

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

First United Church of Christ
Green Bay, Wisconsin

Pastor

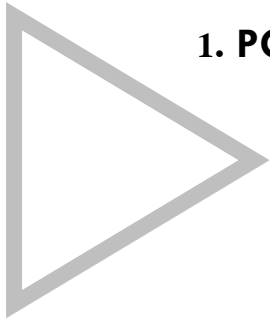
Wisconsin Conference, Northeast Wisconsin Association

[June 5, 2020]

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: First United Church of Christ

Street address: 509 S. Webster Ave.

Supplemental web links: www.firstgb.org

Additional ecumenical affiliations: None

Conference: Wisconsin Conference

Association: Northeast Wisconsin Association

UCC Conference or Association Staff Contact Person: Rev. Jane Anderson, Associate
Conference Minister, 920-540-2586, janderson@wcucc.org

Summary Ministry Description:

The leaders and members of First United Church of Christ are committed to an intentional period of pastoral transition. We will utilize a succession plan, based on biblical principles, where our current minister will remain in place, full-time, through the transition. Our successful candidate will become our full-time lead pastor upon being called to term. During this time, our current minister will help in providing leadership and support as negotiated in the terms of call.

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

We envision someone who will happily and humbly make an impact throughout our community and in the seats of our sanctuary by encouraging church members and friends of all ages to use our gifts in courageous and God-honoring ways. We want to continue to develop our vibrant and creative atmosphere by providing an interactive worship experience for all.

Through on-going outreach and mission programs, we certainly have felt the transformative power of getting to know or help others. We hope to invite a spiritual leader into our church family who will help us open pathways of knowledge, understanding, and love between current members/friends and those who live, work, and serve in our community.

Photographs:

Youth Mission Trip



Worship – Father’s Day



A Worship Selfie



Church-wide Pie Sale - (A Fun Fundraiser for all ages.)



What we value about living in our area:

The Green Bay area has a welcoming small town feel with midwestern hometown values. It is family oriented with strong school systems as well as two colleges and a technical college. The area thrives with natural beauty from Lake Michigan and the Fox River with many affordable activities in the parks including the Botanical Gardens, Bay Beach Amusement Park and Wildlife Sanctuary, to name a few. Arts, crafts, theaters and music abound as well as sports, including the Green Bay Packers.

Current size of membership: 270

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

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc. - We have an active worship planning group that plays an integral role in deciding on the topics of the worship series, putting together the worship services, finding key individuals to help with different parts of the service. The music group is also involved in putting the songs together to reflect the topic. The bulletin is put together in collaboration with the worship team, pastor and church administrative assistant.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them - The program, Unwrapping Our Gifts, led by 2 lay persons as well as the pastor, helped develop various programs that used the gifts of the people of the church. This program can be continued with a new pastor.
- Leadership development by working with people in the church to create ministry and programs – The Unwrapping Our Gifts program also developed leadership and can continue.
- Pastoral care in collaboration with lay people – We have a Friends Who Care group that visits our shut-ins and sends cards to those who are experiencing difficult times in their lives.
- Community engagement and leading the way for the church to be an ambassador of God's love – The church has many mission trip leaders with years of experience.
- Strategic planning for current and new directions in ministry – Several members have experience in strategic planning and have helped organize this planning for our church.
- Lead Pastor is encouraged to attend meetings and give leadership as needed to church programs, in collaboration with lay leadership – We have a very active lay leadership group and continue to develop those skills in new people.
- Participate in wider church activities, such as conference and association meetings.
- Administration responsibilities (unless delegated) such as e-mail, website, church supplies, more – The church administrative assistant is very involved in all of these functions as are the people who are leading the various ministries as coffee hour, Praise School, etc. There are also volunteers that help with tasks in the office.
- Faithful financial development and stewardship – There are key people that help with this including the finance committee and Pastor Parish group
- Responsibility for supervision of staff

- Weddings, funerals, special worship programs for participants in the worshipping community and those not connected to our faith community. This includes acting as a representative of the church to local community organizations.
- Counseling, listening and referral
- Study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- Energizing and deepening spiritual connections and faith understandings of others

Core Competencies:

Three core competencies that are foundations in our next minister are: 1) an effective preacher – a minister who is engaging and creative, invitational and interactive in their message, relating faith to everyday life; 2) relatable – a minister who meets each of us where we are at, connecting with our whole range of human experiences and emotions; 3) loving – a minister who truly has a heart for God and for us, caring and compassionate in all of the little ways, always doing the loving thing.

1c. COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance): Total package range \$68,000-\$86,000 negotiable based on qualifications.

Benefits: Salary plus Benefits

What is the expected living situation for your next minister?

Living nearby with a housing allowance included in the total salary package.

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

We want you to live in the greater Green Bay community.

State any incentives: This is negotiable as part of the Call Salary.

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

- Communities of Practice is a safe and supportive peer group, facilitated by a seasoned pastor or experienced therapist. The COP meets monthly for a 2-1/2 hour session, September through May, and includes eight to ten participants. Its focus is on the practice of ministry and the pastor's vocation as leader, encouraging peer support, care, and reflection.
- The association/conference sends out a monthly newsletter highlighting upcoming events. Ongoing opportunities include:
 - Lay Academy: engages lay people in spiritual growth and development through theological education.
 - Damascus Project courses: to form spiritually grounded leaders for a changing church. Opportunities include: The Crux: Engaging the Wisdom of the Wilderness for Today's Changing Church, What Does it Mean to be UCC? United Church of Christ History, Polity, and Theology, and A Flavor of the Old Testament.
 - Ministry Coaching
 - Catalyst Grants: are all about sparking creativity and innovation in the Wisconsin Conference. Catalyst Grants are all about providing funding to ideas that haven't received seed funding in the past. Ideas that will be considered for funding should be an exploration of one of these key focus areas: Community based ministries, Multi-cultural literacy, Justice work, Emerging new ministry/governance models, Leadership development, or Spiritual formation.
 - Fall Clergy Wellness Retreat

- Youth Events
- Boundary Training
- Two other UCC churches are in the immediate area, one in Green Bay and one in De Pere. There is a local clergy group that meets in downtown Green Bay. The Green Bay and Appleton area have a good variety of counseling agencies – including spiritual/religious based counseling and other types of programs. St. Norbert Abbey is located in De Pere and offers one-on-one spiritual direction, retreats, and a variety of spiritual programming throughout the year.

