

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

United Church of Christ of Pittsville  
Pittsville, WI

Pastor

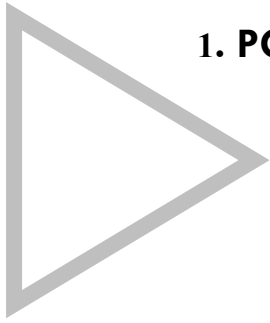
Wisconsin Conference, Northwest Association

November 18, 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

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Church name: **United Church of Christ of Pittsville**

Street address: **8229 Jackson St., Pittsville, WI 54466**

Supplemental web links: [uccpittsville@gmail.com](mailto:uccpittsville@gmail.com)

<https://facebook.com/UCC of Pittsville>

Conference: **Wisconsin**

Association: **Northwest**

UCC Conference or Association Staff Contact Person:

**Rob MacDougall, Associate Conference Minister**

**Phone 715-308-6120**

**[rmacdougall@wcucc.org](mailto:rmacdougall@wcucc.org)**

Summary Ministry Description:

#### **Feeding People---Body and Soul**

**The United Church of Christ of Pittsville is a place where anyone can worship, be welcomed into fellowship, and walk together on the journey of Christ. Feeding People---Body and Soul has become the phrase we use to describe our purpose and the focus of our ministry. We seek to share the love of God through worship experience and serving our community in tangible ways.**

**We are seeking a pastor who will lead us in worship and actively participate in the life of the church and community.**

**This is a shared ministry in covenant with St. Paul's UCC of Marshfield.**



A projection screen has been added to the sanctuary since this picture was taken.



What we value about living in our area

**Located in the geographical center of Wisconsin, Pittsville offers peaceful residential living midway between Wood County's two largest cities: Marshfield and Wisconsin Rapids. Majestic antique homesteads, faded red barns, acres of cranberry beds, family farms, and a newer residential area contribute to Pittsville's unique character. The area is rich in recreational opportunities and natural beauty. There are 5 parks or recreational areas located within 15 miles which provide year-round natural beauty and activities such as fishing, boating, hiking, biking, cross-country skiing, and snowmobiling. We value our low cost of living, quality school system, and proximity to university and technical college campuses, and world-class medical facilities. Our community offers a library, performing arts center, and historical society. We have a friendly, small town atmosphere and represent the quintessential example of a rural escape.**

Current size of membership: **66 active members;16 unconfirmed minor children; 21 friends**

Languages used in ministry: **English**

Position Title: **Pastor**

Position Duration:

**Settled – a called position intended for longer-term ministry**

Compensation Level: **½ Time (Total compensation is ¾ time as a shared ministry)**

Does the total support package meet conference compensation guidelines? **Yes**

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

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Core Competencies:

**Based on a survey of our members, we are looking for someone who is effective in planning and leading worship, including a relatable sermon. Our pastor should be a person of faith who leads others in developing their spiritual lives and relating their faith to daily life. Our pastor should be able to work effectively with children, youth and adults while building a sense of fellowship among them. We seek someone who is compassionate and caring to make pastoral calls on people in care or confined to home, to minister to people in crisis, and to maintain confidentiality.**

## 1c. COMPENSATION AND SUPPORT

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Salary Basis

**\$40,350 (this figure does not include the additional quarter time support to be provided by St. Paul's UCC, Marshfield)**

Benefits (*choose one*):

Salary plus Benefits **\$40,350 plus mileage**

What is the expected living situation for your next minister? **Living nearby with housing allowance as part of salary.**

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

**There is housing available in Pittsville or larger communities within 15 miles.**

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

**The Wisconsin Conference has communities of practice clergy groups for peer learning. See WCCU.org for more information.**

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

**We would consider a reasonable request for flexibility.**

## 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. **Work in cooperation with lay leaders to maintain the integrity of the congregation and guide us in in adapting throughout the Covid-affected period of time and hopefully, a transition to post Covid times. We want to continue to grow the things we think we do well: caring for each other and the community, working together, and providing a warm welcome. We would like to grow the congregation, welcoming new and inactive members, and young families.**

