

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

**[St. Paul's United Church of Christ]**  
**[Oshkosh, WI 54904]**

**[Pastor and Teacher]**

**[Wisconsin Conference (UCC)]**

**Northeast Association**

**[Position Immediately Available]**

### LOCAL CHURCH PROFILE CONTENTS

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

### INSTRUCTIONS

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

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

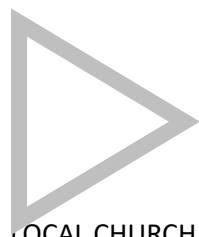
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

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

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

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

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



## **1. POSITION POSTING**

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT

d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

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

Street address: 1250 Leonard Point Rd - Oshkosh WI 54904

Supplemental web links: <http://www.stpaulsoshkosh.com>  
[stpauls@ntd.net](mailto:stpauls@ntd.net)

Conference: Wisconsin Conference (UCC)

Association: Northeast Association

UCC Conference or Association Staff Contact Person:

The Rev. Ms. Jane Anderson, Associate Conference Minister,  
Wisconsin Conference (UCC). Phone: 920-540-2586 ([janderson@wcucc.org](mailto:janderson@wcucc.org))

Summary Ministry Description:

St. Paul's United Church of Christ seeks to proclaim the Good News of Jesus Christ in an emerging neighborhood of Oshkosh, Wisconsin, to provide a place of worship, fellowship, "equipment of the saints for the work of ministry" (Ephesians 4:12), resulting in membership growth, spiritual nurture and missional engagement. To lead the church in these ministries, we seek a part-time ordained pastor and teacher who has the requisite training, experience and commitment to lead us toward the achievements of these goals.



What we value about living in our area:

Oshkosh is a diverse community of some 66,000 people (and growing modestly), offering the advantage of cultural and educational opportunities (the University of Wisconsin - Oshkosh is just 5 miles from the church), as well as the advantage of a small town "feel", with gorgeous lakes and rivers nearby.

Current size of membership: 97

Position Title:

The church seeks a pastor and teacher who will serve the church on a 3/4ths-time basis, but with an openness to sharing that pastor with another community of faith of similar theological and social background. If a shared ministry should become manifest, it is anticipated that this ministry will naturally evolve into a full-time position.

Position Duration: Settled

Compensation Level:  $\frac{3}{4}$  time

Does the total support package meet conference compensation guidelines? Yes

## 1b. SCOPE OF WORK

Core Competencies:

As a smaller-membership community of 97 faithful souls, we seek a pastor and teacher who can be trusted to respond to the pastoral needs of the congregation, both on Sunday morning and during the week. We anticipate that our pastor will bring energy,

enthusiasm and professional competence to the ministry of building the community of faith, facilitating educational and spiritual growth, while responding to human need and proclaiming the gospel.

#### 1c. COMPENSATION AND SUPPORT

Salary Basis: The part-time pastor of our church will be compensated according to 2019 compensation guidelines as recommended by the Wisconsin Conference (UCC).

Benefits:     Salary plus Benefits

What is the expected living situation for your next minister?

We intend to make it possible for the pastor to live near the church. Although the church does not own real property beyond the church building, it is understood that the pastor will live "locally" and thus be available to participate fully in community life. From prior experience, we have learned that it is mutually beneficial for the pastor to live in close proximity to the church.

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

See immediately above

State any incentives:

It is common for clergy to receive a three-month paid sabbatical after 7 years of faithful service to the church.

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

The Wisconsin Conference, especially through an Associate Conference Minister, provides personal and professional guidance and support for the pastors and churches of the Northeast Association. The current ACM, as indicated above, is Jane Anderson. Jane lives in Appleton, just to the north of Oshkosh, and is well equipped and positioned to respond to the church's needs.

In addition, recently, our Conference has established Communities of Practice, small groups of clergy, usually 6-8 members, that meet on a monthly basis for professional guidance and information, under the leadership of a trained facilitator.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:

With the pastor providing part-time professional leadership (though on call at all times), it is understood that the church, particularly through the members of the Church

Council, will assist the pastor in securing "outside" employment. It is hoped that such employment will come through shared ministry with another nearby community of faith.

#### 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.

Like most mainline Protestant congregations, we recognize our need to attract new members, younger families, more attendance, more income. The greater issue is to define how these goals can be achieved. In late August, a congregational meeting was held to identify new intergenerational ministries that need to be explored, community groups that might be looking for space, ways to respond to unmet community needs, ways to attract the attention of those who routinely drive by our church. As we pursue these new possibilities as pastor and people, we will grow as a community of faith.