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

N/A

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.

- Attract and engage with youth and young adults (next generation) to keep our congregation vibrant
- Relate to people in a compassionate and caring way using “down-to-earth” one to one communication and in the weekly message
- Continue to encourage people of the congregation to be involved both in the church and beyond the walls of the church
- Address the issues of homelessness, poverty, diversity and the increasing aging population by leading the people of the congregation to reach out to those in need.

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

The next minister will come to a very active group. The people of the congregation will continue this ministry with a leader that can inspire and creatively find ways to answer God's call for the life of the church and to reach out to those in need outside our church. A caring personality along with a sense of humor is important to encourage active participation in our ministries

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

There are no specific language requirements or culturally specific capacities required but there is an openness to a variety of expressions (such as the use of “inclusive” language). Ability to speak a second or third language other than English would be a bonus, especially Spanish. The neighborhood around the church has a large Hispanic population as well as other diverse populations.

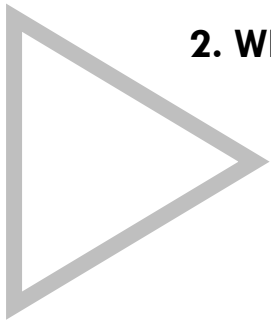
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's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

Exhibiting a spiritual foundation of loving God, following Jesus Christ, and being guided by the Holy Spirit is who we are and who we are being called to become with our next minister. Our hopes are that our next minister demonstrates a closer relationship with God as she/he prays actively and nurtures spiritual practices that can be incorporated and shared with our church, through worship, bible studies, and small groups, and with our community. It is vital that our next minister understands and invites the power of the Holy Spirit to work through the elements of Christian worship, which incorporate much drama, music, arts, and creativity, to nurture the faith of all.

Engaging sacred stories and traditions are foundational to who we are. We pray that our next minister would exhibit knowledge, understanding, and continual study of the Hebrew Scriptures and New Testament and the Christian Church, from biblical times forward. Beyond knowledge and understanding, we seek a minister who will bring to life these sacred stories and traditions in worship, in connection with our everyday lives, becoming an effective preacher, while holding the Holy with integrity. Our Sacraments are Holy with an open invitation for all. As an intergenerational church/community, it is important that our next minister lead and provide a variety of opportunities for faith formation across generations.

Working together for justice and mercy is who we are being called to be alongside our next minister. We are currently engaged in mission and outreach. However, drawing on the ministry of Jesus Christ, we are being called to prayerfully and actively confront injustice and oppression in our neighborhood/community. We experience ourselves as practicing the radical hospitality of God but feel the Holy Spirit calling us to reflect more deeply on those who share our neighborhood. Our next minister will assist us in identifying and working together to overcome explicit and implicit bias in the life of the Church. We are called to better understand our community context and actively work to engage and navigate change with our community. Our hope is that our next minister will continue to build and strengthen relationships of mutual trust and interdependence, especially outside of our church walls.

Strengthening inter- and intra- personal assets is a foundational strength of our church. It is vitally important that our next minister develop and maintain a healthy sense of self as shaped by God, community, and life experiences. We seek a minister who exhibits strong moral character and personal integrity, as well as respecting the dignity of all God's people. As an intergenerational church, we desire a minister who understands and ministers to all stages of human development across the lifespan. As in any and all relationships, and especially those within the church, excellent communication skills are essential.



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?

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

Who is God calling us to become, and describe how God is calling us.

God is calling us to become a faith community that is more actively engaged, constantly building stronger relationships, and intentionally reaching inward, outward, and forward:

Actively engaged: While First UCC has a large core group of members and friends who repeatedly and joyfully take leadership and “worker bee” roles, attend events, join Bible studies, go on mission trips and more, God would say that we need to toss a wider net.

How wide? We know that there are many people around us who do not take part in any faith community. Some of those people already are connected to our church but are not “engaged” in community. Others live in the neighborhood, are students on local campuses, or are visitors passing through. There are those who are struggling with no answers in sight. We understand that these people are often hesitant to walk into a church building and may not be comfortable in God’s presence – yet.

Jesus said, “Go into the world and make disciples...” God is calling us to create a plan to identify and intentionally invite others into our faith community.

Our calling is to be actively engaged in engaging others.

Constantly building stronger relationships: The “One Thing” we strive for at First UCC is a closer relationship with Jesus, the One who modeled love, peace, and forgiveness for all.

Within our church family, there are deep friendships that will last a lifetime. There are acquaintances who eagerly shake hands and give caring hugs during greeting time. There are like-minded groups who gather around tables in the Community Room before and after worship to catch up on each other’s lives. The Men’s Group, Friends Who Care, First Families United, A2J Youth Group, Praise Band, Feed the Hungry, mission trips, and planned social or fundraising activities are intentional avenues for members and friends to build stronger relationships.

We believe that God is calling us to be more aware of who lives in the community and what programs, like St. John’s Homeless Shelter and the new transitional housing, are all about.

Our calling is to build stronger relationships with members, friends and those outside of First Church.

Intentionally reaching inward, outward, and forward: As we learned in one of our worship series, “This isn’t your grandparents’ church anymore!”

Nor is it our grandparent’s world.

God’s children have a whole new variety of toys and technologies, of hurts and struggles. The church of today cannot turn away from headline news: Gun violence, homelessness, immigration, racism, sex trafficking, addiction, bullying and more. While these issues may have existed in the past, today’s instant media and around-the-clock cell phone use, puts them smack in our faces, and they can’t be ignored. God is calling us to find ways in our church community to learn about and take some sort of action to address social issues.

