship hall and kitchen, all restrooms, offices, Welcome room. Balcony and upper-level Sunday School area not accessible. Platform lift at front entrance for first floor and basement access.

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

The last major budget change occurred when the church transitioned from a full-time pastor to a 2/3s-time pastor about six years ago. The budget process is set up by the treasurer considering previous years and then brought to the council for discussion, any changes needed and approval. The congregation began the Happy Hearts Mission project about 10 years ago to raise money outside the budget for various local worthy projects.

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.

About four years ago, the Methodist Church in town closed for lack of membership and financial reasons leaving our church as the only community-friendly church in our little village. Up until the closing, the two churches shared some ecumenical holiday services and women's group meetings. Our congregation absorbed some of the members, began hosting the Alcoholics Anonymous meetings and became the de facto community meeting location in town.

Our church made and sold donuts annually for more than 100 years (it began when Highway 12 went through town). That traditional celebration continues despite the fact that the highway now bypasses Genoa City. We are known far and wide for our donuts.

Given our aging congregation, a number of older members have died in the past decade that have left us missing their talents and contribution to music and fellowship.

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

The congregation changed its expectations when we moved from a full-time pastor to a two-thirds-time pastor.

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.

When our pastor spoke of same-sex marriage from the pulpit after a vigil attended by several members at the county seat in honor of the Orlando nightclub shooting victims, two members of the church said they felt disenfranchised and ultimately left our membership. As an increasingly progressive mainstream church, we sadly accepted their resignation. We continue to have members who are less open and affirming to others; our congregation survey revealed 9% of members would be “very uneasy” with a gay pastor, for example, and these members need to be gently carried along with the majority of the congregation who is more open.

As for protocols, members who have concerns are encouraged to bring them to the a member of the pastor-parish relationship committee who keeps the source of the complaint anonymous, the committee meets to discuss and to address the complaint; we do not depend on the grapevine to deliver said information.

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

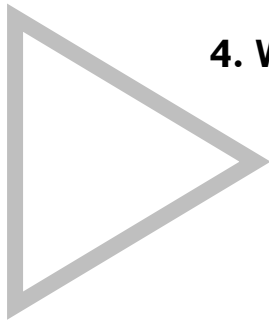
| Staff member’s name | Years of service | UCC Standing (Y/N) |
|----------------------|------------------|------------------------|
| Rev. Jennie Swanson | 2013-current | Yes. Privilege of Call |
| Rev. Tom Porter | 2010-2013 | Yes. Interim |
| Rev. Mark Schowalter | 2000-2010 | Yes. |
| Rev. Jim Kennedy | 1990-2000 | Yes. |

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: One of our recent pastors was disabled, and we effectively transitioned from a full-time pastor to a part-time pastor with the most recent transition. We are a reasonable, flexible congregation, and we are grateful for those with the gifts and willingness to serve.

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?

In past years, our congregation gave a face to the church by having a booth at Genoa City Days (a local, community celebration). In conjunction with that, we have hosted an ecumenical service as Church-In-The-Park once a summer. We have had monthly community meals, and we host a ham dinner every spring and a turkey dinner every fall.

We have had special collections for major disasters.

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

We always participate at the association-level and conference. The national general synod was held in nearby Milwaukee this year, and we sent a couple of members to volunteer.

Our teens frequently attend the national youth conference.

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

Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input checked="" type="checkbox"/> Just Peace (Fall 2019) |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) | <input type="checkbox"/> None |

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

As evidenced by the congregation survey that was conducted this summer, a majority of members believe our strengths are that we are friendly and open to strangers and we move people to a closer relationship with Jesus Christ.

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

When the Methodist Church in town was functional, we shared some ecumenical services with them. We continue to share some services with The Community UCC church and Grace Lutheran (ELCA) both in Richmond, Illinois (just over the border in Illinois).

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Our mission statement begins with "binding together followers of Jesus Christ" and "sharing in worship of God," which we do for an hour every Sunday, plus after-worship coffee hour. We have also spent resources (time and money) every month on our community meal, which is a collective effort to minister to the community and share our experience with God. We frequently say we are good at "feeding people," which is true in the literal sense but also in the spiritual sense.

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?

As a two-thirds-time pastor, we expect the pastor to spend most of their time on congregational ministry, but we need help and leadership in reaching out to the greater community.

4b. MISSION InSite

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

The trend of the greater community is for "moderate growth." This shows us potential to reach new members. Also, the poverty level of the area is "somewhat above" the rest of the state, which means opportunities to minister to those who are less fortunate.

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?