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

We will look to the new pastor to help us articulate a vision for our church, one that will provide for the pastoral needs of our current members, both active and inactive, and, also, serve as a beacon of hope for those seeking a church home. To achieve this vision, the new pastor must bring energy, biblical and theological competence, and an infectious faith. As the primary "face" of the church, we will expect that the new pastor will be visible beyond our doors and actively engaged in community ministry and life.

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

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.

Our strong feeling is that viable ministry through the local church begins on Sunday. It is through the gathering of the people, the telling of the story, and the celebration of the sacraments that the saints are equipped for the work of ministry. It begins through the "engagement" of sacred stories and traditions.

To fulfill this ministry effectively and with integrity, the pastor must demonstrate a solid "spiritual foundation and practice". As the primary "face" of the church and the living of the Christian faith and life, we naturally look first to the pastor and teacher of

the church, anticipating that we will see in that person the kind of personal integrity and faith who will “lead by example.”

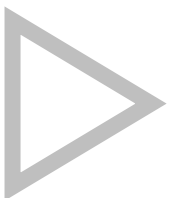
Such gifts are essential in the building of trust between pastor and people. It is clear that the relationship between pastor and people is the most essential relationship in the church. Faithful and effective ministry depends on such a relationship.

It is, also, our conviction that a local church must have a viable public ministry, responding faithfully and courageously to the call of Jesus to go forth into the world, healing and giving witness to God's love, justice and peace.

We are convinced that God Is Still Speaking boldly to those who listen and to those engaged in a ministry of healing. This claim is based on the journey of Jesus and our mandate, as followers of Jesus, to embrace His example.

In fulfilling this public ministry, we value the covenantal relationship we share with other settings of the United Church of Christ. Through its long and pioneering history, the UCC has been on the forefront of pressing social realities, often breaking a trail (often at considerable cost!) in moving toward God's justice and peace.

To this end, we say with integrity and without hesitation, “No matter who you are, no matter where you are on life's journey, you are welcome here”.



## **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?

As indicated above, we understand the purpose of the Church of Jesus Christ to be: to proclaim the gospel; to facilitate educational and spiritual growth among God's people; to respond to human need; and to build the body of Christ. If we are faithful to these purposes, we will become the congregation God intends us to be.

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

As a result of a recent congregational planning meeting in August, we attempted to address the challenge of reversing the institutional decline seen in mainline Protestant churches over the last 60 years! We approached this planning process, fully aware that we no longer have the luxury of relying on the way we have done church in the past.

To reverse this trend in our setting, we jumped “outside the box.” We considered ideas some thought to be “over the top.” We did so in response to the leading of the Holy

Spirit and the God who is forever "... doing a new thing" (Isaiah 43.19). The August meeting was the first time in 5 years we have engaged in even short-term strategic planning.



### 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.

In the church's Constitution, it is stated that "... the purposes of the church are to worship God, share the gospel of Jesus Christ, and celebrate the sacraments of baptism and communion."

These purposes are affirmed on a Sunday morning when the congregation gathers to praise God, to renew the covenant we share with God and God's people, to grow in our understanding of the faith and the spiritual presence of God, and to be commissioned for faithful witness and ministry in the name of the Lord, depending on the promise, the presence and the leading of God's Holy Spirit, which enables us to exist as the body of Christ.

Describe several strengths or positive qualities of your congregation.

As a smaller community of faith, with an average attendance of 25 - 30 on a Sunday morning, we offer the benefit of being well-known to one another and mutually-supportive of one another. Though small in number, our long-standing members bring a profound commitment to the church and its future ministry.

We are blessed to have in our pews people who represent a range of social and theological views, and who have found a way to live harmoniously within that diversity. Describe what worship is like when your congregation gathers.

Until recently, our church offered both contemporary and traditional services of worship on a Sunday morning. Both services were combined for a blended service. The contemporary service was moved to Wednesday evening and was included as part of a Faith Formation program. With lack of participation, the Wednesday evening services were cancelled.

That flexibility frees us, especially under the leadership of our interim pastor, to sing hymns and responses new to us and to celebrate the sacraments with less formal liturgy. We appreciate sermons that are thoughtful and inspiring, combining biblical refer-



ence and modern application, delivered in a more informal style with energy, sincerity, humor and relevance.