Inwardly, we care deeply about the needs of our church family. Tears falling down the cheeks of people sitting in the pews at worship tell unspoken stories. Celebrations and concerns lifted up during prayer time become shared prayers of the community. The regularly updated prayer chain provides a place for anyone to lay down their joys or sorrows, knowing they will be lifted up by others in daily prayer. “Check-in’s” take place at most meetings, a time for everyone to talk about things going on in their lives, followed by prayer. The group Friends Who Care has an intentional ministry to visit the sick and elderly in their homes, send cards, or deliver meals. Outwardly, our mission trips – youth, adult, family – to areas in need have touched hundreds of lives in places throughout the United States, Mexico, and Canada. And the lives touched and changed have very often been our own. The Holy Spirit works on both sides of the mission! Within our local community, we need to be constantly learning about the changing landscape and what the most important needs are. Two examples of outreach ministries are Feed the Hungry twice each month throughout the year, with members and friends cooking and serving free meals to anyone who comes to eat or to meet others. We collect backpacks and fill them with blankets, stuffed animals, diapers for the CASA program (Court Appointed Special Advocates). The backpacks are given to children who are removed from their homes so quickly that their own things are left behind.

We know that “hands-on” ministry is more meaningful to some than coming to worship in a church building. To that end, God is calling us to build more service opportunities outside of our sanctuary, where we can be the hands and feet of Jesus for others.

Our calling is to intentionally act out our faith in accordance with Jesus’ teachings.



3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

Purpose Statement: *As an Open Arms Congregation . . . We love and worship God. We share the Gospel of Jesus Christ. We welcome all people on their faith journey by providing opportunities for Christian Fellowship, Prayer, Education and Service as we strive to live The Great Commandment (Matt. 22: 37-40) and The Great Commission (Matt. 28: 18-20).*

Describe several strengths or positive qualities of your congregation.

Some words that frequently describe our church community are friendly, caring, an open arms congregation where all are welcome. Our focus is on our relationship with God and Jesus; a relationship with each other as well as reaching out to others in our neighborhood and beyond. During worship and throughout the week we are encouraged to deepen our relationship with God and Jesus through prayers for each other and our world on the prayer chain. One way this welcome is expressed is during the greeting portion of worship when we are called back to our seats from handshakes and hugs with old friends to smiles and introductions with new friends. This spills over into the coffee hour after worship where good conversations continue. Members invite their friends from outside the church and even the youth proudly bring their friends to worship and to be part of the activities. The congregation is made up of all ages and many of our activities are intergenerational as we come together to make and sell apple pies in the fall and to make and sell Christmas cookies for the Cookie Walk. One activity that brought all generations together was a dance where an eighty-year-old woman taught the Flying Dutchman dance to the younger people while the youth taught “the Floss” to others. Caring overflows into the community by helping people, organizations and programs locally and beyond. This generosity is demonstrated through our mission trips and financially helping groups in need.

Describe what worship is like when your congregation gathers.

Our Praise Band welcomes you into our airy and naturally lit sanctuary with a harmony of voices led by horns, flutes, guitars, piano, and drums. Informal gatherings occur before, during, and after worship often with coffee in hand. The beginning of worship beckons us to come

as we are, tennis shoes or ties, and be moved and filled by the Holy Spirit. We offer two services on Sunday. Young children gather near the band and twirl their bodies, lifting their arms in praise. Our pastor, in casual dress, calls us to worship and we are invited to greet one another, sometimes with embraces, before having to be called back to our seats. Our children are invited forward, often to find our pastor in costume or with props to further engage young and old minds alike. We come together in prayer to share our most vulnerable needs and heart-felt celebrations...voices crack. We are intentional...about both our prayers and our giving...each week, re-dedicating ourselves to God. Our pastor preaches from the heart (not scripted or necessarily lectionary based), often with emotion in his voice, seamlessly connecting Biblical examples with real-life, gifting us with many “understandable” takeaways, that are meaningful and meditative. Sermons are interactive, engaging us to share with our neighbors and are supported by slides and video.

A recent baptism invited all the children to gather around the baptismal font in front of the sanctuary. All were eager to see the new baby with hopes of being the one chosen to pour the water into the font. Once filled, the children excitedly splashed their hands in the baptismal water, bringing smiles to doting parents and Godparents. Photos of the child were displayed on the big screen as family and friends captured the moment on camera. The newly baptized baby was carried up and down the aisles to our welcoming church family, all eager to catch a glimpse of the little one. A Christ candle was lit and given to the Godparents and a communal blessing was shared. At communion, everyone is welcome, and that includes our children who often usher us forward or serve the wine and juice. Little hands and big hands alike are pulling at the loaf of bread, wanting a piece of Jesus.

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

Educational opportunities are available for all! A nursery is available; however, we welcome children in worship. Between services, Praise School for all ages is available.

Those from 3 years old through 5th grade study a VIP from the Bible for four weeks. We start each week with a gathering time that we call WOW (Worship Our Way) time. Children learn songs, use bells, drums, dance and sign language to reinforce the story. An example is the study of Joseph where the snack reinforced the story by decorating coat shaped cookies in many colors the first week, using drama to act out the story the second week and making a craft the third week. By the fourth week they have heard the story four times and now they play an electronic review game with the children in teams and use the big screen to display the questions. The enthusiasm when they hold up their paddle to answer the question resonates with the whole group and you know they have learned. By taking four weeks on each story, those children that are not able to be there every week because of family dynamics still hear the stories.

The youth in middle school to high school learn through opportunities like RightNow Media (a Netflix like religious based study/movies), having them choose the topics. The topics are chosen by asking them what they want to study. One example is studying the people of the Bible that have their same names the same name as some of them, such as Seth and Caleb. The stories grab their interest because it is personal to them. They also have studied the miracles of Jesus through video and a lively discussion inviting their questions as well as reinforcing their learning.

During that time there is also a stimulating and thought-provoking adult study attended by those from ages 22-92. Most studies are video series such as "Living the Questions". The format is opening prayer, gathering thoughts or questions for discussion, watching the video and finally discussion to bring the points together. The topics help to deepen our faith while stimulating discussion and personal reflection.

Besides Sunday morning, there are many opportunities for adults to enhance their spiritual growth through programs such as the Wednesday noon Bible study and the Lenten Book Series such as The Shack by William Paul Young or The Circle Maker by Mark Batterson, to name a few. Other regularly scheduled spiritual growth opportunities include Bible and Brew and the Men's group that focus on contemporary topics related to personal life and the world. RightNow Media programs are available for those interested in the on-line experience.

