

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

New Horizon United Church of Christ  
Kewaskum, WI

Pastor

Wisconsin Conference United Church of Christ

December 18, 2019

### LOCAL CHURCH PROFILE CONTENTS

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

# INSTRUCTIONS

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

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

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

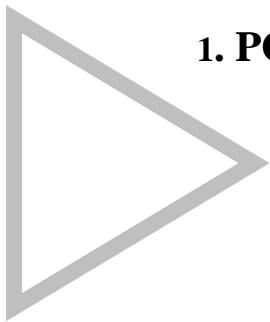
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-telling's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

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

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

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of

the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



## 1. POSITION POSTING

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

### 1a. LISTING INFORMATION

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New Horizon United Church of Christ

9663 State Hwy 144

Kewaskum, WI 53040-9734

[www.newhorizonucc.org](http://www.newhorizonucc.org)

[Washington County Map](#)

Additional ecumenical affiliations

Conference: [Wisconsin Conference United Church of Christ](#)

Association: [Southeast Wisconsin Association](#)

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Rev. Jane B. Anderson

Associate Conference Minister

(920) 540-2586

[janderson@wcucc.com](mailto:janderson@wcucc.com)

Summary Ministry Description:

New Horizon UCC is located in a rural area near the heart of the Kettle Moraine Forest of Wisconsin. Although we are in a rural area, there are larger towns surrounding us in all directions. Our congregation is comprised of three small churches that had shared one pastor. All three churches were barely surviving financially due to building upkeep with some membership decline and day to day expenses. The membership from all three churches voted on combining their resources to form one larger congregation. It was decided to combine the churches and build one church on a main highway. This was not an easy task, and showed the faith and dedication of the congregations that has now become a larger and stronger congregation. This faith and dedication continues as we seek a new pastor. Our members feel faith, family and laughter are our core values. There is fellowship before and after church every Sunday. We are a congregation of diverse ages, educational backgrounds, and

occupations. New Horizon is known for our friendly, welcoming atmosphere and supporting local and worldwide mission. We are seeking a pastor who can help lead us in a faithful journey, to grow as a church, and continue to see beyond the walls in ecumenical and mission work.

Photographs:



What we value about living in our area:

We are a small rural close-knit community, yet close enough to bigger cities. We are a community with several small towns that come together to support each other.

Current size of membership: 154

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

Position Title: Pastor

Position Duration:

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level:

Full Time

Does the total support package meet conference compensation guidelines? Yes

## 1b. SCOPE OF WORK

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- Work with worship committee and music director to plan and conduct worship services including celebration of sacraments
- Administer church business and work with the leadership board
- Work with the congregation's governing body and its program committees
- Preparation of the worship bulletin
- Visit members who are hospitalized, homebound, and nursing care facilities.
- Conduct funerals for members and friends of the congregation
- Officiate weddings for members and friends of the congregation
- Provide counseling and make appropriate referrals
- Teach confirmation/new member class for youths and adults
- Maintain a collegial relationship with the area clergy associations and with the Kewaskum school district which includes 4 meetings a year with school superintendents, and area clergy.

Core Competencies:

Communication  
Leadership  
Sociable

Demonstrate excellent communication/leadership skills and be invested in the life of the congregation.

## 1c. COMPENSATION AND SUPPORT

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Salary Basis:

Salary plus housing benefits per Wisconsin Conference guidelines.  
\$45,000 to \$55,000

Benefits

Benefits will be offered in addition to salary, they may include, mileage, pension, professional development, Social Security supplement, sabbatical, life, disability and health insurance and others as negotiated.

What is the expected living situation for your next minister?

Our next pastor is expected to live in the surrounding community. A housing allowance will be negotiated.

State any incentives:

Seminary debt retirement program

Active [UCC camps](#)

[Lay Academy](#)

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

[Community of Practice Program](#)

[Continued education scholarship](#)

## 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.

Our new minister is to share his/her wisdom with the congregation to enhance our adult and youth spiritual education and growth, strengthen our core values as a congregation by moving out of our comfort zone, and broadening our family atmosphere with new ideas. Build and maintain membership relationships to aid in retention of members.