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

In the past, we were able to maintain a fairly straight-forward, age-based Church School. In more recent years, as indicated above, we had gone to a mid-week intergenerational Faith Formation format. Unfortunately, due to declining enrollment, that ministry was abandoned. Generally speaking, the church has not generated strong support for educational ministry, especially at the adult level, other than through Confirmation Education.

There is now an ongoing program of Confirmation Education, initiated in January, 2019, under the leadership of our interim pastor. The class of four 8<sup>th</sup> and 9<sup>th</sup> graders meets bi-monthly.

Describe how your congregation is organized for ministry and mission:

Apart from called congregational meetings, the church is governed by a seven-member Council, which meets monthly. According to the Constitution, Council members are eligible to serve 2 consecutive 3-year terms, elected by the congregation. The Constitution, also, names a series of committees. At present, most of those committees exist in name only.

Council Minutes are included in the monthly newsletter. In the absence of functioning committees, the Council has assumed more responsibility in providing guidance and oversight of the church's ministry. Recently, Council members decided to meet on special occasions and for extended periods of time to address issues related to the pastoral search.

It is anticipated that the Council will meet again in special session to discuss the issue of human sexuality as it relates to the church and the search for a permanent pastor. Such procedures and structures are outlined in the church's Constitution and Annual Report, both of which are available upon request.

### 3b. 11-YEAR REPORT

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



Church#: 862140

Assoc: 824      Schedule: 0      Saint Paul's UCC      Oshkosh      WI      54904

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2007	220	100	36	8	10	2	6	6	8
2008	209	100	34	5	5	0	13	8	-11
2009	202	84	30	0	13	0	11	9	-7
2010	188	84	37	3	0	5	10	12	-14
2011	180	84	32	3	0	7	12	6	-8
2012	167	69	22	3	0	6	11	11	-13
2013	158	60	19	3	0	0	7	5	-9
2014	157	63	24	3	0	4	4	4	-1
2015	133	60	23	3	0	0	7	20	-24
2016	129	52	25	1	4	0	6	3	-4
2017	120	40	17	2	0	0	7	4	-9

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2007	\$128,676	\$8,272	\$11,598	\$887	\$12,485	\$800	\$13,285	9.01	\$150,233	\$120,104
2008	\$101,038	\$7,582	\$11,744	\$660	\$12,404	\$1,300	\$13,704	11.62	\$122,324	\$106,772
2009	\$95,229	\$0	\$12,480	\$77	\$12,557	\$1,499	\$14,056	13.11	\$109,285	\$100,125
2010	\$92,491	\$0	\$8,868	\$865	\$9,733	\$1,455	\$11,188	9.59	\$103,679	\$98,104
2011	\$92,904	\$0	\$12,500	\$1,295	\$13,795	\$1,000	\$14,795	13.45	\$107,699	\$98,339
2012	\$140,593	\$0	\$14,000	\$1,152	\$15,152	\$900	\$16,052	9.96	\$156,645	\$95,749
2013	\$136,054	\$0	\$14,500	\$1,152	\$15,652	\$0	\$15,652	10.66	\$151,706	\$103,771
2014	\$120,473	\$0	\$14,499	\$3,674	\$18,173	\$0	\$18,173	12.04	\$138,646	\$102,939
2015	\$113,537	\$0	\$12,358	\$3,339	\$15,697	\$0	\$15,697	10.88	\$129,234	\$93,185
2016	\$102,579	\$0	\$14,600	\$6,022	\$20,622	\$0	\$20,622	14.23	\$123,201	\$76,312
2017	\$110,920	\$0	\$7,500	\$2,342	\$9,842	\$0	\$9,842	6.76	\$120,762	\$72,811

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2012-2017	-28.14	-42.03	-22.73	-77.78	-50.00	-21.11	-35.04	-22.91
2007-2017	-45.45	-60.00	-52.78	-90.00	-8.33	-13.80	-21.17	-19.62

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:	97	
Number of active non-members:	10	✓
Total of church participants (sum of the numbers above):	107	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	69%	✓
Less than 10, more than 5 years:	22%	✓
Less than 5 years:	9%	✓

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
3	9	14	0	9	7	17	18	30	✓

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	9%	✓
Households with minors:	12%	✓
Single adults age 35-65:	6%	✓
Joint households with no minors:	40%	✓
Single adults over 65:	33%	✓

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>	
High school:	58%	<input checked="" type="checkbox"/>	
College:	32%	<input checked="" type="checkbox"/>	
Graduate School:	8%	<input checked="" type="checkbox"/>	
Specialty Training:	2%	<input checked="" type="checkbox"/>	
Other (please specify):			

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>	
Adults who are employed:	40%	<input checked="" type="checkbox"/>	
Adults who are retired:	51%	<input checked="" type="checkbox"/>	
Adults who are not fully employed:	9%	<input checked="" type="checkbox"/>	

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

As indicated above, about a third of our members completed undergraduate degrees in a range of fields, including engineering, nursing and other related medical fields, teaching, serving a local police officer, selling real estate, owning local businesses, among others. Those holding high school diplomas are engaged in a range of skilled and non-skilled occupations.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up.