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

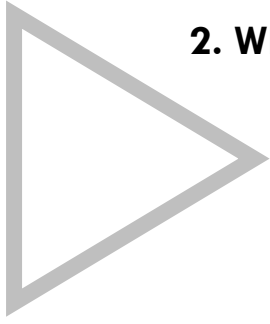
- 1. Through worship services providing a sermon that inspires us to relate our faith to daily life.**
- 2. Involvement in community outreach and participation in community-oriented service activities.**

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

N/A

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

- 1. Exhibiting a Spiritual Foundation and Ongoing Spiritual Practices: Our next minister should be a person of deep faith who helps others develop their spiritual practices.**
- 2. Engaging Sacred Stories and Traditions: We seek a pastor who is an effective preacher, bringing life to sacred stories and traditions in worship, and leading faith formation across generations.**
- 3. Working Together for Justice and Mercy: The congregation's ministry will be strengthened by a minister who offers a warm welcome to everyone, building relationships of mutual trust and interdependence within the church and community. It is important to understand the context of a community and how to adapt as we engage in mission and outreach.**
- 4. Strengthening Inter- and Intra-Personal Assets: We seek a pastor who respects the dignity of all God's people and is compassionate in ministering to people in all stages of life and life experiences.**



## **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?

**Our members strive to be caring, involved and helpful in the community, welcoming, work well together, and generous with time and talents.**

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

**Community Friendship Meals are prepared and served by members about 8 times a year at no charge. A free will offering helps to offset expenses. \***

**PANS Food Pantry: We conduct monthly and special collections and offerings.**

**We have local mission offerings for Shirley’s House of Hope, Companion Day Services and others including renovation of a bathroom at Shirley’s.**

**The Wednesday Craft Group projects recently include Prayer shawls and lap robes for church members to distribute, assisting with a local school project, confirmation banner and homeless sleeping mats.**

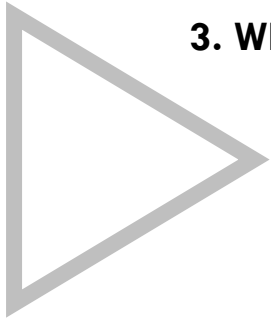
**Christ’s Kids collected “Pennies from Heaven” for Heifer Project International and volunteered at Feed My Starving Children meal packing event.**

**Our church provided a work study placement for area high school seniors and we provide food and volunteers for an annual Teacher Appreciation Lunch. \***

**We have participated in work camps at ReMember mission on the Pine Ridge Reservation, SD and at Back Bay Mission in Biloxi, MS.\***

**\*These activities are on hold due to Covid-19 restrictions.**





### 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.

**Our church constitution describes it this way:** *“The object of this church shall be to bind together the followers of Jesus Christ for the purpose of sharing in the worship of God and in making His will dominant in the lives of the people, individually and collectively, especially as that will is set forth in the life, teachings, death and resurrection of Jesus Christ.”*

Describe several strengths or positive qualities of your congregation.

**Our members value the Community Friendship Meals that we provide. It is an opportunity to give generously to the community, work together as members of the congregation, and meet in fellowship with others in the community.**

**We are welcoming to others and spend time in fellowship weekly and on special occasions.**

**We are active in mission outreach as described above.**

**We are “5 for 5” in UCC Church offerings.**

**We are caring and supportive of one another.**

**Our pastor has provided ministerial support to non-churched members in the community.**

Describe what worship is like when your congregation gathers.