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

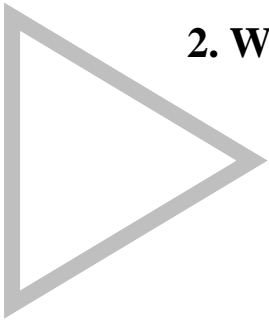
The new Pastor will have the opportunity to serve our community through various organizations such as, local food pantry, fire departments and youth organizations.

With the help of our leadership board and other committees, our new Pastor would develop an outreach program that will open our doors to adult and youth of our communities. Our youth are our foundation to our future.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling. None are required.

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.

1. Leading faith formation effectively across generations.
2. Participating in the various settings of the United Church of Christ, including Local Churches, Associations, Conferences, General Synod, and global ministries.
3. Demonstrating Excellent Communication Skills
4. Providing hope and healing to a hurting world.



## **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)

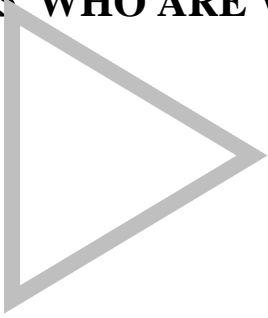
Who is God calling you to become as a congregation?

The Mission of this congregation is to strive to be a church filled with the love of Jesus Christ, vibrant in the proclamation of the gospel, inviting, friendly and open to all people, caring for one another in prayer and deed, mission oriented and ecumenical in its outreach, a good citizen to the community and beyond, and a place where individuals and families can develop the values they need to live healthy and compatible lives.

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

New Horizon addresses the need for food in our community by supporting and assisting our local Food Pantry, Hunger Walk, and Habitat for Humanity programs by donating time and resources along with local churches wider donations. In addition, we support a Holiday Mitten Tree. Each mitten represents a child's wish list who is less fortunate at Christmas time. Members will take that list and fill it giving that child a happier holiday.

### 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

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Describe your congregation's life of faith.

New Horizon United Church of Christ acknowledges as its sole foundation, Jesus Christ, the Son of God and Savior of all people. All who believe in Jesus Christ are brothers and sisters in the faith. New Horizon United Church of Christ looks to the Word of God in the Bible, and to the presence and power of the Holy Spirit, as its guides in ministry locally and throughout the world. We claim as our own the faith of the church expressed in the ancient creeds and reclaimed in the insights of the Protestant Reformers. We subscribe to the Statement of faith of the United Church of Christ. We affirm the responsibility of the church in each generation to make this faith its own, in accordance with Christ's teaching. We recognize two Sacraments: Baptism and Lord's Supper or Holy Communion.

Describe several strengths or positive qualities of your congregation.

New Horizon welcomes non-members from the wider community to our home providing them support with funerals, baptisms, and weddings. We use our fellowship hall before and after service to socialize with members and non-members to provide a relaxed atmosphere. We rent the church hall for special events to the public bringing us closer to the community.

Describe what worship is like when your congregation gathers.

We worship once a week on Sunday mornings. Our worship service includes a children's sermon, prayers, hymns, and spiritual guidance. We are proud to host several special music performances by local groups and others per year. We socialize before church service and end with fellowship and snacks. We welcome the community in a casual, welcoming setting.

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

We have several educational program opportunities within our church that include all ages. We have a children's sermon on most Sundays, Sunday school classes during service, confirmation classes, adult studies, holiday programs, and past vacation bible school programs. We encourage members to attend UCC camps and offer financial assistance.

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

Our membership entrusts the leadership board with the guidance of our pastor to make the necessary decisions needed to operate our parish on a monthly basis. The Leadership Board consists of our elected President, Vice President, Secretary, Treasurer, Financial Secretary and pastor along with committee chair-persons meeting approximately 2 hours per month. Committees will meet on a monthly basis or more if needed to discuss special needs of the church such as adult education, worship and music, building and grounds, communication, Stewardship and mission and evangelism.

When an emergency arises, the committee in charge will take action on the problem. Example, Pastor being sick or on vacation, the worship committee will step in and take care of the pastor's responsibilities during his/her absence.