Like most small, essentially rural congregations of the UCC, we cannot claim to be ethnically nor racially diverse. Many in our congregation, like many in our community, claim Swiss or German ethnicity. In a wider community which has historically claimed a low percentage of people of color, it is not surprising that our congregation would reflect this lack of diversity.

There is no resistance, however, to people of color among the people of the church. It is hoped, as immigrants and people of color continue to find their way to our community, that our congregation will become a home for people of "all ages, tongues and races," as stated in the UCC Statement of Faith.

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

Under the leadership of our interim pastor, the members of the church Council and Search Committee will soon engage in a series of conversations on the issue of human sexuality and the church.

This conversation will be held with a two-fold purpose: to provide guidance as the members of the Search Committee receive Profiles from our LGBTQ brothers and sisters; and to determine whether we are led by the Holy Spirit at this time to declare ourselves to be an Open and Affirming congregation of the UCC.

This conversation is driven by our conviction that there's no place for discrimination in the body of Christ. It is this conviction that frees us to say with integrity on a Sunday morning, "No matter who you are ... you are welcome here."

### 3d. PARTICIPATION AND STAFFING

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	0	
Baptisms ( <i>number last year</i> )	0	
Children's Groups or Classes	4	Confirmation
Christmas Eve and Easter Worship	60/44	
Church-wide Meals (potlucks)	20	Pastor & a few members of the congregation
Choirs and Music Groups	6	Choir Director
Church-based Bible Study	0	

Communion ( <i>served how often?</i> )	25-30	Monthly - Pastor
Community Meals	0	
Confirmation ( <i>number confirmed last year</i> )	0	
Drama or Dance Program	0	
Funerals ( <i>number last year</i> )	4	
Intergenerational Groups	20	1 group – 3 events
Outdoor Worship	12	Easter sunrise service
Prayer or Meditation Groups	0	
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings ( <i>number last year</i> )	0	
Worship (time slot: 9:30 AM)	28	Pastor
Worship (time slot: _____)	-	
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other	0	

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Ken Hinz			Chaplain	

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:

N/A

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Secretary	No	Part-time	Pastor & council	20
Custodian	No	Part-time	Pastor & council	15
Organist	No	Part-time	Pastor & council	15

## REFLECTION

We are a small, family-based congregation. Our core members - the ones who show up routinely on a Sunday morning - demonstrate a high level of commitment to the church, having been part of the family over a considerable period of time.

Although we have maintained a wide range of committees and structures in the past, the majority of our decisions and actions are initiated and implemented by a seven-member church Council.

However, since the first of the year, the members of our church in general have participated in congregational meetings focused on visioning and planning. This happened in meetings in January (at our Annual Meeting), and again in August, designed by the interim pastor.

The net result has been a renewed sense of optimism, an enhanced spirit, and a broader base of participation in charting the church's future ministry and mission.

## 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 58,431
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$ 15,786
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	
Fundraising Events	\$ 1,402
Gifts Designated for a Specific Purpose	\$ 3,457
Grants	\$ 0
Rentals of Church Building	\$ 1,741
Rentals of Church Parsonage	\$ 0
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$ 0
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$