For the most part, our congregation reflects the demographics revealed in MissionInsite; we are "very homogeneous," white, feature somewhat less than the median family income and are closely split between blue- and white-collar occupations. However, MissionInsite predicts moderate growth in the area over 10 years. Given past history, our congregation numbers have been declining and unless we take action to change things, this could continue.

The average age of the greater population is increasing (from age 34 in 2010 to age 40 in 2028). Similarly, the average age of our congregation is increasing, but our average age is far greater than the community as a whole.

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

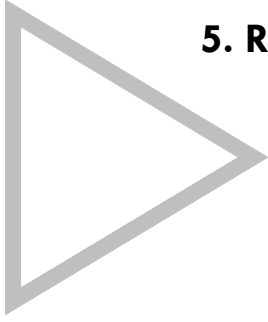
Our work to help those less fortunate (in the form of helping local charities and offering meals to the whole community) and to provide fellowship opportunities, especially to the retired, reflects the demographics here. There remains opportunity for us to better reach young families with children.

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

Without a doubt, we are known for providing food and fellowship in the greater community: Donuts, spring ham dinner, fall turkey dinner, monthly community meals. We are generous and talented in this way, and our physical building supports this ministry (we have a large, well-appointed kitchen and fellowship area).

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

Our open and friendly nature (specifically, one item mentioned was the lack of creed recitation during the Sunday services, which indicated an openness to different faith walks). The good food didn't hurt.



5. REFERENCES

REFERENCE 1 – Jacqueline Katzenberg / resident of Genoa City / 262-729-1057 / Jacqueline.Katzenberg@gmail.com / Daughter-in-law of active member

I believe our church does a fantastic job with its community outreach, and consistently with giving and helping those in need. I also love the devotion to teaching the children about Christ in such a fun way. The way the whole church works together to teach and develop the children is inspiring.

Although we try, I miss the days of the Christmas Cantata and the choir. I understand that we are unable to have bigger church productions because of member involvement and the size of our congregation. We need to work on growing the congregation membership so we don't lose our church.

My best memory of the church would be watching my niece & nephew be baptized. I love how our church comes together, and in turn, I appreciate how we all support one another when things are difficult. I have struggled with some personal issues and felt a huge sense of support from the church.

We have a great church with some great people. [Current pastor] Jenny inspired me to come back to church after many years of not attending. We need someone who is genuine and real to join our First UCC family.

REFERENCE 2 – Lorraine Holden / Long-time resident of Genoa City / (262) 203-3031 (cell), 262-279-3219 (home) / No email / Lives next door to church, attends and has taught Sunday School but has chosen not to be a member

I was asked to share my view of some of this church's strengths in ministry, what I feel could be improved on and significant experiences I can recall. I will try to do my best. Please note these are only my thoughts and each one will have their own views to be considered.

I believe there are many strengths of our ministry. We try to be a sharing and caring place of worship for our aging community and long-time members who are comfortable with our wonderful history and feel secure with keeping things the way we always remember them. We also try to be willing to offer changes and growth to help new and different expressions to be incorporated into our church services to have a wider reach to younger or new members.

This is not always easy.

We try to reach out to the youth in the community through youth group and youth activities. And try to have a Sunday School program to offer education and an understanding of what a church family is. I believe a church family-oriented thought process is a strength in the ministry of any church. Because as with any family you must share your thoughts, choose to compromise and strive to be a help in all things.

Our church works together to try and be a Christian Faith presence in our community by mission works through our Happy Hearts collections, bringing a fellowship with Burr Oaks nursing home, and sharing our church space with groups in the community. Our ministry offers help to those who do not have a church family when they find the need for a faithful presence like an illness, counseling, a funeral, baptism, or guidance when you're not sure of the resources or programs that may be of a help in your situation. By having a welcoming place to go in times of distress, we may be opening a door to a fellowship choice to receive the Lord in their life. And all ministry, I believe, is to try and guide people to seek a relationship with the Lord.

Improvements in our church:

I believe we need a stronger scripture faith. As I believe the Bible is the word of God, I would choose to have a ministry that shares that while God always loves us, that does not mean he is always happy with us. That decisions in our lives should be made trying to live in fellowship with God, not saying it's OK because God loves us, we can do as we please. God as our creator has given us a path he would prefer we follow, and I believe it is the responsibility of our church's ministry to share what we believe that path is. And when we fail, we then share that as God is a forgiving God, we too are a forgiving and welcoming church and continue to be a church family in our imperfections. And share that we can always come back and continue to grow in the way of fellowship with the Lord.

This church family has been a constant reminder of how God wants us to love each other.