### 3b. 11-YEAR REPORT

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

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

Church#: 861305  
Assoc: 832

Schedule: 0 New Horizon UCC Farmington WI 53040

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	109	73	29	1	5	7	4	20	-11
2009	118	79	28	2	0	13	2	4	9
2010	118	82	35	1	0	6	2	5	0
2011	126	83	35	4	0	9	2	3	8
2012	126	83	29	3	0	0	1	2	0
2013	141	86	40	2	0	20	6	1	15
2014	138	86	40	0	0	0	3	0	-3
2015	153	75	40	5	0	15	2	3	15
2016	153	75	40	0	0	0	0	0	0
2017	157	72	36	4	0	6	3	3	4
2018	154	74	31	0	0	8	11	0	-3

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	\$111,769	\$80,000	\$6,000	\$6,679	\$12,679	\$344	\$13,023	5.37	\$204,792	\$80,478
2009	\$93,519	\$103,685	\$6,000	\$5,753	\$11,753	\$1,517	\$13,270	6.42	\$210,474	\$85,506
2010	\$93,205	\$58,951	\$6,200	\$3,955	\$10,155	\$1,485	\$11,640	6.85	\$163,796	\$140,104
2011	\$118,864	\$678	\$6,240	\$3,089	\$9,329	\$878	\$10,207	5.25	\$129,749	\$93,360
2012	\$112,423	\$0	\$6,300	\$2,390	\$8,690	\$1,615	\$10,305	5.60	\$122,728	\$105,501
2013	\$98,457	\$0	\$6,200	\$3,973	\$10,173	\$750	\$10,923	6.30	\$109,380	\$105,758
2014	\$108,620	\$296	\$6,200	\$10,528	\$16,728	\$3,671	\$20,399	5.71	\$129,315	\$108,493
2015	\$110,896	\$20,961	\$6,400	\$1,346	\$7,746	\$3,062	\$10,808	5.77	\$142,665	\$106,975
2016	\$110,896	\$0	\$6,500	\$1,756	\$8,256	\$0	\$8,256	5.86	\$119,152	\$0
2017	\$109,147	\$0	\$6,600	\$2,593	\$9,193	\$0	\$9,193	6.05	\$118,340	\$107,939
2018	\$116,946	\$28,934	\$6,600	\$1,790	\$8,390	\$500	\$8,890	5.64	\$125,836	\$116,140

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2013-2018	9.22	-13.95	-22.50	-63.64	57.14	18.78	-17.53	15.04
2008-2018	41.28	1.37	6.90	-38.46	-54.17	4.63	-33.83	-38.55

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.

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	<b>137</b>	
Number of active non-members:	<b>20</b>	<b>Yes</b>
Total of church participants (sum of the numbers above):	<b>157</b>	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	<b>54</b>	<b>Yes</b>
Less than 10, more than 5 years:	<b>65</b>	<b>Yes</b>
Less than 5 years:	<b>38</b>	<b>Yes</b>

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>
<b>18</b>	<b>14</b>	<b>16</b>	<b>9</b>	<b>21</b>	<b>26</b>	<b>18</b>	<b>28</b>	<b>25</b>	<b>Yes</b>

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	<b>37</b>	<b>Yes</b>
Households with minors:	<b>17</b>	<b>Yes</b>
Single adults age 35-65:	<b>18</b>	<b>Yes</b>
Joint households with no minors:	<b>35</b>	<b>Yes</b>
Single adults over 65:	<b>18</b>	<b>Yes</b>

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	100%	<b>Yes</b>
College:	25%	<b>Yes</b>
Graduate School:	18%	<b>Yes</b>
Specialty Training:	15%	<b>Yes</b>
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	57%	<b>Yes</b>
Adults who are retired:	41%	<b>Yes</b>
Adults who are not fully employed:	14%	<b>Yes</b>

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

Our church has a mix of agricultural, medical, professional, service, military, industrial, business, education, and retirees.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

Our church is 100% Caucasian.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future? Please note the date. Comment after the exercise:

No, it has never been an issue. All are welcome.