Current annual expenses   **\$119,971**



Denomination	<u>2019 Budget</u>	<u>2019 Expenses ( 9/30)</u>
Expenses: OCWM	5,000	2,732 54%
NEA Dues	580	0 0%
Denominational Meetings	400	323 80%
Health Insurance	<u>1,900</u>	<u>1,830 96%</u>
	7,880	4,885 67%
Pastor's Salary -		
Benefits:		
Salary	22,410	16,808 75%
Housing	14,000	10,500 75%
Auto Reimbursement	4,500	3,375 75%
Pastor's Pension	0	0
Continuing Ed	1,400	1,050 75%
Pastor's health insurance	6,865	5,149 75%
Pastor's dental insurance	1,040	780 75%
Pastor's FICA (7.65%)	<u>2,785</u>	<u>2,089 75%</u>
	53,000	39,751 75%
Staff Expenses:		
Organist	4,200	3,100 73%
Choir Director	900	0
Office secretary	13,910	9,050 65%
Custodian	4,500	2,693 59%
Pulpit supply	650	375 57%
FICA	3,000	1,135 37%
Workers' Comp	<u>1,068</u>	<u>622 58%</u>
	28,228	16,975 60%
Building Maintenance/		
Expenses:		
Gas & electric	10,000	5,545 55%
Sewer-Tn of Algoma	450	465 103%
Umbrella Insurance	557	424 76%
Multi-Peril Insurance	3,031	2,280 75%
Snow Removal	3,000	1,804 60%
*Maintenance and Repair	5,000	3,582 71%
Garbage	1,200	936 78%
Phone	800	636 79%
Office expenses	1,200	1,085 90%
Postage	500	202 40%
Computer	<u>1,250</u>	<u>762 60%</u>
	26,988	17,721 65%
Worship Expenses:		
*Organ & Piano	150	0
Bulletins	75	0
Altar Expenses	1,000	283 28%
Music-Choir/ Praise Team	<u>0</u>	<u>0</u>
	1,225	283 28%

Program/Ministry Expenses:	<u>2019 Budget</u>	<u>2019 Expenses</u>
Stewardship	75	0
Mission	200	0
Camp Scholarships	150	0
Confirmation	50	0
*Audio Expenses	250	0
Copyright/Video	<u>475</u>	<u>456</u> 96%
Licenses	1,325	689 48%
 Miscellaneous Expenses:		
Search Committee	1,000	0
*Promotional Program	150	51 34%
Materials	150	96 64%
Duplex	<u>25</u>	<u>0</u>
Petty Cash	1,325	147 11%
 TOTAL	 119,971	 80,218 67%

\*Sustaining Fund  
interest applied

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Considering total budgeted expenses for the year compare total ministerial support. What is the percentage?           **44%**

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

Is your church 5-for-5?

☒ 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?

OCWM is included as part of our operating budget. Unrestricted pledges and contributions are used to cover all operating expenses, which includes OCWM.

What is the church's current indebtedness?   **0**

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.       **None**

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

Year(s)	Purpose	Goal	Result	Impact
2011-12	Organ	\$ 43,000	\$ 43,000	Goal met, organ purchased.
2015	Camp	\$ 30,000	\$ 6,500	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2019	Hearing Loop	\$1,500	\$1,500	Installed
2019	Riding Lawn Mower	\$12,000	\$12,000	Purchased

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?

**Interest is used on a quarterly basis**

What is the percentage rate of draw (last year, compared to 5 years ago)? **2018 - 08.5%**

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

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

**Drawing interest only**

Please comment on the above calculations or estimates:

**It is difficult to venture informed estimates regarding the future performance of our permanent funds. In recent months, efforts have been made by our interim pastor, primarily through our newsletter, encouraging members and friends to consider supporting the church through planned or estate gifts.**

Other Assets

Reserves (savings): **\$ 10,000**

Investments (other than endowment): **\$ 36,000**

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

Describe all buildings owned by the church:

**The congregation decided to build a new building and move to its current location in 1997. In addition to the main building, the church also owns a small garage adjacent to the church. All properties owned by the congregation are debt free.**

Describe non-owned buildings or space used or rented by the church: None

Which spaces are accessible to wheelchairs?

All spaces owned by the church are accessible.

Reflection:

It is obvious that the church is somewhat vulnerable financially. Although all financial obligations have always been paid in full, although the members have been generous in support of the denomination (OCWM for 2019 - \$5,000), although we are a 5-for-5 church and have been generous in supporting community ministries, we have shown an operating deficit in recent years.

Fortunately, through the generosity of our members, through prudent fiscal restraint, and by utilizing interest income from permanent funds, along with funds from our investment portfolio, we have been able to cover all operating deficits and pay all annual expenses in full.

### 3f. HISTORICAL INFORMATION

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Name 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.

In 1996, the congregation, by the leading of the Holy Spirit, decided to leave an older, declining neighborhood in favor of a new, emerging neighborhood 5 miles west of the Oshkosh town center. Property was secured at the corner of Route 21 and Leonard Point Road, and a new church constructed.

The new church was dedicated in 1997 with a healthy amount of the construction costs covered. The church mortgage was paid off and the congregation is now debt free.

From this new location, 12 members participated in a mission project at Back Bay Mission in Biloxi, MS, in 2014.