**We have had a traditional style of worship. We use a Clavinova or recorded music to accompany hymns. Sometimes, special music is provided by individuals or groups.**

**We have communion once a month, usually on the first Sunday.**

**The pastor developed a quarterly schedule of lay worship leaders, readers, musicians Clavinova and projector operators, and candle lighters.**

**A children's moment is offered when present.**

**The service is followed by refreshments and fellowship in the social hall.**

**Note: Since the Covid 19 precautions have been in place, there are no lay people involved in the service other than the Clavinova operator. There is also no fellowship in the social hall.**

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

**In recent years, the youth have had roles in worship service including reading, Clavinova operator, candle-lighting and audio/visual/tech assistant. There hasn't been a formal educational program for adults recently.**

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 Church Council meets every 2 months for 1-2 hours and provides general oversight and approval of matters concerning the church operations. The Trustees meet 3-4 times per year and oversee legal, financial and property issues, making recommendations to the Council as needed. The Diaconate is responsible for the spiritual life, worship, visitation and local missions, meeting as needed.**

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

**We had a scheduled Council meeting on March 15, 2020 just prior to the "Safer at Home" order becoming effective and decided to cancel worship services for 2 weeks. We met again on May 31<sup>st</sup> and scheduled a return to in-person services with specific procedural changes and precautions outlined. A Council meeting can be called to respond to crises fairly quickly.**

- 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**

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**The report is attached to this document.**

### 3c. CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	66	
Number of active non-members:	8	
Total of church participants (sum of the numbers above):	74	This reflects adults and teenage confirmands

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	75%	X
Less than 10, more than 5 years:	20%	X
Less than 5 years:	5%	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>
10	9	3	4	11	2	14	14	15	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	4	X
Households with minors:	17	X
Single adults age 35-65:	3	X
Joint households with no minors:	33	X
Single adults over 65:	8	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	34%	X
College:	34%	X
Graduate School:	5%	X
Specialty Training:	27%	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:	42%	X
Adults who are retired:	33%	X
Adults who are not fully employed:	25%	X

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

**Our members are employed in various jobs including accounting, nursing, truck driving, housekeeping, EMT, teaching, administrative support and human services.**

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 heritage of our congregation is primarily European.**

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:

**We have not had a specific conversation about diversity but everyone is welcome.**

### 3d. PARTICIPATION AND STAFFING

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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	Book club-4	Pastor
Baptisms ( <i>number last year</i> )	0	Pastor, Church Council-reception
Children's Groups or Classes	Children-7, Adults-4	Pastor, Christ's Kids Superintendent
Christmas Eve and Easter Worship	Christmas Eve- 70, Easter- 80	Pastor, 1 musician
Church-wide Meals	40	Lay people
Choirs and Music Groups	6	Pastor, 1 musician
Church-based Bible Study		
Communion ( <i>served how often?</i> )	Monthly	45
Community Meals	120@ 7-8 meals per year	Lay people
Confirmation ( <i>number confirmed last year</i> )	2 confirmands, 50 attendees	Pastor
Drama or Dance Program	15	Pastor, Christ's Kids Superintendent
Funerals ( <i>number last year</i> )	1, 80 attendees	Pastor
Intergenerational Groups		
Outdoor Worship	50-60	Pastor, Lay people for potluck
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		

Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	1 off-site	Pastor
Worship (time slot: 10:30)	35	
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

### REFLECTION

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

**Our congregation resembles the wider community ethnically but trends much older.**

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ <b>52,071</b>
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$
Fundraising Events	\$ <b>4,093</b>
Gifts Designated for a Specific Purpose	\$
Grants	\$

Rentals of Church Building	\$ 225
Rentals of Church Parsonage	\$
Support from Related Organizations (e.g. Women's Group)	\$
Transfers from Special Accounts	\$ 4,348
Other (specify):	\$
Other (specify): <b>Interest</b>	\$ 61
<b>TOTAL</b>	<b>\$ 60,798</b>

Current annual expenses (dollars budgeted for most recent fiscal year): \$ **60,798**

**The 2020 church budget is attached.**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **69%**

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%) **2.7%**

What is the church's current indebtedness?