### 3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	N/A	
Baptisms <i>(number last year)</i>	3	Minister
Children's Groups or Classes	Sunday School up to 8th grade 8-12 kids	Education Committee
Christmas Eve and Easter Worship	Christmas Eve 149 Easter 6:30 am service - 80 9:00 am service - 85	Minister, Worship and Music Committee, Music Director
Church-wide Meals	Annual meeting Hunger walk pancake breakfast Chili supper Easter Breakfast	Hospitality Group
Choirs and Music Groups	Choir 7-10 members	Music Director, Worship and Music, Minister
Church-based Bible Study	8 to 10	Education Committee collaborating with Minister
Communion <i>(served how often?)</i>	First Sunday of every month	Worship and Music
Community Meals	Hunger walk pancake breakfast, chili supper, Easter Breakfast	Hospitality Group
Confirmation <i>(number confirmed last year)</i>	7	Minister in connection with ecumenical partners
Drama or Dance Program	n/a	
Funerals <i>(number last year)</i>	3	Minister
Intergenerational Groups	n/a	

Outdoor Worship	1 outdoor worship 60 attendees	Worship and Music committee with Minister
Prayer or Meditation Groups	n/a	
Public Advocacy Work	n/a	
Retreats	n/a	
Theology or Bible Programs in the Community	n/a	
Weddings ( <i>number last year</i> )	1	Minister
Worship (time slot: 9:00 am)	65 weekly	Minister with Worship and Music committee
Worship (time slot: _____)		
Young Adult Groups or Classes	n/a	
Youth Groups or Classes	1 group	
Other		

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants or Four-Way Covenants.

Name	Three- or Four- Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
None				

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

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson 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
Organist	Leadership Board	Partime	Minister	8 years

## REFLECTION

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

Members volunteer to fulfill the churches basic needs, and when needed we form committees to assist/address current needs of our church. We have several events that help us support the needs of the community and welcome our neighbors to our church.

## 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$116,140.00
Endowment Proceeds	less than 4%
Endowment Draw	\$0
Fundraising Events budget report	\$940
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$150
Rentals of Church Parsonage	\$0

Support from Related Organizations	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$0
Other (specify):	\$0
<b>TOTAL</b>	<b>\$117,230.00</b>

Current annual expenses \$111,206.00 See Attachment

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

70%

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?

Calculated per Wisconsin Conference guidelines. Amount voted on by membership at annual meeting. Gathered through general Sunday offerings.

What is the church's current indebtedness?

Total amount of loan debt: 0

Reason for debt:

Are capital and other payments current?

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

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

Year(s)	Purpose	Goal	Result	Impact
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2014	Carport and Siding	\$375,000	\$375,000	New carport paid in 5 years through membership pledges.
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
	N/A	\$	\$	
		\$	\$	

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

Does your church have an endowment? Yes

What is the market value of the assets? \$185,500

Are funds drawn as needed, regularly, or under certain circumstances? Nothing has been drawn out.

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

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

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

Please comment on the above calculations or estimates:

#### Other Assets

Reserves (savings): \$35,600

Investments (other than endowment): \$1,600

Does your church have a parsonage? No

Describe all buildings owned by the church: New Horizon United Church of Christ.  
Boltonville Church

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

Which spaces are accessible to wheelchairs? Everything but upstairs storage area.

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

Each project is presented as a proposal to the membership for a vote. Once accepted we ask for pledges to fund the project. If funds are not acquired, project is put on hold until appropriate funds can be met.

### 3f. HISTORICAL INFORMATION

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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.

Three rural churches that had their beginnings in the late 1800s. Each reached their peak and gradually began to decline in growth in the late 1900s. These three churches were St. Paul's U.C.C. located in Silver Creek, St. John's U.C.C. located in Beechwood and St. John's U.C.C. in Boltonville.

All three churches had very similar backgrounds. All were German immigrants, farmers by choice, spoke the German language, and brought with them a strong religious faith.

The three churches were independent congregations, but always chose to share a pastor.

These three churches merged into one on April 4, 2004. This was the Birth of New Horizon UCC!

No one could have surmised what could have happened next. It was on the morning of May 20, 2004, barely a month after the merger was adopted, that a terrible rainstorm came up and lightning hit St. Paul's church in Silver Creek and burned it to complete ruins.

October 1, 2006 New Horizon held its first service in a temporary set-up in its new location, a former toy factory. Remodeling began shortly thereafter.

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

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.

Conflict occurred when things were donated to the church without approval from the Leadership Board. Purchases and donations to the church need to be approved beforehand.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Seater	1	Yes

Rev. David Schlieter	10	Yes
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Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

We learned that communication along with collaboration between the pastor and congregation is important.

