

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

**Elcho United Church of Christ, Congregational**

**11291 Dorr St. Elcho, WI 54428**

**Kempster United Church of Christ, Congregational**

**N7234 Keen Road, Kempster, WI 54444**

**Pastor**

**Wisconsin Conference, Northwest Association**

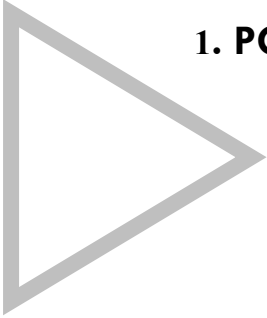
[September 3, 2020]

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- Who Is Our Neighbor?
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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

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Church name: **Elcho and Kempster United Church of Christ, Congregational**  
Street address: **11291 Dorr St. Elcho, WI 54428 & N7234 Keen Road, Kempster, WI 54444**  
Supplemental web links: **<https://elchokempsterucc.org>**  
Conference: **Wisconsin**  
Association: **Northwest**  
UCC Conference or Association Staff Contact Person:  
**Rev. Robert MacDougall, Associate Conference Minister**  
**(715) 308-6120 [rmacdougall@wcucc.org](mailto:rmacdougall@wcucc.org)**

Summary Ministry Description:  
**The Elcho and Kempster congregations formed in 1921 and united with Summit Lake, Forest and Post Lake to become The Hyland Lakes Parish on August 15, 1943. Only Elcho and Kempster remain active and are celebrating our 100<sup>th</sup> anniversary in 2021. We are congregations of mostly middle age folks and older. Many of the participants have moved to this beautiful and pristine area in retirement, and their children and grandchildren live elsewhere. Almost half of the participants move to a warmer climate during the winter months. We are looking for a pastor to help us bring younger families to the congregations. We need to reach out to and attract folks in the area that are unchurched or between churches in order to grow. We are a community church and our pavilion in Elcho could be further utilized in our efforts to involve the wider community and grow.**

Photographs:





What we value about living in our area:

**Langlade County is “The County of Trails” with abundant beauty and recreational opportunities. There are many lakes, rivers, streams and forests with public access to explore and enjoy in a wide variety of ways. Silent sports are offered for all ages through the public school system and many other services are available in the county. People are friendly, caring and active in supporting the community, and God’s creation and purposes.**

Current size of membership: **96 Elcho, 16 Kempster**

Languages used in ministry (*other than English*):

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 the Northwest Association of the Wisconsin Conference of the UCC.**

Compensation Level:

**¾ time with hope to move to full time**

Does the total support package meet conference compensation guidelines?

?

## **1b. SCOPE OF WORK**

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**Prepare worship bulletins for all services. Craft and deliver relevant and engaging sermons that teach those in worship how to live out their faith in their daily lives. Be visible in a positive way in the community to help the congregations grow. Utilize leadership skills to address needs in our congregations. Work with the membership in planning and implementing current and new efforts in the ministry of the churches.**

**Partner and integrate with schools and community groups to represent the Church. Interact with all people in the churches and community to inspire faith development. Incorporate humor into spiritual growth. Be an active participant in the programs of the churches.**

Core Competencies:

**We seek to call a settled minister with good leadership skills, who is sociable and has a good sense of humor.**

## 1c. COMPENSATION AND SUPPORT

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Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$25,500- cash salary, \$9000 plus \$2500 – parsonage value.

Benefits (*choose one*):

Salary plus Benefits – **benefits to be tailored to the needs of the candidate**

Salary includes Optional Benefits

No Benefits

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

**Parsonage**

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

**Kempster UCC is 10 miles south of Elcho.**

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*):

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

**There are monthly and annual association meetings, annual conference meetings and clergy retreats, and periodic educational podcasts are available.**

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

**Our congregations can offer a flexible schedule.**

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

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Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve. **We are a healthy church but an aging church with no young families. We would like our settled pastor to look at our situation as an opportunity for growth; someone who can help us live our faith and help our churches attract younger people to become active members. We need engaging and inspiring sermons, and worship services. We are eager and open to learn.**

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls. **With the strong leadership skills and our congregations' willingness to work with the pastor, we are hoping to establish a partnership to find solutions to attendance challenges. We would like our pastor to engage and work with other churches in our area, and to work for the good of our community.**

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

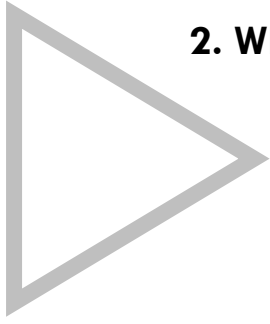
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's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