Total amount of loan debt: **None**

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

**Parking lot/Sidewalk improvements: estimated \$25,000; unknown start date**

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

Year(s)	Purpose	Goal	Result	Impact
	<b>None</b>	\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
	<b>None</b>	\$	\$	
		\$	\$	

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

Does your church have an endowment? **Scholarship Fund**

What is the market value of the assets? **\$55,000**

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

**Annually-earnings**

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

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

**Earnings are drawn to award scholarships: \$1,600 in 2019.**

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

**We are drawing off the interest only so the capital would remain indefinitely.**

Other Assets



Reserves (savings): **\$148,900**

Investments (other than endowment): \$

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

Describe all buildings owned by the church: **Church building: sanctuary 1,300 sq. ft., social hall 1,275 sq. ft., council room/cry room 375 sq. ft., office 135 sq. ft., storage/copier room 50 sq. ft.**

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

Which spaces are accessible to wheelchairs? **All spaces are accessible except the pulpit.**

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

**No major budget changes in the last 8 years, which was when we hired the previous minister.**

**Budgeting is done by the Treasurer and Board of Trustees.**

**New initiatives have been mission trips and more local outreach.**

### **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 community friendship meals started in 2008, bringing the members together for a common purpose in serving our local community.**

**In 2016, we participated in a Wisconsin Conference program designed to move more of our focus from maintenance to mission. In response, we upgraded our screen to use in service and made other changes. More skits and humor were added to worship service, and we lifted up more local mission opportunities**

**The hiring of Rev. Wanda Veldman in 2012 brought strong leadership, energy and inspiration to our church at a time we were struggling.**

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

**Closing the church in March, 2020 due to Covid-19 and then re-opening for in-person services in June.**

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.

*For example, what is an example of a recent conflict and something your congregation learned from it?*

**We have had difficulty in the past dealing directly with conflict but we’ve found that good leadership can help us to navigate through those issues successfully.**

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

Staff member’s name	Years of service	UCC Standing (Y/N)
<b>Rev. Wanda Veldman</b>	<b>2012-2020</b>	<b>Y</b>
<b>Rev. Deb Kunkel</b>	<b>2006-2011</b>	<b>Y</b>
<b>Rev. Nancy Carr</b>	<b>2001-2004</b>	<b>Y</b>
<b>Rev. Dave Sobek</b>	<b>1989-1999</b>	<b>Y and Moravian</b>

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

**We have had periods of strong, cooperative relationships with our pastors.**

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

**Yes, under pressure. We learned we need to communicate more clearly, respond more quickly to concerns, make effective decisions, and fully utilize the pastoral relations committee.**

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?

**Our typical outreach has been curtailed due to the pandemic. We have participated in donating money and food to our local food pantry and adopt a family at Christmas. Several members knit prayer shawls, lap robes, hats and other items for those in need. Our last service work at Back Bay Mission was in October 2019 but it was cancelled this year. Our most recent Community Meal was in February 2020. We continue to financially support other area service organizations such as the Shirley’s House of Hope, the Family Center, and Companion Day Services.**

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

**We have supported our pastor’s and delegates’ attendance at meetings.**

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?

**We have not been interested to date but we would not rule it out.**

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

**We've participated with 3 other local churches in Vacation Bible School and high school Baccalaureate.**

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.

**Most of our time is spent in gathering.**

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

**We have supported our pastor participating in activities beyond our church but there are limitations due to the half-time status and lack of any support staff.**

#### **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?

**The ten-year trends show a small decrease in population and median family income and a significant decrease in school age children. An increase is projected in average age and number of single parent households. The number of families is above the state average.**

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 internal demographics are similar to the overall community although our members are older.**

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

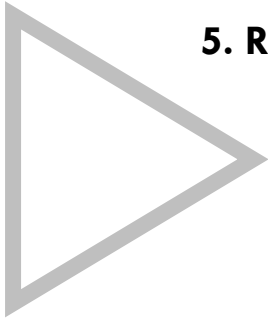
**A major focus is outreach efforts to help those needing food, safe housing and caregiving.**

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

**People identify us with the Community Friendship Meals, Annual Cookie/Candy Sale, Annual Salad Luncheon, and our pastor being open to assisting those who are un-churched.**

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

**Members are welcoming and friendly.**



## 5. REFERENCES

November 4, 2020

To Whom It May Concern:

I appreciate the opportunity to assist with the Church Profile for the United Church of Christ in Pittsville, Wisconsin. I will fill out the information as it was presented to me, and am open to any further clarifications or phone conversations if you desire.