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

No

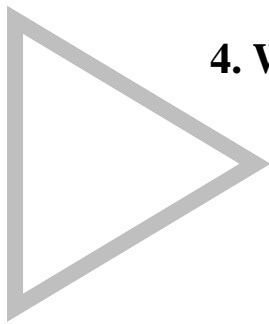
Has your church been involved in a Situational Support Consultation?

No

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

No

With a pastoral committee, we can help with delegation and collaboration.



## 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

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

Crop Hunger Walk participation, fundraiser to end world hunger.

Donations to the area food pantry, Random Lake Area Interfaith Food Pantry

Habitat for Humanity participation an ecumenical Christian housing ministry building simple, quality, affordable homes in partnership with the community and those in need.

Mitten Tree, holiday gifts for area kids in need.

Heifer International project ending international poverty.

Church mission trip to Dominican Republic.

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

We have members that participate at the Southeast Wisconsin Association UCC and Wisconsin Conference UCC annual meetings and at church camps (Moon Beach, Pilgrim Center).

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](http://ucc.org).)

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

☐ Accessible to All (A2A)

☐ Creation Justice

☐ Economic Justice

☐ Faithful and Welcoming

☐ God Is Still Speaking (GISS)

☐ Border and Immigrant Justice

☐ Inter-cultural/Multi-racial (I'M)

☐ Just Peace

☐ Global Mission Church

☐ Open and Affirming (ONA)

☐ WISE Congregation for Mental Health

☐ Other UCC designations:

☐ Designations from other denominations

☒ None

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

We would be interested in exploring the possibility if there was an interest by the congregation or the pastor.

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

We have ecumenical Lenten worship and Thanksgiving services with area denominations, and joint confirmation classes and church picnics with other nearby UCC churches.

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.

We feel our range of activities and gatherings are in line with our mission statement.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

We would be supportive of our Pastor's involvement in our community on behalf of the wider church realizing that the main priority is ministering to New Horizon UCC

#### 4b. MISSION InSite

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

Small steady growth.

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 demographics of our congregation are reflective of the surrounding rural communities of southeast Wisconsin.

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

It is not a major factor in shaping our ministry.

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

People say we are giving, friendly, social, and welcoming.

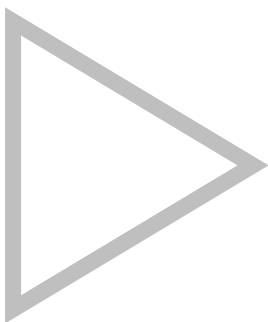
What do new people in the church say when asked what got them involved?

Reviews found on our Facebook page from new members.

"Everyone is so friendly and welcoming. You feel right at home with this group. It's worth joining on a Sunday."

"New Horizon UCC is a welcoming place to worship. Our children like to go to church here and they have wonderful experiences through New Horizon. Also great snacks and conversation after church. 😊"

## 5. REFERENCES



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

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

### REFERENCE 1

Ann Utke / Part-time Pastor / St. John’s United Church of Christ  
(414-708-7899/ revann@stjohnsuccrl.org / Relationship to the Congregation)

September 14, 2019

Community Letter of Reference  
for New Horizon United Church of Christ,  
Kewaskum (Boltonville), Wisconsin

To Whom It May Concern:

Since October of 2016, I have served in my current setting on a part-time basis, which is St. John’s United Church of Christ in Random Lake, Wisconsin. New Horizon UCC is our closest United Church of Christ neighboring congregation. I have also been a long-time colleague with the previous and current ministers at New Horizon UCC. With my residence in Milwaukee, I commute to the Sheboygan County for my part-time church work, as well as visits with family living in the area. The congregation that I currently serve traces its history back to many common ties that are shared with New Horizon UCC, including what was once a five-star regional parish. In addition, the two churches enjoy numerous connections through relatives and community partners, as well as mutual participation in a local ecumenical church cluster. Most

recently, our two congregations have collaborated through a shared confirmation program and a combined summer worship service/concert. A group from New Horizon also graciously made a presentation of their recent international mission trip during one of our worship services this year.