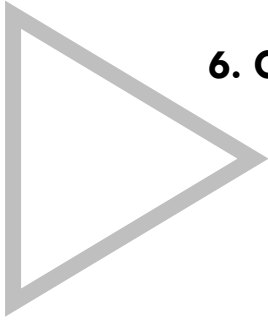
By living next door, I have been privileged to see amazing things. Personally, starting way back to a church basement full of clothes after a house fire. An open door for my aunt's funeral at no cost when she would have had no other service otherwise. I have been able to offer my friends without a church home, a baptism for their son with no strings attached. My uncle's passing was met with a helping hand to make sure a service would be provided even though it was at the most inopportune time; and they had no ties to our church, but our church was still there for his family. I have met people who came looking for help because they saw a church and knew they would be welcome here. I have seen the people coming into this church for funerals, with great joy of weddings, with the blessing of baptisms. I have seen the children running to the first at the door while their family came to worship, the gift of an elevator that meant my mother and my

father were still able to share in coffee fellowship when they were unable to face the stairs anymore. I have felt the love of feeling I belong to this church family, and the joy of knowing I belong to the family of my Lord, his Son, and the Holy Spirit. The ministry of this church helps me to know I am God's child.

I do not know if this is what you were looking for. But this is what you get.
In the Faith of our Lord.

REFERENCE 3 – Charlene Eddy, 93 / Long-time resident of Genoa City / 262-279-2648 / No Email / Former long-time member of the nearby Methodist Church which closed three years ago; came to our church after her husband's funeral which was held at our church

The next leader of this church needs to have lots of the Spirit, be helpful and have wit. I would like to see them spend time with our kids, the church's future. Help children understand the difference between virtual and reality and be a helper to parents to help with their family issues. They also need to be helpful to seniors and all ages. Set aside some time to cheer those less fortunate. Influence and inspire our present and our future; be a good speaker having a good voice that carries well so all can hear and enjoy. Be one who knows his subjects and gets across the message well. Be able to come to the aid of families in the loss of a family member and encourage your flock to also help those. In terms of the wider community, show interest in improvement by attending meetings with other ministers and churches to keep learning, and be interested in all people by attending meetings of clubs, churches, schools, Legion, Lions, and businesses in our community. Help all staff members. Give assistance for all church meals where they can. If you have a family, involve them as we all want to be able to help them to get to know us, too, and involvement will help them like their new home and school and our community. We're looking for a good, well-rounded citizen who enjoys all people, all walks of life, all colors, nationalities. This is a very big job, and you should understand what you're getting into.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Lord, guide us in our quest as a congregation to call a new pastor whose gifts God can use with us for the sake of the Gospel. We prayerfully seek a pastor with certain gifts and skills, knowing and praying that candidates will also be engaged in a Spirit-led discernment process. Lord, help us be open with each other and potential candidates and lead us into a new chapter of our long history. Amen.

6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

The profile committee, the current pastor (the Rev. Jennie Swanson) and the church secretary (Nancy Marks). Among other resources, we depended on the results of an original survey of the entire congregation (51 members completed it).

2. Additional comments for interpreting the profile: None. We tried to be complete.

Signed:

Eilene DiMarco, Maggie Fosdick, Shirley Haase, Sally Torstenson and Monica Woosley,
members of the profile committee, 8/2019

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. Lorraine Cenicerros/Associate Conference Minister