I am Pastor Kenneth Hanson, a retired pastor of the First Lutheran Church in Wisconsin Rapids, Wisconsin which is 20 miles east of Pittsville.

I have been retired 12 years from First English, but have filled in at the UCC church in Pittsville. I have known the previous pastor at the Pittsville church, who also served the Veedum Moravian Church about 3 miles west of Pittsville. I have "filled in" at both churches when the pastor requested, and have been at the Pittsville church numerous times.

My home is located at 1920 44<sup>th</sup> Court, Wisconsin Rapids, 54494, where my wife and I have lived since 1984. My home phone number is (715) 424-1509, and my cell is (715-572-4116. You can also reach me by email at [sterling@tznet.com](mailto:sterling@tznet.com)

I have enjoyed substituting at Pittsville. The congregation has been very welcoming to me and I have enjoyed getting to know many of its members. I find it to be a church with many strengths. The members are truly committed. Many have been there for many years on a consistent manner. They are handicapped accessible. A coffee hour following worship is well attended and provides much good fellowship, and they have special meals as well.

Members of the congregation worked on Quilts and provided many to assist with needs around the world. They took good care of the church and recently put up an attractive new sign to attract townspeople and to invite them. In my experiences there, I did not detect any animosity between members, nor anyone leaving because they hated how

things were being handled. This was unusual because people usually share those irritating things.

The former pastor, Wanda Veldman, was very good. She led worship and was creative. The congregation was open to her using the interdenominational pericopes, and the Narrative pericopes, as well as a series on favorite hymns. The worship followed the church year, and the altar area was often decorated appropriately and creatively to seasons of the year, such as fall, Christmas, etc. Members of the congregation assisted with this with ideas and participation. They also had the screen up in front, as most churches do today, to assist the congregation in singing, scripture readings, etc.

An example of their operating in a significant way in the community is their response to the COVID19 crises. They did not close down the church, but took extraordinary cautions which included mask wearing, sanitizing, distancing. It was the only time I've led worship and delivered sermons while wearing a mask. There were no bulletins, hymnals, nor any passed-out papers. Their communion was done with self-contained elements picked up on one side of the church, and unwrapped and consumed at the pew when they returned. The glasses were returned as they exited the church.

Areas of improvements are, of course, attracting new people. I have been impressed, however, with the varying ages of those attending. They are not all "old people." There are Children's Sermons.

Music is different because they rely on recordings to sing to, but words are on the screen, and they have recordings for every hymn in the hymnal, thus not simply singing the same hymns Sunday after Sunday.

I've never participated so I don't know about Sunday School and Confirmation, but they have them both and have adequate rooms for them.

I don't know of any weaknesses beyond those facing small churches which include financial challenges, and having a pastor serving two churches. They are dedicated people and I hope their request for a pastor will be honored and met.

Best wishes and God's guidance to you who are reading this and making decisions on their behalf.

Peace,

Pastor Ken Hanson



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FAX 715-884-2880

PITTSVILLE FIRE DEPARTMENT AND EMERGENCY MEDICAL SERVICES



11-2-20

To whom it may concern,

My name is Gerald (Jerry) Minor – my position in the community is the Fire Chief and have been in that position since 2001, I have also resided here most of my life. My wife Ronda is a member of the UCC here in Pittsville, we were also married in the church in 1988. I have had a long-standing affiliation with the UCC here in Pittsville.

I have worked with several of the pastors the church has had over the past 30 years and have always found them and the church to be receptive of the issues we deal with related to our fire department. The church has also been an active part of community functions and fundraisers as well and I believe has been well received. For a smaller congregation they have been an active one. Youth in the church I think is and has been an issue for some time – I do not believe this to be an issue exclusive to this church as I see it at others. This is certainly an area that may need some attention as it does everywhere.