Unwrapping Our Gifts, a program developed by Ron Farr, is a six-week experience that joins your faith to real life. This opportunity has been provided off and on since 2000 and about one third of our congregation has participated in this program. Through this time, we explore the Biblical vision that all Christians (not just the ordained) are gifted and called to be ministers. Through imaginative Bible study, guided exercise, and supportive group discussion, we discover our gifts and strengthen relationships with God and one another. Because of this program, several members started the Feed the Hungry breakfast offered twice a month since 2007. Another group that was started was Faithful Gardeners and they keep the grounds beautiful throughout the year. The impact of this program is far-reaching through interactions on Sunday mornings, through the work and play during the week to reaching out to mission opportunities in our community and beyond.

Adults are not the only ones who have opportunities for spiritual growth during the week. Our youth meet every Wednesday evening to delve into a movie, such as *"I Can Only Imagine"* or a Christian song such as *"Proof of Your Love"* by King and Country. They then study the Bible verses that are the foundation of the movie or song. Through this study and discussion, they strengthen their relationships with God and with each other as well share some of those things that are heavy on their hearts and minds. The group also relates everyday teenage issues to the bible. Several times a year, this group leads worship inspired by the things they learned. Some of those that have graduated have become youth leaders, saying they want to give back to others and share that experience.

Our younger children, from 3 years old to 5th grade enjoy time together during Vacation Bible School, held for a week in the summer. The week is filled with exciting activities around a Bible series such as Jesus' Seaside Stories. The stories are reinforced with songs, instruments, games, special foods, and worship.

Since 1996, mission trips have broadened the Christian experience for youth, adults and families, by helping others in need and solidifying friendships within the group and with those served. There has even been a wedding of two of the youth and lifelong friendships have been formed. These mission trips always have a time in the evening to process the mission experience and for discussion based on Biblical references.

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?

The organizational structure begins with our Executive Council, made up of nine members, with term limits, including a president, vice president, secretary, treasurer, and chairs of five standing ministry areas: Building and Grounds, Christian Education, Membership, Outreach, Music and Worship. The Executive Council chairs are not necessarily expected to create a committee, instead they oversee and seek to support existing ministries related to that area.

Because of the congregation's understanding that "we are all ministers," and because of a belief that "small groups are a big deal," teams and groups might get started or organized by a lay person with an idea. In those cases, there is not a regular or formal reporting back and forth between ministry chairs and groups or teams. More likely, there is a good "sense" of what is taking place through the newsletter, worship announcements, informal conversations, pastor reports, and simply "seeing" what is being accomplished. There is a lot of trust given to lay leaders.

Paid staff includes an administrative assistant, who is in the office 24 hours per week, and is at the hub of most activity in the church, most of the time knowing who's meeting when, answering questions, getting information and sending out information, connecting people. The administrative assistant, in regular meetings with the pastor, shares and receives information about activities and gets direction and ideas for "what happens next." Most anyone involved in an on-going committee, group, or team knows he/she can learn the best method to communicate with others in the church by checking with the administrative assistant.

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

The Executive Council meets for about two to three hours each month; other committees typically meet monthly, maybe one to two hours each. Everyday issues are brought to the attention of the Council and research is done to find the most effective way to solve the issue and voted on by the council. Emergencies are taken care of immediately by staff while informing the Council member in charge of the issue and then if needed it is voted on by the Council. If something will cost more than what is allowed in our by-laws without congregational approval, and the issue is not an immediate emergency, an email may go out to call a special congregational meeting.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?

Yes, we can provide a flow chart, by-laws, and other documents. A handbook with these documents will be given to a successful candidate following the interview process.

3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	196	Yes
Number of active non-members:	123	Yes
Total of church participants (sum of the numbers above):	319	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	35	Yes
Less than 10, more than 5 years:	40	Yes
Less than 5 years:	25	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
57	23	17	19	30	36	60	52	25	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	10%	Yes
Households with minors:	30%	Yes
Single adults age 35-65:	15%	Yes
Joint households with no minors:	25%	Yes
Single adults over 65:	20%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	50%	Yes
College:	25%	Yes
Graduate School:	9%	Yes
Specialty Training:	1%	Yes
Other (please specify):	15%	Technical College Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	75%	Yes
Adults who are retired:	24%	Yes
Adults who are not fully employed:	1%	Yes

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

We have a variety of working adults some from trade, professionals, business owners and everything in-between.

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?

First Church is typical of most UCC churches in a smaller community, primarily white.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise: N/A

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	65	Pastor and Lay Leaders
Baptisms <i>(number last year)</i>	6	Pastor
Children's Groups or Classes	55	Pastor and Lay Leaders
Christmas Eve and Easter Worship	660	Pastor, Worship Planners and Musicians
Church-wide Meals	185	Lay Leaders
Choirs and Music Groups	13	Pastor and Musicians
Church-based Bible Study	22	Pastor, Admin. Asst. and Lay Leaders
Communion <i>(served how often?)</i>	150	Once a month, Maundy Thursday, Ash Wednesday and Thanksgiving Eve. Pastor and Lay Leaders
Community Meals	65	Lay Leaders
Confirmation <i>(number confirmed last year)</i>	5	Pastor and Mentors
Drama or Dance Program	10	Pastor and Lay Leaders
Funerals <i>(number last year)</i>	3	Pastor
Intergenerational Groups	20	Lay Leaders
Outdoor Worship	N/A	N/A
Prayer or Meditation Groups	27	Lay Leaders
Public Advocacy Work	N/A	N/A
Retreats	25	Pastor and Lay Leaders

Theology or Bible Programs in the Community	20	Lay Leaders
Weddings (<i>number last year</i>)	4	Pastor
Worship (time slot: 8am)	50	Pastor
Worship (time slot: 10:15am)	120	Pastor
Young Adult Groups or Classes	10	Lay Leaders
Youth Groups or Classes	30	Lay Leaders
Other	Youth Mission 18 Adult Mission 15 Family Mission 6	Lay Leaders

Additional comments: None

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)
Rev. Heather Bogacz	4	Hospital	Spiritual Care Minister	N
Rev. Gail Irwin	3	Church	Interim Pastor	N
Rev. Jim Pfefferkorn	No	None	N/A	Y

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
none				

REFLECTION

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

Our church has a wonderful feeling of intergenerational closeness. We work hard together on fund raisers while having fun, teaching each other and learning through Bible studies. Despite the different work backgrounds, we come together to worship and serve God in many rich and loving ways.