As an ordained UCC minister serving God with churches for 25 years, I think that New Horizon UCC has an amazing history. In faith, they have moved many mountains to re-create their Christian community for a new day. As the same time, they have carefully honored their heritage, from what were once three different congregations. The flexibility, imagination, collaboration, and practical problem-solving that this kind of venture requires from people are remarkable. I admire the qualities of resilience, resourcefulness, and an overall down-to-earth attitude which the folks at New Horizon UCC share in good measure with one another, and with anyone who comes in contact with them. There is energy and an ownership that is revealed in the life of congregation, from the people who faithfully volunteer to take care of the church grounds, to those who make sure that hospitality happens in gracious and generous ways.

Engaging in on-going work related to one's core identity seems to be a challenge that is familiar to New Horizon UCC as a congregation, as a congregation which is both established and emerging. This is not unusual for many congregations these days, especially as previous leaders are "passing the torch" to newer decision makers who have vastly different experiences and understandings of church, especially as compared to previous generations. In addition, in the regions which surround both New Horizon UCC and St. John's UCC, there can be a great variety of differing world-views which sometimes places neighbors and church family at opposing ends of many spectrums. This has been especially true in the current social, political, and religious climate of our time. How does the Christian community find common ground, and honor that within and beyond its own walls? How do we faithfully live out our Christian calling to do justice, love mercy, and walk humbly with our God? These are always growing edges for our mission and ministry as God's people.

This past winter, the congregation of New Horizon UCC went ahead with an inter-generational and international mission trip, which demonstrated both a high-level of commitment and willingness to take a significant risk for mission work. The experience provided transformation, both for the participants and the congregation. It was eye-opening for those involved and for others who heard their witness to God's presence among our global neighbors. As far as mission trips go, the work was incredibly labor-intensive, and provided a cultural immersion type of encounter. The church is already planning a follow-up trip this coming year that will enlist women participants, with the invitation to any interested from our congregation to accompany the group. I believe that kind of vision and compassionate concern to be exceptional.

Perhaps the greatest compliment to the ministry that is alive and growing among our UCC neighbors to the west is the interest that a number of folks at St. John's have expressed: a heart-

felt desire to explore and support more partnership opportunities with New Horizon UCC in the future. By God's grace, I would add a resounding "Amen!" to that hope.

Respectfully Submitted,  
Rev. Ann Utke  
Part-Time transitional minister,  
St. John's United Church of Christ  
Random Lake, Wisconsin  
414-708-7899  
revann@stjohnsuccrl.org

## REFERENCE 2

Matthew Brockmeier / Treasurer, Random Lake Area Interfaith Food Pantry, Inc.  
/ Random Lake Area Interfaith Food Pantry, Inc.

(920-254-0408 / randomlakepantry@gmail.com / Primarily through food pantry-related concerns, with some previous less direct dealings with the Random Lake ecumenical group)

### **New Horizon United Church of Christ Pastor Search Reference/Testimony Form**

- Your name:** Matthew Brockmeier
- Community position:** Treasurer, Random Lake Area Interfaith Food Pantry, Inc.
- Phone number:** 920-254-0408 (personal cell)/920-447-2293 (pantry)
- Email address:** randomlakepantry@gmail.com
- Relationship to the congregation:** Primarily through food pantry-related concerns, with some previous less direct dealings with the Random Lake ecumenical group
- Describe some areas of strength in this church's ministry:** The key strengths of which I am aware come from the congregation and its leadership having been consistently engaged beyond the church walls. In the case of my food pantry experiences this has meant service on the pantry's board of directors by a previous pastor, ongoing contributions to the pantry by the congregation and its members, and a general sense of openness and invitation to share in God's work of feeding the hungry. Reaching further back in my experience, with the work of the ecumenical group, the sharing of Lenten services among area congregations has continued to be of real value to the community.
- Describe some areas for improvement in this church's ministry:** Because my interactions with the congregation have been positive, and shared with me as someone not in the congregation, I don't have knowledge of any needed improvements.

- Describing a significant experience, you have had of this church's ministry:** At the time of Pastor Schlieter's departure, my wife Loretta and I were invited to make a presentation to the congregation in place of a sermon. This was a wonderful opportunity to share the work of the pantry, a gratifying experience because of the care and interest of the congregation, and a boon to the pantry when we returned with a trunk full of turkeys. God's love in action.
- Anything else you wish to share:** This does not really relate to direct experience with the congregation, but as a former officer of the Greater Milwaukee Synod of the Evangelical Lutheran Church in America, I had occasion from time to time to use New Horizon as an example of a successful merger of multiple congregations, something that is difficult to achieve.