In 2018, the church agreed to share its facilities with The Emmaus Ecumenical Catholic Communion Church, thus making it possible for both communities on occasion to worship together, to sit together at the Lord's Table, and to share in a range of ministries, programs and activities in the wider community.

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

Recently, for the first time ever, the church found it necessary to suspend educational ministry for children and young adults. However, in January, 2019, a new program of Confirmation Education was initiated, with 4 prospective confirmands meeting bi-monthly with our interim pastor.

In addition, also in this calendar year, a series of intergenerational events and programs have been held, ranging from attendance at local sporting events ... to involvement in local missions.

Every church has conflict, some minor, some larger. Describe your congregation's values and practices when it comes to conflict.

Because we are undergirded by a congregational form of church government, mechanisms are in place to respond to situations that may be conflictual in nature. Since the monthly Council meetings are open to all, a forum is available to all, including the pastor, to air issues or concerns warrant attention.

Although it has not been necessary to conduct such discussions in recent memory, given our commitment to the principles of civility, decency, fairness and mutual respect, it is anticipated that such discussions, should they arise, will be conducted in a manner that will lead to a fair and just outcome for all.

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

Staff member's name	Years of service	UCC Standing (Y/N)
RaeAnn Beebe	7	Y
Greg Smith	1	Y
Brian Tokoph – deceased	3	Y
Kent Mosebach	12	Y

Comment on what your church has learned about itself and its relationship with pastors:

As indicated above, a relationship of trust between pastor and people is absolutely essential for the fulfillment of the purposes of the church, as stated in our Constitution. That relationship flourishes in an atmosphere of openness, mutual respect and shared ministry.

We are aware that pastors must be disciplined in providing for their own self-care. A weekly day away from the parish, as well as vacation time, must be honored and respected, with the understanding that the pastor is expected to respond immediately when emergencies arise in the parish.

As is always the case, keeping lines of communication open and healthy is a sure and certain way to avoid the kind of conflict that is damaging both to the pastor and to the church. Although we have not maintained a Pastoral Relations Committee in the past, it is understood that the members of the Church Council will function in that capacity when necessary.

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

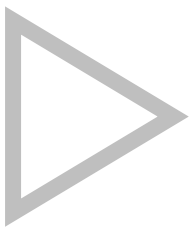
No

Has your church been involved in a Situational Support Consultation?

Yes

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**

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

The church's public ministry has taken a variety of forms: participation in CROP walks, supporting the nearby food pantry and homeless shelter, ringing bells for the Salvation Army, volunteering at St. Vincent's de Paul in Oshkosh, presenting Christmas gifts to local children, among others.

In addition, the church has been generous in providing “basic support” for the UCC, as well as supporting all special offerings of the church. We have, also, provided emergency support for those burdened by natural disasters around the world.

Our entire outreach ministry is driven by our conviction that “... if one member suffers, all suffer; and if one member is honored, all rejoice together” (I Corinthians 12.26).

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ:

In the past, pastors of the church have routinely attended Association and Conference Annual Meetings of the UCC, accompanied by at least one lay delegate. Of special note: when the General Synod meeting was gaveled to order in Milwaukee in June, 2019, our interim pastor served as a volunteer on several occasions and reported back to us.

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.

- |                                                            |                                                                |
|------------------------------------------------------------|----------------------------------------------------------------|
| <input type="checkbox"/> Accessible to All (A2A)           | <input type="checkbox"/> Just Peace                            |
| <input type="checkbox"/> Creation Justice                  | <input type="checkbox"/> Global Mission Church                 |
| <input type="checkbox"/> Economic Justice                  | <input type="checkbox"/> Open and Affirming (ONA)              |
| <input type="checkbox"/> Faithful and Welcoming            | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input 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 checked="" type="checkbox"/> None                       |

Reflection:

At the urging and advice of our interim pastor, the members of the Church Council will soon engage in initial conversations regarding human sexuality. This conversation is essential, given the pattern of discrimination known by many who are part of the LGBTQ community.

This conversation will be especially helpful as the members of the Search Committee consider the Profiles of candidates of all gender identities and orientations. Whether these initial conversations lead to a vote by the congregation to be an Open and Affirming congregation of the UCC remains to be seen.

Describe your congregation's participation in ecumenical and interfaith activities.

As indicated above, the church actively supports various ecumenical ministries in and around the city of Oshkosh, among them: St. Vincent's de Paul, Salvation Army, CROP, to name but a few.