3e. CHURCH FINANCES

Current annual income (from 2018)

Source	Amount
Annual Offerings and Pledged Giving	\$256,791
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$9,800
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	None
Fundraising Events	\$12,816
Gifts Designated for a Specific Purpose	\$6,374
Grants	None
Rentals of Church Building	None
Rentals of Church Parsonage	None
Support from Related Organizations (<i>e.g. Women's Group</i>)	None

Transfers from Special Accounts	None
Other (specify):	N/A
Other (specify):	N/A
TOTAL	\$275,981

Current annual expenses (fiscal year 2019):

ADMINISTRATION: Building Insurance \$8,600; Office Expense/Admin. Expenses \$4,700; Administrative Assist./Financial \$19,170; Financial Secretary Salary/Income \$6,140; Postage \$700; Telephone/Internet/web \$4,600; Workman's Comp \$1,600; Tax Sheltered Annuity \$1,200; FICA \$3,710; Subtotal - Administration \$50,420.00

BUILDING & GROUNDS: Facility Cleaning \$9,000; Dumpster and Trash \$700; Certification/Security \$1,150; Replacement and Repairs \$3,000; Snow Removal \$4,000; Supplies \$1,300; Utilities \$16,000; Subtotal - Building & Grounds \$35,150.00

CHRISTIAN EDUCATION: Praise School for All Ages \$1,500; Family Events \$1,000; Confirmation \$100; Vacation Bible School \$1,000; Youth Ministries \$1,750; Nursery Attendant \$1,900; Subtotal - Christian Education \$7,250

MUSIC & WORSHIP: Expenses \$2,000; Church Musician 1/Sub Salary \$10,609; Church Musician Salary 2 \$10,609; Tax Sheltered Annuity \$600; Pastoral Substitute \$300; Subtotal - Music and Worship \$24,118

MEMBERSHIP: Expenses \$2,500; Small Group Development \$2,500; Subtotal - Membership \$5,000.00

OUTREACH: Association Dues \$1,200; Outreach Expenses \$1,000; Our Church's Wider Mission \$10,000; Subtotal - Outreach \$12,200

PASTORAL SALARY: Housing Allowance \$38,062; Medical Deductible \$600; Cash Compensation \$44,050; Tax Sheltered Annuity \$1,200; Annuity Fund \$11,496; Disability Insurance \$1,100; Medical, Eye and Dental Insurance \$18,725; Social Security Equivalent \$6,282; Subtotal - Pastor Salary/Benefits \$121,515

OTHER EXPENSES (LEADERSHIP): Study Leave/Sabbatical \$1,000; Conference Expenses \$1,000; Pastor's Auxiliary Budget \$6,000; Staff Travel \$3,000; Subtotal - Other Expenses \$11,000.00

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 46%

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? We use a flat rate.

What is the church's current indebtedness?

Total amount of loan debt: None

Reason for debt: N/A

Are capital and other payments current? N/A

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.

Projector/Sound System Upgrade projected budget is \$20,000 all of which has been fund raised.

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

Year(s)	Purpose	Goal	Result	Impact
None		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
None		\$	\$	

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

Does your church have an endowment? Yes

What is the market value of the assets? \$293,268

Are funds drawn as needed, regularly, or under certain circumstances? Twice a year they are distributed per the policy agreement of the committee.

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

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: None

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

Please comment on the above calculations or estimates: It is in United Church Funds account and it grows every year.

Other Assets

Reserves: \$157,235

Investments (other than endowment): \$37,222

Does your church have a parsonage? None

Describe all buildings owned by the church: Church building and lot

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

Which spaces are accessible to wheelchairs? All areas on the main floor and the basement.

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

An annual operating budget is drafted a month or so prior to the fall budget meeting. Many budget lines vary only a little from year to year. The pastor's allocations follow cost-of-living increases and conference guidelines. Actual financial results have typically followed the budget with income matching expenses at year end.

Currently, our church maintains an operations reserve fund equal to approximately 45% of the annual budget. Our church is also without debt and currently has no need for major repairs or major equipment purchases except a new sound system which is being raised through fund raising.

Not reflected in the report above is the income and expenses of our very active mission programs which are supported by separate fund raising. Our church also maintains a Planned

Giving Ministry endowment, the income from which supports congregational requests for assistance to causes both locally and globally. Relative to many mainline churches, First Church is financially stable and cautiously optimistic.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

There has not been one event but a number of events that have changed the direction of the path this church has taken which has changed the identity of the church. The four top changes have been 1) Children's full participation in worship including communion, 2) Mission trips for all ages and 3) Building the addition to the church 4) Unwrapping Our Gifts.

1) Children in worship was encouraged and promoted when Pastor Bob Laubenstein became our minister in 1984. That expanded from having children in church to having them at the communion table. From that point they began to be part of the worship through music and drama. Today they help with ushering, communion and youth led services that demonstrate their integral part of the church life. They are part of our planning for the future and are part of the search for a new pastor.

2) A mission trip in 1996 to Pipestem, West Virginia was a multigenerational trip and began our heritage of mission trips through today. In 1999 the youth went on the first Youthworks (an organization that facilitates national and international youth mission trips.) mission trip to Rosebud, South Dakota. There has been a youth mission trip every year since then, including to the urban areas of Brooklyn, New York and San Francisco, to a number of Indian Reservations in South Dakota to Juarez, Mexico to Thunder Bay, Canada and many areas in between.

In 2005 we became a site for Youthworks in the Green Bay area. For 12 summers the energy of the program, with youth from around the country taking over almost every space in our building and doing mission work in our community - was palpable when you walked through the door. In 2016 we started a Family Mission group through Youthworks and participated in that for 2 years with 4 families participating. We also had many adult mission trips to Biloxi, Mississippi, beginning the month after Hurricane Katrina hit and for five years after that to continue in the clean-up and rebuilding of that area. Adults also went to Montana to help repair and rebuild after the floods and fires, and to Kentucky to work in homes in need of repair.