*September 18, 2019*

### REFERENCE 3

Dan Noennig / Lay Leader / St. Martin's UCC, Fillmore, WI  
(262)-689-5967 / Relationship to the Congregation)

My name is Dan Noennig, I moved from Milwaukee to Fillmore WI. 30 years ago, in Mil. I was a member of then Mount Tabor UCC congregation. When I arrived in Fillmore I was invited to attend the church in town, and was thrilled that it was a United Church of Christ. It was much different than the experience that I had at Mount Tabor, this was a small congregation yoked with another church, sharing a minister. I found something very valuable in this small congregation, you cannot be lost in the crowd, you are one of the family.

New Horizon is located a few miles down the road from St. Martin's, but in some respects we at St. Martins have travelled the same road. Both churches are located in very rural areas and as such are relatively small congregations. Both churches have gone thru what I would call some major restructuring. Both churches have been yoked churches in the very recent past. Both churches have let God guide them into a new future. New Horizon was at one time three separate churches yoked with one minister, they were guided to merge into one larger congregation to increase the mission of the church. This is no easy task, it takes strong and faithful leadership to accomplish something like this. With God's help it was accomplished in the most loving ways, the past is remembered but the present and future is alive, enjoyed, and loved! New Horizon became a larger congregation by this

merger, but it lost none of the welcoming family atmosphere, and I see its leadership today as dedicated to God's mission as it was during the past leadership when the merger took place.

New Horizon, being so close has been a blessing to St. Martin's and myself, we, as congregations have had the opportunity and privilege of sharing worship services together. I believe both congregations enjoy our joint Lenten services and our summer get together. The pastoral leadership and the people of New Horizon have truly been brothers and sisters in Christ to the people of St. Martin's. They have been true brothers and sisters to me, personally, always encouraging and supportive of my role at St. Martin's. If asked if I have ever seen Christ, I can honestly say I have, in the faces of the people at New Horizon!

If you have any questions or would like any further information from me please feel free to call me.

Thanks you for your time in reading this, God Bless, Dan Noennig

November 2, 2019

## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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*Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:*

**A place where faith, family, and laughter come together.**

**“For I know the plans I have for you” declares the Lord”, plans to prosper you and not to harm you, plans to give you hope and a future.” Jeremiah 29:11**

## 6b. STATEMENT OF CONSENT

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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? Transition Team and Congregational President
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

### **Church Profile/Transition Team Committee**

Tom Benzschawel ([tombenz11@yahoo.com](mailto:tombenz11@yahoo.com)) church member

Rex Bindrich ([rpbindrich@gmail.com](mailto:rpbindrich@gmail.com)) church member

Barb Ruplinger ([ruppybarb@aol.com](mailto:ruppybarb@aol.com)) church member

Vicky Mayer ([vlbloemers@wi.rr.com](mailto:vlbloemers@wi.rr.com)) church member

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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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.

*Rev. Jane B. Anderson*

Signature:

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

Email: janderson@wcucc.org

Phone: 920-540-2586

Date: December 18, 2019

This document is created  
Church's Wider Mission

**UNITED CHURCH  
OF CHRIST**



through support to Our  
(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*

New Horizon United Church of Christ  
Proposed Budget Comparison  
For Year Ending 2018 and New Year 2019