Our commitment to ecumenical ministry became especially evident when we invited The Emmaus Ecumenical Catholic Communion to use our facility as a place of worship and



ministry. Along with Emmaus, we were pleased to structure and host the 2019 Community Good Friday service.

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

Lacking a formal Mission Statement, we are guided by the church's Statement of Purpose as found in our Constitution, and as stated above. Taken in its entirety, the total ministry of our church is guided by that Purpose.

Reflect on the scope of work assigned to your pastor:

The pastor is the primary "face" of the congregation. To be that "face," it is essential that the pastor live in the community, shop locally, support community functions, and represent the church's involvement in a range of activities essential to the health and well-being of the wider community.

Although we do not expect that the pastor will carry these responsibilities apart from other members of the church, it is assumed that the pastor will fulfill a position of leadership in this regard.

#### 4b. MISSION InSite

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Neighborhood Trends and Opportunities:

Since its founding in 1853, Oshkosh, so named after a Menominee Indian Chief, has shown a fairly steady pattern of population growth, aided initially by the establishment of the lumber industry. By 1875, there were 75 sawmills in the area.

Around the turn of the century, the town became known world-wide as the home of Oshkosh B'Gosh, a manufacturer of play clothes for children (since moved to Atlanta, GA). In the middle of the 20<sup>th</sup> century, the Experimental Aircraft Association was based just south of town, dedicated to the promotion of aviation among amateur flyers, both young and old. In mid-July, EAA sponsors a week-long air festival that attracts 500,000 flyers and aircraft builders world-wide and 10,000 small planes.

According to the 2010 census, Oshkosh showed a population of 67,000 vs. 63,000 in 2000. The white/nonwhite ratio in 2010 was 90% vs. 10%; in 2000, those numbers were 93% vs. 7%. In recent years, the population among people of color has continued to grow, especially among Asians and African-Americans.

The town is, also, distinguished by the presence of The University of Wisconsin - Oshkosh campus, the 3<sup>rd</sup> largest university in the state, with an enrollment of roughly 15,000.

Nestled alongside the picturesque Lake Winnebago, the town offers quality hospitals and public schools, a range of highly-respected museums and art centers, music festivals, spacious parks and various other cultural and recreational benefits.

#### Demographics near The Church:

In 1997, the church moved from an older, historic neighborhood on the north side of town ... to an emerging neighborhood about 5 miles west of town on Route 21. The intention was to position the church in close proximity to newer homes and younger families. Other churches have followed our lead, as has a range of commercial interests and a major hospital.

With few exceptions, our new neighbors are young, white, upwardly mobile, family-oriented, providing an untapped potential of new members. Before the church is the challenge of responding to the needs of our neighbors and including them as part of the church's ministry.

#### Demographics Shaping Ministry:

In the past, a range of ministries has been initiated designed to respond to the needs of our new neighbors and to nurture their involvement in the ministry of the church. Contemporary worship services have been offered; a multi-faceted Faith Formation ministry was tried; a community survey was done to define the needs and interests of our new neighbors.

As yet, an effective, attractive ministry has yet to be defined, but the church remains committed to this challenge.

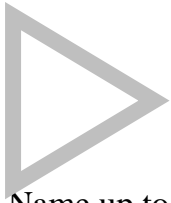
#### Reputation of Church:

In recent months, the church has become known as the place where Catholics and Protestants on occasion worship together and routinely live harmoniously under one roof. Last Spring, an article appeared in the local paper, highlighting this unique and most hopeful ecumenical ministry. Each Sunday, we demonstrate our commitment to Christian unity.

#### Involvement of New People:

Although the church has drawn only a modest number of new people to the church in recent years, some have come at the invitation of a current member; some have come due to the church's convenient location. And some have come as a result of an endorsement of a current pastor or style of worship.

## **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**

Chris Jovaag/2106 Doemel St/Oshkosh, WI 54901  
920-390-0512/cjovaag@gmail.com

To whom it may concern,

I began attending church services at St Paul's UCC with my mother in law as a nonmember, after my husband died in October of 2018. My mother in law has attended St Paul's all her life, but as she moved into her 90's she needed help in getting there each Sunday.

The first thing that impressed me about St Paul's was the kindness and acceptance of the congregation. They rallied around my mother in law, of course, as one of their own. But they also included me in their welcoming care and helped my mother in law and I both through a difficult period in our lives.

Though the congregation is small, they are great participators in both church and community events. You will see them joining in at anything from church potlucks to bell ringing to habitat for humanity builds and crop walks, as well as many other events. They have a great spirit and enjoy helping others.