The whole congregation is involved by financially supporting the mission trips, praying for the mission "trippers" and their work, and hearing about the experiences when the groups return. The youth, family and adult mission trips are always followed by a Sunday service led by those who experienced the mission. There is not a dry eye in the congregation after hearing the stories of the moving experiences of those who were

served and those who served the mission. The experience of mission for all ages has opened up the world to many of us and changed the way we experience God and each other. We are Jesus hands and feet.

3) In 2000 the addition to the church was completed. Before the addition, there was an intense long-range planning effort including input from the whole congregation. With the addition of a new sanctuary, everything was moveable including the pews, the altar, the music area, etc. The look of worship became more open and was conducive to drama and other visuals that support the message. An example was a full-sized walking bridge created as a visual for the series of messages about God being a bridge over the troubles we encounter in life. Another example was a dock was built to be a visual for the Biblical stories related to fishing. A shack was there to open the experience of the discussion of “The Shack” series. These visuals are built by several creative members of the church who also decorate the rest of the church during the different seasons.

The old sanctuary has become our community room which is used for group gatherings including coffee hour after worship. It was also the setting for LifeTree Café that was in progress from 2012-2015, an alternate venue for sharing God’s message. The large, updated space is used for youth activities, wedding celebrations, a community exercise group, church fund raisers and more. The new addition continues to give us other options for sharing our faith and friendships beyond the Sunday morning worship.

4) *Unwrapping Our Gifts* was a program started when Pastor Bob went on a sabbatical in 2002. The program helped many develop a deeper spiritual experience during the weeks we met but went beyond to the years after the *Unwrapping* experience. As lay members, *Unwrapping Our Gifts* Helped us realize that we are ALL ministers. With the support of this program and encouragement from Pastor Bob, our congregation was able to grow and flourish through lay leadership and a very part-time pulpit supply. Many even became comfortable leading prayers out loud!

As one man said, “I would come to church every Sunday and see backs of heads but now that I know their stories, I see friends.” And that includes friends from outside the church, who were also invited to *Unwrapping Our Gifts* and who joined our church family.

During the weeks of *Unwrapping Our Gifts*, participants developed deeper spiritual experiences and confidence to begin new programs using their own unique gifts! Today, several of those programs continue: Feed the Hungry was formed to provide breakfasts at the church twice a month for anyone in the community. It feeds hundreds each year. The Faithful Gardeners group formed to plant flowers and care for the outside of the church because of their love of gardening. Girls Night Out continues to bring a group of friends together each month for friendship, support, prayer and to raise funds for special needs in the church or community. The Friends Who Care group was formed to visit our “shut-ins” and send cards for those experiencing difficult times. From *Unwrapping Our Gifts* came the movement to intentionally promote small groups. Each of the small groups has

these aspects in common – 1- Sharing and Caring, 2- Worship and Prayer, 3- Mission, and 4- Bible Study. Because of this, the small groups remain strong and focused.

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

There has not been a significant change in the recent past but the gradual changes that have been described in the previous section have built on one another. The change that we are in the process of right now is the search for a new pastor.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement...” Describe your congregation’s values and practices when it comes to conflict.

In the past most of the conflicts have been individual theological points of view. Some have been resolved through education, discussion and prayer while others became the reason for the person to leave the church and find a different church. While that is a loss for us, there have been others that have joined the church because of the same theological views. Because each person is on their own faith journey, sometimes their spiritual growth blossoms in a different environment from what our church offers. There are others who are drawn to this church because they are encouraged to grow their spirit here. There are no specific policies, protocols or structures for dealing with conflict as this has not been an issue so far. We do have Pastor Parish Relations in place for the Pastor to help him/her confidentially resolve conflicts or concerns in any matter.

Ministerial History

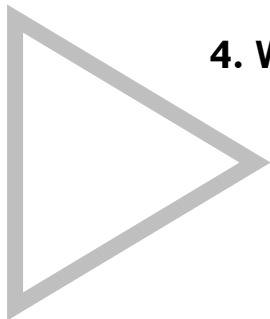
Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Dr. Robert Laubenstein	35+ years	Yes

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

Has any past leader left under pressure or by involuntary termination? No

Has your church been involved in a Situational Support Consultation? No

Has a past pastor been the subject of a Fitness Review while at your church? No



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

Many people in our congregation are active volunteers and take leadership roles in places like St. Vincent Hospital, Salvation Army, St. John’s Homeless Shelter, neighborhood schools, CP Center, Optimists Softball Leagues, St. Vincent DePaul, scouting, and more, supported by the church’s emphasis on giving and generosity.

The Women’s Fellowship facilitates Blanket Sunday donations. We collect and donate hats, mittens, and scarves during the winter and distribute food baskets for those in need. The Youth Group does annual “Power Shopping” for CASA or for families at a local homeless shelter. Our Planned Giving distributions - twice a year - are often for needs in the community in addition to international giving. We have an Outreach position on the Executive Council with a budget for community giving.

In the past, we have worked with Habitat for Humanity building homes and have served meals at homeless shelters. We are always ready to step up as needs arise. (Please read about the mission trip programs below, under UCC Designations.)

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

We are represented at Association and Conference Annual Meetings. In the past years, we have had various members sit on the Association and Conference Board of Directors, a four-year trainer for *The Five Practices of Fruitful Congregations*, directors/leaders at our church camps as well as all ages attending camps, a member on the Conference Evangelism Team for eight years (with national evangelism training in Louisville, KY), and have been part of association youth events.

UCC Designations

We value our relationship with the UCC and live out the vision of our denomination. However, we rarely use “UCC Designations” and “shared language” to define our ministries.

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

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

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

-Accessible to All (A2A) – Our church facility is handicapped accessible, with no-step entrance from the parking lot, elevator to other floors, wide doors and stalls and grab bars in rest rooms. Any Sunday morning you'll find a "parking lot" of walkers at the back of the sanctuary as users are helped into regular chairs, wheelchair users are able to fit in most any row as individual pew chairs can be removed. We welcome those with special needs and accommodate them in a helpful and caring way.