**Our minister will exhibit a strong spiritual foundation and exercise an ongoing spiritual practice that will inspire people in the churches as well as those in the community.**

**The preaching and teaching will engage sacred stories, Biblical teachings and traditions that will bring real meaning to everyone's life of faith.**

**Because of the natural beauty of our area, our minister will display a strong sense of care and concern for God's creation.**

**Strong inter- and intra- personal assets will maintain a healthy ministry for our minister, the membership and our community.**



## **2. WHO IS GOD CALLING US TO BECOME?**

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

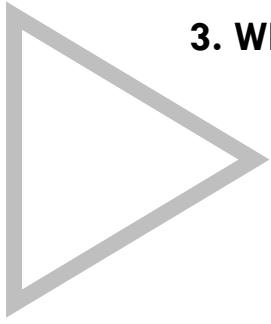
Who is God calling you to become as a congregation?

**We are community minded congregations seeking to have a greater presence and impact beyond the church walls. Being that our active participants are middle aged and older, we are called to reach out to and attract young families with children. We seek to create more identified areas to work toward membership growth. With that, we hope to see our  $\frac{3}{4}$  time pastor move to full time in the future. The pastor’s efforts to guide us to expand and build community relationships will help us reach our goals.**

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

**Elcho started “Messy Church” to attract families with children. It was done one Sunday every month in the evening with programming and a meal. It didn’t attract enough participants to continue.**

**The pavilion debt was becoming a burden on the Elcho congregation. A fund raising drive was conducted to pay down the principal and receive pledges for monthly payments. It was very successful as monthly payments are almost completely paid by pledges and the debt was almost cut in half.**



### 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.

**We are disciples of Jesus Christ, worshipping God and making God’s will dominant in our lives as individuals and as congregations, especially as that will is set forth in the life, teachings, death and new life in Jesus Christ. We actively pursue the fullest possible ecumenical fellowship with other faith communities. We commit to providing a ministry of care and compassion following the example of Christ and based on the teachings of the Bible. We commit, through the presence and power of the Holy Spirit, to enhance our lives through worship, service and personal devotion. We hold sacred our commitment to love God with all our heart, soul, mind and strength, and to love our neighbors as ourselves.**

Describe several strengths or positive qualities of your congregation.

**Because of the high percentage of retired active participants in the congregations, there are people available at most times to volunteer and get things done. The Elcho church’s pavilion provides a full-service facility for community events, receptions, meetings, etc. The Elcho church has activities for the community every weekday including exercise, AA, Bible study, etc.**

Describe what worship is like when your congregation gathers.

**Both congregations are sociable and have a very active time of fellowship leading up to worship. Worship is casual and somewhat interactive with announcements of upcoming activities, and joys and concerns of the church. A wide variety of liturgy is used. A broad range of hymns, mostly from *Hymns of Truth & Light* enhance our services. Skilled musicians provide accompaniment and special music. Elcho has an active choir during the summer months. Sermons based on Bible readings are relevant and engaging.**

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

**Elcho has a weekly Bible study. Much of the faith formation of active participants comes through attending worship, and engaging in service and fellowship. We are open to new programs.**



Describe how your congregation is organized for ministry and mission.

**The church council at each congregation oversees the ministry and mission of the church. Deacons are elected and take a more active role in assuring the integrity of worship activities. Trustees are elected and in charge of the property and finances of the congregations. A variety of standing committees, clubs and fellowships take responsibility for many of the other aspects of congregational life.**

- When it comes to decision-making, how many hours are spent in meetings per month?  
**10**