Like many churches now, St Paul's struggles with declining membership and attendance. But building on the enthusiasm of the core congregation, I am sure that a new pastor would be able to grow the numbers and attendance, to help this church thrive.

I have come to love the congregation at St Paul's and I would be pleased to see them acquire a permanent pastor who could help them grow and continue the good work they've accomplished together with Pastor Steve Davidson.

I know they would enjoy continuing to work with Pastor Davidson, but I also know he would eventually like to get back his own work of retirement. I wish the congregation good luck with their search.

I am happy to answer any questions or provide any additional insight that I may have.

Respectfully,



**REFERENCE 2**

Sheila A. Leander  
Chair, Parish Council  
Emmaus Ecumenical Catholic Community

11009 N. Redwood Tree Court  
Mequon, WI 53092  
January 5, 2020

Dear Deb,

On behalf of the worshipers at Emmaus Ecumenical Catholic Community, I am expressing appreciation for the support and hospitality you and the congregation at St. Paul's have shown us.

As chair of the Parish Council, I am grateful for St. Paul's generosity in providing a space for our members to attend services. Our community is small, with limited funds, and we appreciate being in a place we can afford. The leadership of St. Paul's has been most helpful in working with us for arranging services and special events. We particularly value the cooperation between our two congregations when we have joint services. Our teamwork is visible in other areas such as fundraising for the hearing loop. Many Emmaus members comment that they especially like those collaborative times.

In the future, we look forward working together with St. Paul's for the betterment of both communities.

Sincerely yours,



**REFERENCE 3**

Virginia Kippa, Substitute Organist  
920-233-1509/ ginnykipa@gmail.com

My name is Virginia (Ginny) Kippa. I am an organist who has filled in periodically at St. Paul's UCC over the past several years. I have worked with both Pastor RaeAnn Beebe and Pastor Steve Davidson. It is from this vantage point that I reference this brief overview of St. Paul's.

I've been an organist for 60 years, covering churches and military chapels around the U. S. and Okinawa. Throughout those years, I have rarely encountered a congregation as warm, as welcoming and supportive (and forgiving, I must add) as the congregation of St. Paul's in Oshkosh. It's not easy having an unknown organist come in on a Sunday, only to play a service that doesn't sound quite like what is "normal"! I know! I squirm and tap my toe in the pew at my own church when things don't go quite the way I would have played them!

This congregation is family, connecting to each other in so many ways. I'd like to illustrate this through a story about one of the members. Jack is elderly, in his 90s, I think, and a forever member of St. Paul's. He lives in his own condo, alone, and wants to be in church every week. His daughter faithfully sees to his needs, including bringing him to church each Sunday morning. Jack has a computer he uses to singlehandedly produce greeting cards that he sends out to church members on their birthdays. To the best of my knowledge, his daughter's only involvement is to deliver those cards to a mailbox. That connection to the church family illustrates the closeness of this congregation.

Finally, this Idina Menzel song makes me think of the St. Paul's church family:

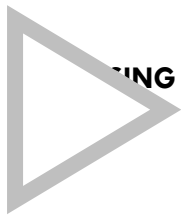
*At this table (church), everyone is welcome.*

*At this table, everybody cares.*

*At this table, everybody matters.*

*So come, pull up a chair.*

A newcomer pulls up a chair/pew at St. Paul's and is warmly welcomed.



## CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

As followers of Jesus Christ, we are called to serve the Lord with gladness. We fulfill this calling through the leading of the Holy Spirit, through the person God has chosen to be our next pastor and teacher, and through the support of the members and friends of the church, guided and inspired by these commissioning words of benediction taken from Romans 12:

Go forth into the world in peace.  
Be of good cheer.  
Hold fast to that which is good.  
Render to no one evil for evil.  
Help the afflicted, support the weak.  
Love and serve God,  
Rejoicing in the power of the Holy Spirit.

### 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.

The ideas and statements included in this Profile came initially from the members of the church, as indicated on the basic Profile survey circulated last fall, and, also, as expressed at the Annual Meeting of the church in January.

Those ideas were discussed and collated by the members of the Search Committee. At the request of the Committee, our interim pastor wrote the first draft of this Profile. That draft was then submitted to the Search Committee for review and revision.

Signed:

Debbie Wriedt, Search Committee Chairperson

January 20, 2020

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.

A handwritten signature in cursive script that reads "Rev. Jane B. Anderson".

Signature:

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

Email: janderson@wcucc.org

Phone: 920-540-2586

Date: January 23, 2020





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*