	2018 Annual Budget	Jan - Dec 18 Actual	2019 Proposed Budget
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
Local Envelope Income	95,000.00	108,492.01	95,000.00
Loose Offering Income	8,000.00	7,049.22	8,000.00
Lenten Offering	800.00	559.00	200.00
Rental Income	100.00	250.00	200.00
Miscellaneous Income	2,000.00	1,694.47	3,000.00
<b>Total Income</b>	<b>105,900.00</b>	<b>118,044.70</b>	<b>106,400.00</b>
<b>Expense</b>			
<b>Salary and Benefits</b>			
Salary	42,120.00	42,120.00	37,000.00
Housing	13,430.00	13,429.92	15,951.20
FICA	4,249.58	4,249.56	4,050.77
Health Insurance	14,770.80	14,770.80	7,048.80
Dental Insurance	1,080.00	1,080.00	0.00
Annuity/Pension	7,500.00	5,663.07	7,413.17
Family Protection (Disability)	850.00	606.78	794.27
Books/Periodicals/Subscription	200.00	0.00	100.00
Mileage	1,800.00	1,800.00	1,800.00
Conference/Workshops	500.00	337.39	500.00
<b>Total Salary and Benefits</b>	<b>86,500.38</b>	<b>84,057.52</b>	<b>74,658.21</b>
<b>Benevolence</b>			
OCWM	6,600.00	6,600.00	6,600.00
Per Capita Health Insurance	2,333.24	2,333.28	1,150.00
SE Association Dues	688.50	688.50	688.50
<b>Total Benevolence</b>	<b>9,621.74</b>	<b>9,621.78</b>	<b>8,438.50</b>
<b>Administrative Expenses</b>			
Telephone	775.00	838.55	800.00
Cell Phone	240.00	240.00	250.00
Internet Service	870.00	779.35	800.00
Office Supplies	600.00	304.35	400.00
Postage	100.00	100.00	100.00
Conference Delegate	450.00	0.00	200.00
Office Computer	250.00	0.00	250.00
Misc. Expenses	300.00	12.73	150.00
<b>Total Administrative Expenses</b>	<b>3,585.00</b>	<b>2,274.98</b>	<b>2,950.00</b>

	2018 Annual Budget	Jan - Dec 18 Actual	2019 Proposed Budget
<b>Building and Grounds</b>			
Workers Compensation Ins.	560.00	587.00	575.00
Property Ins.	3,250.00	3,359.00	3,100.00
Heat/Fuel Church	3,000.00	2,381.03	3,500.00
Electric Church	3,500.00	3,145.80	3,500.00
Repairs & Maintenance Church	2,200.00	1,891.63	2,000.00
Land and Grounds Church	1,000.00	1,327.46	1,500.00
Janitorial Supplies	200.00	526.56	350.00
Office Machine Repairs	200.00	0.00	200.00
Mortgage Interest Expense	3,000.00	2,025.90	1,275.00
<b>Total Building and Grounds</b>	<b>16,910.00</b>	<b>15,244.38</b>	<b>16,000.00</b>
<b>Communication &amp; Public Relation</b>			
Advertising	2,500.00	1,816.76	2,500.00
<b>Total Communication &amp; Public Re</b>	<b>2,500.00</b>	<b>1,816.76</b>	<b>2,500.00</b>
<b>Education</b>			
Church School Expense	300.00	84.55	300.00
Confirmation	100.00	0.00	100.00
Youth Group	300.00	1.12	300.00
Vacation Bible School	250.00	0.00	250.00
Camp Fund Expense		935.00	
Adult Education	100.00	151.37	100.00
Devotional Materials	0.00	66.23	
<b>Total Education</b>	<b>1,050.00</b>	<b>1,238.27</b>	<b>1,050.00</b>
<b>Mission and Evangelism</b>			
Mission Program	250.00	316.00	250.00
Evangelism Program	100.00	386.36	100.00
<b>Total Mission and Evangelism</b>	<b>350.00</b>	<b>702.36</b>	<b>350.00</b>
<b>Stewardship</b>			
Program Materials	100.00	0.00	100.00
Campaign Expenses	100.00	0.00	100.00
Offering Envelopes	100.00	106.42	100.00
Gifts and Memorials Used		65.00	
Speaker	0.00	0.00	
<b>Total Stewardship</b>	<b>300.00</b>	<b>171.42</b>	<b>300.00</b>
<b>Worship and Music</b>			
Weekly & Special Bulletins	450.00	537.08	600.00
Worship Supplies	200.00	297.86	300.00
Altar Furnishings	100.00	0.00	100.00
Supply Pastor	400.00	300.00	400.00
Music Supplies	100.00	0.00	100.00
Organist Compensation	4,000.00	3,710.00	4,000.00
<b>Total Worship and Music</b>	<b>5,250.00</b>	<b>4,844.94</b>	<b>5,500.00</b>
<b>Total Expense</b>	<b>126,067.12</b>	<b>119,972.41</b>	<b>111,746.71</b>
<b>Net Ordinary Income</b>	<b>105,900.00</b>	<b>118,044.70</b>	<b>106,400.00</b>
	<b>-20,167.12</b>	<b>-1,927.71</b>	<b>-5,346.71</b>