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

**Church councils met and made a decision.**

- 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.**

### 3b. 11-YEAR REPORT

UNITED CHURCH OF CHRIST										
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS										
Church#:	860680									
Assoc:	828	Schedule: 0	United Church of Christ		Elcho	WI	54428			
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2008	183	70	0	2	0	6	3	0	5	
2009	190	70	0	0	0	10	3	0	7	
2010	195	75	0	0	8	0	3	0	5	
2011	199	74	0	0	0	7	3	0	4	
2012	132	67	3	0	4	0	4	2	-2	
2013	126	69	3	0	0	2	8	0	-6	
2014	122	42	13	0	0	0	4	0	-4	
2015	119	50	13	2	0	0	5	0	-3	
2016	99	43	7	0	1	2	5	18	-20	
2017	98	40	15	0	1	2	4	0	-1	
2018	94	38	18	0	0	1	5	0	-4	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2008	\$71,500	\$0	\$2,980	\$2,760	\$5,740	\$0	\$5,740	4.17	\$77,240	\$71,500
2009	\$77,000	\$0	\$1,000	\$2,000	\$3,000	\$0	\$3,000	1.30	\$80,000	\$77,000
2010	\$77,000	\$0	\$2,000	\$749	\$2,749	\$0	\$2,749	2.60	\$79,749	\$0
2011	\$77,000	\$0	\$1,000	\$417	\$1,417	\$0	\$1,417	1.30	\$78,417	\$0
2012	\$27,442	\$0	\$1,000	\$386	\$1,386	\$0	\$1,386	3.64	\$28,828	\$81,674
2013	\$31,389	\$8,291	\$1,000	\$466	\$1,466	\$1,000	\$2,466	3.19	\$42,146	\$72,635
2014	\$88,256	\$9,900	\$500	\$2,277	\$2,777	\$0	\$2,777	0.57	\$100,933	\$79,326
2015	\$103,008	\$0	\$600	\$1,042	\$1,642	\$1,605	\$3,247	0.58	\$106,255	\$78,333
2016	\$73,317	\$0	\$0	\$1,502	\$1,502	\$0	\$1,502	0.00	\$74,819	\$75,922
2017	\$78,536	\$9,600	\$1,000	\$1,121	\$2,121	\$0	\$2,121	1.27	\$80,657	\$74,780
2018	\$75,865	\$9,600	\$1,000	\$824	\$1,824	\$0	\$1,824	1.32	\$77,689	\$64,769
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2013-2018	-25.40	-44.93	500.00	-50.00	-37.50	141.69	24.42	84.33		
2008-2018	-48.63	-45.71	0.00	-87.50	66.67	6.10	-68.22	0.58		

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.

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



Church#: 861280  
Assoc: 828      Schedule: 0      United Church of Christ      Kempster      WI      54424

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2008	33	14	0	0	0	0	0	0	0
2009	23	9	0	0	0	2	1	11	-10
2010	24	14	0	0	2	0	1	0	1
2011	28	17	0	0	5	0	1	0	4
2012	26	17	0	0	0	0	2	0	-2
2013	25	17	0	0	0	0	1	0	-1
2014	21	17	0	0	0	0	1	3	-4
2015	21	15	4	0	0	0	0	0	0
2016	20	15	0	0	0	0	1	0	-1
2017	18	10	0	0	0	0	0	2	-2
2018	17	9	0	0	0	0	1	0	-1

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2008	\$12,818	\$0	\$75	\$23	\$98	\$0	\$98	0.59	\$12,916	\$0
2009	\$13,870	\$0	\$75	\$394	\$469	\$0	\$469	0.54	\$14,339	\$9,350
2010	\$13,134	\$1,814	\$75	\$20	\$95	\$0	\$95	0.57	\$15,043	\$9,544
2011	\$15,126	\$0	\$75	\$102	\$177	\$0	\$177	0.50	\$15,303	\$13,772
2012	\$13,126	\$0	\$75	\$48	\$123	\$0	\$123	0.57	\$13,249	\$17,181
2013	\$16,442	\$0	\$125	\$70	\$195	\$0	\$195	0.76	\$16,637	\$14,148
2014	\$19,952	\$0	\$128	\$105	\$233	\$0	\$233	0.64	\$20,185	\$15,938
2015	\$15,006	\$0	\$150	\$375	\$525	\$0	\$525	1.00	\$15,531	\$15,361
2016	\$24,423	\$0	\$165	\$159	\$324	\$0	\$324	0.68	\$24,747	\$10,985
2017	\$14,942	\$0	\$175	\$290	\$465	\$0	\$465	1.17	\$15,407	\$9,681
2018	\$16,601	\$0	\$175	\$145	\$320	\$0	\$320	1.05	\$16,921	\$10,643

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2013-2018	-32.00	-47.06	0.00	0.00	0.00	0.97	64.10	1.71
2008-2018	-48.48	-35.71	0.00	0.00	0.00	29.51	226.53	31.01

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:	58	X
Number of active non-members:	10	X
Total of church participants (sum of the numbers above):	68	X

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	60	X
Less than 10, more than 5 years:	5	X
Less than 5 years:	3	X

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>
				1	3	2	32	30	X

Percentage of adults in various household types:

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

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	40	X
College:	30	X
Graduate School:	25	X
Specialty Training:	5	X
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>

Adults who are employed:	20	
Adults who are retired:	75	
Adults who are not fully employed:	5	

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

**Employed members are primarily skilled trade with some professionals. Most members are retired.**

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

**The diversity of our congregations is primarily in denominational background.**

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

Please note the date. Comment after the exercise: **No significant conversation about welcoming diversity has occurred yet.**

### 3d. PARTICIPATION AND STAFFING

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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	6	pastor
Baptisms <i>(number last year)</i>	0	
Children’s Groups or Classes	0	
Christmas Eve and Easter Worship	75	Pastor & volunteer music staff
Church-wide Meals	50	Volunteer members
Choirs and Music Groups	25	Volunteer music staff
Church-based Bible Study	5	pastor

Communion ( <i>served how often?</i> )	45	Pastor & diaconate monthly
Community Meals	100	Volunteer participants
Confirmation ( <i>number confirmed last year</i> )	0	
Drama or Dance Program	0	
Funerals ( <i>number last year</i> )	6	Pastor & volunteer members
Intergenerational Groups	0	
Outdoor Worship	1	Pets blessing
Prayer or Meditation Groups	0	
Public Advocacy Work	25	Volunteer participants
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings ( <i>number last year</i> )	1	Pastor & volunteer members
Worship (time slot: 8:45 a.m.)	9	Pastor & musicians
Worship (time slot: 10:30 a.m.)	36	Pastor & volunteer musicians
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other	0	

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (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)
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Paul Veldman	No		Interim	Yes, hopeful

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: **Interim Minister**

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

## REFLECTION

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

**Our membership and participants are mostly retired but active folks who have time to do the work of the Church.**

## 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$80,448.24
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$2638.45
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$
Fundraising Events	\$578.34

Gifts Designated for a Specific Purpose	\$40,660.03
Grants	\$
Rentals of Church Building	\$995.00
Rentals of Church Parsonage	\$
Support from Related Organizations (e.g. Women's Group)	\$
Transfers from Special Accounts	\$
Other (specify): <b>Miscellaneous</b>	\$903.00
Other (specify):	\$
<b>TOTAL</b>	<b>\$126,223.06</b>

Current annual expenses (dollars budgeted for most recent fiscal year): **\$98,209.24**

*Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.*

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **47**

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

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (*indicate those included during the most recent fiscal year*)

- Our Church's Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*) **A goal is recommended by the conference and church council takes that into consideration and makes a decision on an amount for the coming year.**

What is the church's current indebtedness? **\$65,000**

Total amount of loan debt: **\$65,000**  
 Reason for debt: **Pavilion mortgage**  
 Are capital and other payments current? **Yes**

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

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

Year(s)	Purpose	Goal	Result	Impact
2019-2020	Pavilion Debt reduction	\$?	\$47,000	Reduced debt by over 40%
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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? **\$125,000.00**

Are funds drawn as needed, regularly, or under certain circumstances? **Yes**

What is the percentage rate of draw (last year, compared to 5 years ago)?  
**It depends on financial performance.**



Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **Earnings may be used, but not principal.**

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

Please comment on the above calculations or estimates:

**Both congregations are prepared financially for the long-haul.**

#### Other Assets

Reserves (savings): **\$55,000**

Investments (other than endowment): **\$24,000**

Does your church have a parsonage? **Yes.**

Fair market rental value of the parsonage: **\$750**

How is the parsonage used? **Housing for the Settled Minister**

Street / City / State / Zip: **N11287 Dorr St. Elcho, WI 54428**

Finished square footage: **2700**

Number of Bedrooms, Number of Bathrooms: **3 and 2**

Assessed real estate value: **\$115,000**

Available for minister residence: **Yes**

Expected minister residence: **Yes**

Condition of structure, systems and appliances **Good**

Entity in the church responsible for review and needed repairs **Trustees**

Describe all buildings owned by the church: **Kempster and Elcho church buildings, Elcho Community Pavilion and Elcho Parsonage. All four are pictured above.**

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

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) **Both churches sanctuaries, the pavilion and the parsonage are accessible to wheelchairs. The Elcho church building has an elevator to access the lower level bathrooms, kitchen and fellowship hall.**

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

**Both congregations are financially responsible. Facilities and finances are in order.**

### 3f. HISTORICAL INFORMATION

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

- **The local food pantry was started by members in the lower level of the Elcho church. With increasing demand, other congregations worked together with the community to expand the food pantry and relocate it to a suitable location in the center of Elcho.**
- **One of the favorite late summer and fall projects of the congregations is to collect school supplies and backpacks to give away to kids in need that are returning to school.**
- **The pavilion is the site of about eight Music in the Park events during the summer months. There is no charge to attend, but various community groups provide food at a cost to raise funds for their organization.**

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

**The pavilion is church property, but offers activities for the entire community. It is the only facility with debt. A fund drive in 2019 paid the debt down significantly.**

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.