I know the church has had strong ties to this area for decades as other members of my grandparent's family were strong members many years back. "Roots are deep" in my opinion.

I am sure financial issues also plague the membership as it does in so many organizations today. I have seen the membership and the community respond to those needs. The sale of the church's rectory certainly is a concern for a residence here in the City – creating some issues for the new pastor. I am not overly sure of the wisdom of that move.

One of the previous pastors David Sobek who now resides as pastor in Fort Mills Wisconsin is one of my near and dearest friends from back then until now – this is because of the church.

I make myself available to anyone for questions if required. The best way to reach me is via cell phone 715-459-7022 or email [pf911@tds.net](mailto:pf911@tds.net)

Sincerely,  
Chief Minor



10-29-2020

My name is Marv Kohlbeck, I am 89 years old, and have been a resident of Pittsville since 1956.

Sherry and I have been married for 49 years. She is an active member of Pittsville's United Church of Christ and I have been an active member of St. Joachim's Catholic Church.

She is retired after owning and operating a beauty salon in Pittsville for 47 years and I came to Pittsville as an agriculture instructor in the local high school for a year, followed by 7 years as an assistant county agriculture agent, and my working career ended after 30 years as an ag lender in the local bank.

My boss over those 30 years was a very successful businessman and he was active in the local UCC church as well.

With this information as a background I feel qualified to express my opinions concerning the Pittsville United Church of Christ as most of my years in Pittsville have been spent with a wife and a boss who shared everyday living experiences with me. We were always able to freely discuss matters that pertained. Hence, I feel somewhat qualified as an outsider to express my opinions of the past, present, and future of Pittsville United Church of Christ.

Being a member of the business community and service clubs of Pittsville, I can readily state that I got to know every clergy member of every one of the four church affiliations over the many years I have lived in Pittsville. I felt that I was aware of the "ups and downs" of each church over those years through contacts with the clergy or friends and associates of mine.

Continuing on, in keeping with references of concern, I will initially comment on strengths of this church's ministry. My comments would deal with more recent circumstances rather than reflecting back on previous years and former clergy.

The most recent minister, Rev. Wanda Veldman, who retired this month, was well known in the community as she appeared to display born leadership which I recognized when we mutually served on the Family Center Board (a facility and staff that worked with domestic abuse families) approximately 10 years ago. At that time the Pittsville UCC was in need of a full-time pastor. I recommended to my wife that Rev. Veldman was available and should be considered as a viable candidate. Eventually she was hired and served very satisfactorily for the past 9 years, when she reached retirement.

She has served her "flock" and the community very well. She and her retired pastor husband, Pastor Paul, lived in the community and got involved in community affairs. As Lions Club members they participated in Lions projects where they were able to mingle with the public in service and public relations.

Probably the most significant community involvement would pertain to the establishment of "fund raisers" which attracted citizens of all denominations by advertising and putting forth events, such as:

spring noon luncheon which was open to the public. Members of the church would donate a wide range of salads and other lunch items that would attract many from the community.

Other fund raisers included a cookie sale prior to Christmas when ladies of the church baked and donated cookies that were sold to the public. This too was a positive fundraiser that kept the church and its members well known in the eyes of the public.

But probably the most significant community event was the monthly Saturday night free meal made available to the public and attracted community people of all religions for a good meal prepared by UCC members and an opportunity to share a meal and conversation. Cash donations far exceeded the cost of the meals and Pastor Wanda stayed involved in this venture as well as the other fund raisers.

Unfortunately, the COVID-19 pandemic has put a temporary halt to all of these fund raisers.

Other positives that have been credited to Pastor Wanda and some of her followers would include an annual trip to Louisiana to spend a week working with home improvements and "faith building" with residents of communities. A similar trip has also been made to a community in South Dakota with similar goals and accomplishments.

Pastor Wanda has also been complimented for her dedicated visitations with the sick, wedding and funeral performances and as a non-member of the church I always enjoyed her church services. She became a part of a community clergy group that would mutually meet to review how they can work together to become part of the religious community. Preparation of youth for confirmation was also high on her priority list.