-Global Mission Church – For over 20 years, our congregation has supported and sent out mission groups—both youth, adult, and sometimes intergenerational—to areas around the country and a few trips to Mexico and Canada.

Youth mission trips are HUGE and take place every year. The year-round praying, planning, fundraising, meetings, and reports to the congregation make these trips "all church" events. Before missionaries leave, there is a send-off service where each youth is asked how many trips they've been on. "This is my sixth trip." "My first time." "I did five trips and now I'm going as a leader." The places they've gone, the people they've met have impacted our youth as much as their work has helped others. Our youth groups are "tight" and have an incredible sense of what it means to serve others in Jesus' name.

Adult trips happen more sporadically, when someone feels "it's time," or when a need arises. A group of 12 spent one week cleaning up in Biloxi, MS, right after Katrina hit, then smaller groups made their way back down five more times. Another group went to Montana to help after wildfires devastated a town, and most recently, a group served in Neon, KY, repairing homes.

-Open and Affirming – Our mission statement says that we are an "open arms community," and we are. All members and guests are welcomed and actively take part in the life of our church without fanfare. We are simply family. We affirm that every person belongs and want our sanctuary to be a place where "nobody stands alone." As we welcome everyone, we also know there are members with differing political and social viewpoints. Being respectful in

discussions and keeping a focus on God can lead to understanding and, sometimes, a change of heart.

-Economic Justice – Our church is located near downtown Green Bay, in a diverse area where poverty and homelessness are visible every day. Almost every week someone comes to our office in need of help, whether to talk to our pastor or to ask for bus, shelter, or food money (which we give in vouchers). We welcome homeless guests into worship and visit with them before or after, sometimes providing a gift card for meals or driving them to where they need to go. Every 1st and 3rd Saturday morning, throughout the entire year, we serve free breakfast at our Feed the Hungry program, with attendance between 40 to 70 people, on average. We support our near-by schools through financial or clothing or supplies donations, as over 90% of the student population lives in poverty. We actively support CASA (Court Appointed Special Advocates) an organization that matches advocates with children who have been removed from their homes by the court, because it is unsafe for them to be there. Reasons often stem from activities that grow out of poverty.

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

Ecumenical and Interfaith Involvement – Our congregation has had a history of involvement, including discussions and shared activities, with a formal interfaith group in past years. Since the group dissolved, we haven't had regular participation with other congregations; we have had combined Vacation Bible School with another church. Recently, a grassroots effort in Green Bay was started to share information and resources with all faith communities in the area. We had representatives attend the initial meetings and plan to attend more.

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

Our mission statement focuses on The Great Commandment and The Great Commission. As a medium-sized congregation, we are doing a good share of outreach and community action considering the people and resources we have, yet, we know there are many more possibilities to consider.

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?

Our Executive Council has not defined a specific amount of time that our Pastor needs to spend beyond the church walls. It is at the Pastor's discretion. Our current Pastor has traditionally been on the board of directors for local caring agencies (counseling center, Habitat for Humanity and others). He has also been involved in the Therapy Dogs International (local visitation). The congregation is known as a very active congregation, and our Pastor is involved in or has a leadership role in almost every facet of the church's life. The Pastor, through worship messages

and individual support or encouragement leads people to use their gifts in the community and beyond.

4b. MISSION InSite

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

Our congregation's MissionInSite report covered a 2.5-mile radius and included 66,593 people. The racial makeup of our neighborhood is 68% White, 18% Hispanic/Latino, 6% Pacific Islander/American Indian/Other, 4% Asian, and 4% Black/African American with a 136% increase in the Hispanic population and a 63% increase in the Asian population in the past ten years. At least, 12,000 people speak a language other than English at home (primarily Spanish). The average age is 37 with the population evenly distributed among four age groups: 0-17, 18-34, 35-54, and 55 +. Children are not being replaced at the younger level and the 65 + population is expected to grow. Fifteen percent of adults do not have a high school diploma with 13% of all births occurring to women with no high school diploma. 4,551 households are married couples with children while, 3,463 are comprised of single parents with children. Single parent households are at a higher level than the state average and are increasing while married couple households are decreasing. The percentage of single, never married individuals are higher than the state average. Fifty-six percent of houses are owned while the rest are rented. 2,821 households do not have a vehicle available. The work force is split 50/50 between blue collar and white-collar workers, being well above the state average for blue collar workers and well below the state average for white collar workers. About 12% of the county is disabled. The number of families in poverty is significantly above the state average with 40% of students enrolled in free and reduced lunch programs.

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

Our congregation's internal demographics compare with the neighborhoods adjacent and the neighborhoods with which we connect as our congregation is evenly distributed among four age groups: 0-17, 18-34, 35-54, and 55 +. Similarly, our congregation has mixed educational backgrounds with about the same percentage of disabled members.

Our congregation's internal demographics contrast with the neighborhood as our congregation is not racially diverse as the majority are White and English speaking. We have a larger population of younger children (0-4) than our neighborhood. We have a larger population with at least a high school education. We have more married couple households versus single parent households. We have a smaller population that has never been married. We have more households with vehicles available. We have fewer families in poverty.

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

The demographics of the community are currently shaping ministry as much of our mission and outreach are intended to meet the basic needs of our neighborhood due to the high level of poverty. We offer a free breakfast two Saturdays a month and collect food for the local food pantry. We collect diapers for the area diaper drive. We collect clothing, underwear, pajamas, blankets, stuffed animals, books, games, and personal hygiene items for those children who are removed from their homes and placed in foster homes. We collect leggings, sweatshirts, underwear, belts, personal hygiene items, and laundry detergent to replenish the Caring Closet at a local middle school. We collect winter mittens, hats, and scarves that are distributed to our elementary and middle schools. As a neighborhood need is brought to our attention, our congregation comes together.

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

“My first impression with the church was how warm and welcoming it was. Your church does a wonderful job making everyone feel included. Particularly, the coffee and treats between the services encourage a greater feeling of community. I also respect your outreach efforts, specifically in your neighborhood.”

“I’ve attended the UCC church on Webster and Mason many times over a period of 14 years with my wife. I have observed this church as unique in its performance of worship through contemporary music and its creative liturgy and sermons by its pastor.”