**Both congregations have core groups among the membership with very good leadership skills. They step up take action when conflicts arise. The congregations developed a written guide for conflict resolution.**

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Steven Davis	1988-1993	Y
Nancy Zorn Micke (interim)	1993-1994	Y
William Cushing	1995-1997	Y

Jack LaMar (interim then settled)	1997-2012	Y
Gary Wilner (interim)	2013-2014	Y
Dana Schindler	2014-2019	Y
Paul Veldman (interim)	2019-present	Y

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

**The congregations are able to recognize different views within Christian ministry and work toward common goals through supporting the ministry of individual leaders.**

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

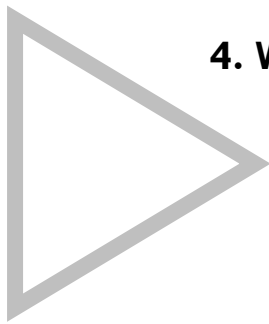
**Yes.**

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

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

**We are 5-for-5 congregations. There are exercise gatherings offered Monday through Friday mornings at the Elcho church. AA meets weekly. We offer backpacks filled with school supplies to students who need them every fall. Meals at the pavilion are offered to the community at least monthly. Various community organizations use the churches or pavilion for special events as needed and provides the site for “Music in the Park” during the summer months. The congregations support the local food pantry.**

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

**Because of our remote locations, distance leads to minimal participation.**

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                       |

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?

**Not at this time.**

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

**We work with other churches to support our local food pantry.**

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out. **We do not currently have "mission" statements. Our constitutions have "purpose" statements.**

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?

**The congregations are open to get involved with new wider church ministries and support the wider church ministries that their pastor is involved with.**

#### **4b. MISSION InSite**

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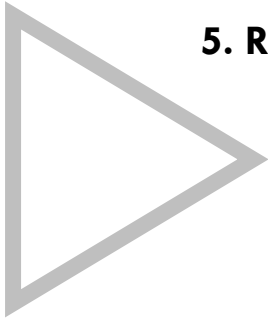
Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown? **Stable population of mostly European ancestry and 80% 2 or 3-person household.**

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? **Comparable.**

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

What do you hear when you talk to community leaders and ask them what your church is known for? **The Food Pantry, community meals and Music in the Park.**

What do new people in the church say when asked what got them involved? **Being The United Church of Christ and The Community Pavilion.**



## 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

**Reference for Hyland Lakes Parish from Rev. Wanda L. Veldman, Pastor of UCC of Pittsville in Pittsville, WI**

715-213-7447      [rev.wveldman@gmail.com](mailto:rev.wveldman@gmail.com)

Relationship: Since 2016 I have worshiped at Elcho UCC or Kempster UCC when I’m on vacation. My husband has been the interim minister for the churches since July 2019.

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### Elcho UCC

Strengths:

- a community-minded congregation with clear commitment to local missions like the food pantry
- strong music ministry
- welcoming to people from a variety of denominational backgrounds which is appealing to people who retire to the area

Room for improvement:

- clarity about the reasonable extent of their mission as a church with many seasonal members

Significant experience:

- People were welcoming the very first time we attended and invited us to join them for social activities at the Pavilion and local cafe. As time has gone on, I’ve been invited to consider involvement with a number of groups when I retire and live in the area full-time. I was glad to see that they now utilize projection in worship.

## **Kempster UCC**

### Strengths:

- friendly little group of committed worshippers
- strong lay leader

### Room for improvement:

- communicate their mission beyond Sunday morning

### Significant experience:

- I have attended worship here less often as it is a longer drive from our vacation home. I am impressed by the historic setting and interior of the building and have enjoyed meeting the members who are obviously devoted to their church. During the pandemic my husband has occasionally shared my sermon in print with them and received a number of responses which says something about them as a gracious and grateful group.