Email: lcenicerros@wcucc.org

Phone: 608-630-2992

Date: September 17, 2019

**UNITED CHURCH
OF CHRIST**



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

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

TREASURER'S REPORT

2018 REPORT AND PROPOSED 2019 BUDGET

| Line Item | Income | 2018 Thru Dec 31 | 2018 Budget | 2019 Budget |
|-----------|--|---------------------|---------------------|---------------------|
| 1 | Building Offering | \$ - | \$ - | \$ - |
| 2 | Interest/Investment Income | \$ 28.16 | \$ 20.00 | \$ 1,000.00 |
| 3 | Loose Offerings | \$ 2,863.65 | \$ 4,000.00 | \$ 3,000.00 |
| 4 | Membership Offerings | \$ 77,091.65 | \$ 72,880.00 | \$ 68,640.00 |
| 5 | Memorial Offering | \$ 4,386.10 | \$ 2,000.00 | \$ 3,000.00 |
| 6 | Miscellaneous Offering | \$ 3,394.50 | \$ 2,500.00 | \$ 3,000.00 |
| 7 | Outreach Offering | \$ 2,025.76 | \$ 3,000.00 | \$ 3,500.00 |
| 8 | Sunday School Offering | \$ 58.54 | \$ 200.00 | \$ 100.00 |
| 9 | Total Income | \$ 89,848.36 | \$ 85,100.00 | \$ 82,240.00 |
| | Expense | | | |
| | Building & Maintenance | | | |
| 10 | Building Maintenance | \$ 4,747.24 | \$ 500.00 | \$ 800.00 |
| 11 | Computer Maintenance | \$ - | \$ 100.00 | \$ 100.00 |
| 12 | Equipment Maintenance | \$ 1,389.61 | \$ 1,500.00 | \$ 1,500.00 |
| 13 | Gas and Electric | \$ 4,217.22 | \$ 4,000.00 | \$ 4,000.00 |
| 14 | Insurance-Property | \$ 3,450.82 | \$ 4,000.00 | \$ 3,500.00 |
| 15 | Telephone/Internet/Website | \$ 1,816.54 | \$ 1,600.00 | \$ 2,100.00 |
| 16 | Total Building & Maintenance | \$ 15,621.43 | \$ 11,700.00 | \$ 12,000.00 |
| | Church Programs | | | |
| 17 | Christian Education | \$ 189.99 | \$ 500.00 | \$ 500.00 |
| 18 | Conference Expenses | \$ 616.00 | \$ 500.00 | \$ 500.00 |
| 19 | Dinner Expenses-Council Events | \$ 260.38 | \$ 150.00 | \$ 150.00 |
| 20 | Guest Speakers | \$ - | \$ 200.00 | \$ 200.00 |
| 21 | Membership/Stewardship | \$ 65.98 | \$ 100.00 | \$ 100.00 |
| 22 | Music Supplies | \$ 147.69 | \$ 100.00 | \$ 100.00 |
| 23 | Office Supplies | \$ 1,439.48 | \$ 600.00 | \$ 1,000.00 |
| 24 | Outreach Expense (HHM, Etc.) | \$ 1,366.94 | \$ 1,000.00 | \$ 1,000.00 |
| 25 | Postage | \$ 457.00 | \$ 300.00 | \$ 300.00 |
| 26 | Professional Development-Church Expens | \$ - | \$ 100.00 | \$ 200.00 |
| 27 | S/S Outreach Expense | \$ 75.00 | \$ 200.00 | \$ 100.00 |
| 28 | Worship Materials | \$ 690.88 | \$ 600.00 | \$ 500.00 |
| 29 | Total Church Programs | \$ 5,309.34 | \$ 4,350.00 | \$ 4,650.00 |
| | Other Expenses | | | |
| 30 | Memorial Expenses | \$ 861.76 | \$ 2,000.00 | \$ 1,000.00 |
| 31 | Other Expenses- Payroll /Banking | \$ 388.50 | \$ 500.00 | \$ 400.00 |
| 31 | Total Other Expenses | \$ 1,250.26 | \$ 2,500.00 | \$ 1,400.00 |
| | Other Salaries & Benefits | | | |
| 32 | Custodian | \$ 1,013.88 | \$ 1,000.00 | \$ 1,000.00 |
| 33 | Bookkeeper | \$ - | \$ - | \$ 1,400.00 |
| 34 | Secretary Salary | \$ 6,180.00 | \$ 6,240.00 | \$ 6,240.00 |
| 35 | Secretary Salary-FICA/Fed&State tax | \$ 472.77 | \$ 490.00 | \$ 490.00 |
| 36 | Total Other Salaries & Benefits | \$ 7,666.65 | \$ 7,730.00 | \$ 9,130.00 |
| | Outreach Ministry | | | |
| 37 | Southeast Association (dues) | \$ 414.00 | \$ 420.00 | \$ 460.00 |
| 38 | Wisconsin Conference (OCWM, NIN etc) | \$ 1,798.15 | \$ 2,500.00 | \$ 2,500.00 |
| 39 | Total Outreach Ministry | \$ 2,212.15 | \$ 2,920.00 | \$ 2,960.00 |
| | Pastor Salary & Benefits | | | |
| 40 | Pension/Life/Disability Insurance | \$ 4,286.76 | \$ 5,900.00 | \$ 5,900.00 |
| 41 | Health & Dental Insurance | \$ 9,643.12 | \$ 8,600.00 | \$ 4,800.00 |
| 42 | Housing Allowance | \$ 24,375.12 | \$ 24,375.00 | \$ 24,375.00 |
| 43 | Mileage, Meals and Lodging | \$ 1,030.80 | \$ 1,000.00 | \$ 1,000.00 |
| 44 | Pastor Salary | \$ 12,859.41 | \$ 12,875.00 | \$ 12,875.00 |
| 46 | Professional Development-Pastor Ex. | \$ 250.00 | \$ 300.00 | \$ 300.00 |
| 48 | S/S Offset | \$ 2,820.96 | \$ 2,850.00 | \$ 2,850.00 |
| 47 | Total Pastor Salary & Benefits | \$ 55,266.17 | \$ 55,900.00 | \$ 52,100.00 |
| 48 | Reconciliation Discrepancies | \$ 896.76 | \$ - | \$ - |
| 49 | Total Expense | \$ 88,222.76 | \$ 85,100.00 | \$ 82,240.00 |
| 50 | Net Income | \$ 1,625.60 | \$ - | \$ - |