“The church also serves its community especially those in need with its Saturday free breakfast, Youth Works and mission trips. They collect warm clothing for kids during Christmas time among many other service activities throughout the year. The church is also warm and friendly and open to new ideas in both worship and outreach.”

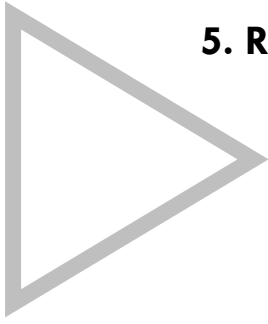
“As a Lutheran pastor who has preached there, I would probably attend more regularly if I were not currently serving a Lutheran congregation.”

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

“Everyone is so friendly, kind and caring. The positive energy. The love for children. The fun upbeat music. How Bob and everyone that talks about God and how he has touched their lives. Bob as a pastor does not put himself higher than us. He admitted he has faults and doubts just like we do and we all learn from them.”

“I was raised Catholic and never felt as close to God as I do now.”

“I got involved in church by coming every Sunday with my family. I then went to Sunday school and youth group, and now I’m hooked. Mission trip was also a big part, it helped me bond with the other youth and realize that God really does create miracles.”



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

Mary Radue
Nia Instructor (teach classes at the church Mondays and Wednesdays)
920.737.8643
mbradue@gmail.com

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

First and foremost, the people! Everyone I’ve met has welcomed me with open arms. They appreciate the gifts that I can bring to the church and have given me a wonderful space to teach dance.

I also see an active and engaged congregation. There are always fun activities going on. They have a strong youth program and they give back to the local community in many ways.

The overall “vibe” of the church is positive!

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

As I only teach classes and am not currently a member of the church, I’m not sure how well I can speak to this. I guess if I had a “wish list”, it would be for the church to have a space that’s dedicated specifically to movement and fitness that would allow them to bring in more instructors from the local community. I believe that would help other people see just what a warm and welcoming place First United Church of Christ truly is. It would also support the health and wellness of the church community.

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

One of the things that really stands out in my mind is how the church responds to the homeless people that live in and around the church. There have been several instances where people have come to the church while I was teaching, looking for help. Pastor Bob as well as other members of the church community respond immediately to those situations, with love and compassion while at the same time making sure these individuals get to a place of safety so they can receive the help they need. This is a church community with heart, with respect for all individuals.

REFERENCE 2

Katie Bischoff
920-883-8498
sweetpeace4all@gmail.com

Strengths

Diversity of age: young families as well as middle-aged and elderly

Warm and welcoming congregation

Many long-term members (can also be a weakness)

Children's and Teen ministries: it is well studied if you capture the hearts of children, the parents will follow.

Location: central location (can also be a weakness as we are locked into our space)

Areas for improvement

Music ministry: Starting the service with music should be more of a time of praise and everyone should stand. Any time we sing, we should stand. Move singers out from behind music stands. Recruit new talent. Address acoustics as drumming is too dominant. Jokingly have referred some songs as "popcorn" music. Consider blending traditional hymns with contemporary music. It makes me sad that these prayerful songs are becoming obsolete.

Preaching: a 15 min "morale of the story" sermon does not dig deep enough. Feed the congregation with expositional teaching. Take a verses, a chapter or a book of the Bible and teach on what it means and how it applies to our faith journey. This hour once a week needs to motivate us for the living more like Christ in the days between services.

Opportunities outside of Sunday morning: limited small groups. Don't have trained facilitators. Mostly daytime offerings which prohibits those who work to join in.

Reaching the un-churched: the UCC should be exploding with new membership based on our commitment to social justice, open arms (should move to open and affirming) congregation and realistic approach to life's challenges at every age. Instead of ignoring the churches in our community who are really growing, we should be studying the "why" and develop a more open-minded UCC vision for the church of today and the future.

Significant Experience

1. Served on the Church Council several years: This is one of the things First UCC does well. They recruit desired talent to the Council, not just warm bodies or “seniority” picks.
2. In the middle of my late husband’s cancer journey, I left Union UCC and came to First Church. I would not have recovered from my loss without the love and support I received on a weekly basis here.

REFERENCE 3

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

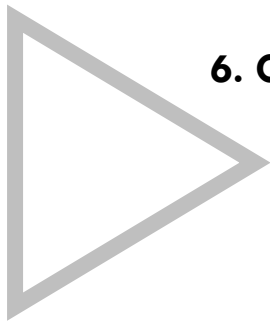
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Oceans (Where Feet May Fail)

Words and Music by Matt Crocker, Joel Houston & Salomon Lightelm

Verse 1

You call me out upon the waters
The great unknown where feet may fail
And there I find You in the mystery
In oceans deep my faith will stand

Chorus

I will call upon Your Name
And keep my eyes above the waves
When oceans rise
My soul will rest in Your embrace
For I am Yours and You are mine

Verse 2

Your grace abounds in deepest waters
Your sovereign hand will be my guide
Where feet may fail and fear surrounds me
You've never failed and You won't start now

Bridge

Spirit lead me where my trust is without borders
Let me walk upon the waters
Wherever You would call me
Take me deeper than my feet could ever wander
And my faith will be made stronger
In the presence of my Saviour

Last Chorus

I will call upon Your Name
Keep my eyes above the waves
My soul will rest in Your embrace
I am Yours and You are mine

6b. STATEMENT OF CONSENT

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

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

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

Pastoral Search Committee, Executive Council, Congregational Surveys, Community Members and Youth

2. Additional comments for interpreting the profile: None

Signed:

Name / Title / Date: Tia Thomas, Pastoral Search Team Leader

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

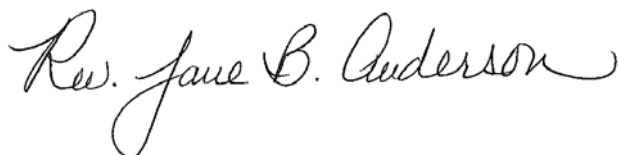
To the best of my knowledge, ministerial history information is complete.

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

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: June 5, 2020

**UNITED CHURCH
OF CHRIST**



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

"Jesus answered them, 'Have faith in God!'" – Mark 11:22