## REFERENCE 2

Ann and Kris Sager, friends of the church

Home Phone—920-733-2370

[Email—asager3@new.rr.com](mailto:asager3@new.rr.com)

We are ELCA Lutherans who attend the UCC in Elcho in the summer when we are at our cottage. We sing in the choir. Our observations are from this limited time.

### Areas of strength:

- 1) Very enthusiastic core of people who work hard to raise funds
- 2) Good cooks
- 3) Welcoming to people of different denominations
- 4) Choir provides musical inspiration

### Areas needing improvement:

- 1) We strongly feel that not all members believe in the “acceptance” of everyone
- 2) A past minister was very much into social justice and it appeared many disliked her way of thinking and preaching, which we enjoyed very much. Some seem to pick and choose what they want to hear and only want traditional and conservative preaching, members were lost. Not being Congregationalists, perhaps that is what is expected, but we don’t think so.
- 3) There are very few younger families in the church, recruiting is needed.

### An Experience:

One of our first times at the church we were immediately recruited to sing in the choir after the first hymn by church members sitting in front of us. We thought “Wow,” that is dedication to getting new church and choir members.

## REFERENCE 3

Earl R. „Buzz“ Sundin

Cell phone # 918-633-5899

Email: [buzznbj@yahoo.com](mailto:buzznbj@yahoo.com)

I am retired, age 74, married, and a resident of Florida.

I have been attending UCC in Elcho since the mid 1980's and am an active member of the UCC Men's Club.

One strength of the church is its welcoming of new members/friends and the feeling of belonging seasonal attendees are greeted with. One of the first things that I realized was the strong sense of commitment to the town of Elcho and the surrounding area that the entire congregation believes in, (use of the pavilion for civic activities, support of the school system and the food pantry) to name just a few.

I do not feel qualified to recommend areas where the church could be improved, but feel we are going in the right direction, and that God is leading us toward continued success in our efforts. My wife was diagnosed with a brain tumor in the fall of 2017. I could feel the genuine concern and love of every person that we know in the UCC "family". Their outpouring of love and prayers was of great support, and through the grace of Christ the outcome of her operation and treatment was successful.

In closing, I feel very comfortable and at home with UCC and look forward to welcoming a new settled pastor.

Earl "Buzz" Sundin

#### PROMPTS FOR REFERENCES

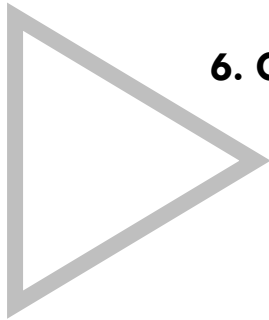
Describe some areas of strength in this church's ministry.

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**

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This poem was penned by a lifelong member of this church. She taught Sunday school, participated in Ladies Aid (as it was called in those days) and helped however she could. She had a particular talent for writing poems and short stories. Many of her poems relate to Nature and her relationship with God. A lot of her stories were about being raised during the depression era. There were 7 kids in her family, 2 boys and 5 girls. They were poor but thanks to their Mother's ingenuity, they never knew they were poor. The church was always an integral part of their lives. There are several of her poems in the churches' hymnal. A simple woman with a deep, abiding love for God.

Submitted by her daughter-in-law, Betty Tappa

#### **Ever Present Friend**

**I have a Friend I've never seen and yet I love Him so.  
Though He's not here to hug and touch, He's with me, this I know.**

**I see Him in the sunny sky with soft clouds drifting by,  
And also in the twinkling stars that stud the evening sky.**

**I see Him in each tree, each flower, in every stream and brook.  
Then when I want Him extra near, I read His wondrous Book.**

**I find Him in the smiling face of folks I chance to meet,  
And see Him in each visitor whom at my door I greet.**

**I feel His presence with me as I do my daily chores,  
Whether busy with my household tasks or working out of doors.**

**I'm grateful for this Friend of mine when I feel loneliness,  
And also glad to share with Him my times of happiness.**

**He tells me not to worry so, nor bear my load alone,**

**Because he died on Calvary to claim me for His own.**

**This blessed Friend of whom I speak loves everyone you see,  
And though He's with you all the while, He also is with me.**

**So won't you then, please open up your heart to this dear Friend?  
To Jesus Christ who promised to be with us to the end!**

**Kate Tappa**

## 6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

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.



Signature:

Name / Title: Rev. Rob MacDougall/Associate Conference Minister

Email: rmacdougall@wcucc.org

Phone: 715-308-6120

Date: September 3, 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*