God is still speaking,
**UNITED CHURCH
 OF CHRIST**

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

Church#: 861000
 Assoc: 832

Schedule: 0 First Congregational UCC

Genoa City

WI 53128

| 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 | 124 | 59 | 33 | 3 | 0 | 0 | 4 | 0 | -1 |
| 2009 | 119 | 55 | 30 | 2 | 0 | 0 | 5 | 2 | -5 |
| 2010 | 119 | 55 | 30 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2011 | 87 | 51 | 33 | 1 | 0 | 0 | 4 | 28 | -31 |
| 2012 | 86 | 51 | 27 | 4 | 0 | 0 | 5 | 0 | -1 |
| 2013 | 95 | 51 | 25 | 0 | 0 | 11 | 1 | 1 | 9 |
| 2014 | 91 | 60 | 27 | 1 | 0 | 0 | 1 | 4 | -4 |
| 2015 | 92 | 43 | 22 | 1 | 0 | 2 | 2 | 0 | 1 |
| 2016 | 92 | 43 | 22 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2017 | 72 | 45 | 17 | 1 | 0 | 0 | 2 | 19 | -20 |
| 2018 | 71 | 43 | 18 | 0 | 0 | 5 | 1 | 5 | -1 |

| 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 | \$141,416 | \$0 | \$1,185 | \$445 | \$1,630 | \$0 | \$1,630 | 0.84 | \$143,046 | \$101,266 |
| 2009 | \$11,743 | \$0 | \$0 | \$0 | \$0 | \$1,319 | \$1,319 | 0.00 | \$13,062 | \$102,757 |
| 2010 | \$11,743 | \$0 | \$2,280 | \$1,048 | \$3,328 | \$0 | \$3,328 | 19.42 | \$15,071 | \$0 |
| 2011 | \$84,755 | \$0 | \$0 | \$845 | \$845 | \$1,365 | \$2,210 | 0.00 | \$86,965 | \$81,835 |
| 2012 | \$67,113 | \$0 | \$436 | \$388 | \$824 | \$0 | \$824 | 0.65 | \$67,937 | \$68,681 |
| 2013 | \$77,997 | \$0 | \$500 | \$727 | \$1,227 | \$0 | \$1,227 | 0.64 | \$79,224 | \$74,267 |
| 2014 | \$73,200 | \$0 | \$750 | \$2,609 | \$3,359 | \$5,000 | \$8,359 | 1.02 | \$81,559 | \$72,000 |
| 2015 | \$77,000 | \$0 | \$1,000 | \$2,393 | \$3,393 | \$5,000 | \$8,393 | 1.30 | \$85,393 | \$82,000 |
| 2016 | \$77,000 | \$0 | \$1,000 | \$1,426 | \$2,426 | \$0 | \$2,426 | 1.30 | \$79,426 | \$0 |
| 2017 | \$82,937 | \$0 | \$1,000 | \$632 | \$1,632 | \$2,793 | \$4,425 | 1.21 | \$87,362 | \$76,294 |
| 2018 | \$80,798 | \$0 | \$1,020 | \$495 | \$1,515 | \$1,442 | \$2,957 | 1.26 | \$83,755 | \$82,276 |

| % CHANGE | MEMBERS | AVG WEEKLY ATTENDANCE | CHR ED/ FAITH FORM | TOTAL ADDITIONS | TOTAL REMOVALS | CURR LOCAL EXPENSES | TOTAL OCWM | TOTAL EXPENDITURE |
|-----------|---------|-----------------------|--------------------|-----------------|----------------|---------------------|------------|-------------------|
| 2013-2018 | -25.26 | -15.69 | -28.00 | -54.55 | 200.00 | 3.59 | 23.47 | 5.72 |
| 2008-2018 | -42.74 | -27.12 | -45.45 | 66.67 | 50.00 | -42.87 | -7.06 | -41.45 |

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.