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During these unsettled times, with concerns about complying with avoidance of COVID-19, all church affiliations are probably faced with two major concerns, church financial support and lack of involvement by members, especially youth. We all look toward youth as the future leaders of our religious paths. In my estimation, no one has the immediate answer to solving the need for financial help or greater participation by our youth. The Pittsville UCC is no exception.

I am sure the church council of Pittsville's UCC is well aware of the needs and concerns I have pointed out as both of those areas are the future of survival and expansion. They have an excellent core of adult leaders that make up the present council. Replacing them over time could be a challenge.

It is my feeling that the personal experiences I have pointed out earlier in this resume pretty much explains my experiences and knowledge of the community church that I am most familiar with, other than my own religious following.

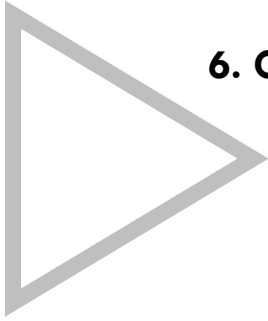
I would be willing to respond to any further questioning.

Respectfully submitted by:

*Marvin Kohlbeck*

Marvin G. Kohlbeck, a Pittsville community citizen

715-884-6442  
Kohlbeck@tds.net



## **6. CLOSING THOUGHTS**

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

### **6a. CLOSING PRAYER**

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**Lord, in this time of uncertainty, we pray for strength and courage to continue our mission of “Feeding People – Body and Soul”.**

**We thank you for this community of faith as we embark on a new journey in the life of our congregation. May this journey enrich our faith, expand our boundaries and increase our community outside the physical boundaries of the church building.**

**Guide us, and open our eyes and hearts to all possibilities for the future. Amen.**

## 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? **We conducted a survey of the members requesting their feedback on the most important qualities of effective ministry, and future directions. Completion of the profile was overseen by a transition team and the church council.**

Signed:

Frances Anderson  
Church Clerk

## 2019 Treasures Report 2020 Budget

	2019 Actual	2020 Proposed
<b>Pastoral Services</b>		
Pastor's Salary	\$27,797.18	\$27,797.18
Mileage	818.38	1,255.00
Utilities		
Pension	3,891.60	3,891.60
Disability & Life Insurance	417.00	417.00
Health Insurance	8,124.92	7,803.00
Dental Insurance		
Continuing Education	99.00	450.00
Housing Equity Fund		
Social Security Offset		
Pulpit Supply	1,051.00	1,595.00
<b>TOTAL</b>	<b>\$42,199.08</b>	<b>\$43,208.78</b>
<b>Other Worship Supplies</b>		
Organist & Music		\$200.00
KeyBoard/Music Fund		
Worship Supplies	178.25	500.00
<b>TOTAL</b>	<b>\$178.25</b>	<b>\$700.00</b>
<b>Christian Education</b>		
Sunday School		\$400.00
Confirmation	77.77	200.00
Mission Trip	699.77	1,575.00
Vacation Bible School	101.90	200.00
<b>TOTAL</b>	<b>\$879.44</b>	<b>\$2,375.00</b>
<b>Other Operating Expenses</b>		
Maintainance - Buildings	\$359.57	\$30,250.00
Capital Purchases	\$750.34	
Rental Expenses		
Property & Liability Ins	2,404.00	2,450.00
Church Utilities	3,477.56	3,700.00
Telephone/Internet	1,009.05	1,025.00
Office Supplies	299.56	650.00
Misc Expenses		
Workman's Comp	384.00	405.00
Snowplowing	105.00	
Youth Group/Camp Fees transferred to misc		
Hunter's Supper		
Scholarships	1,599.99	

	<b>TOTAL</b>	<b>\$10,389.07</b>	<b>\$38,480.00</b>
<b>Contributions Made By Church</b>			
OCWM		\$1,665.00	\$1,000.00
Local Outreach		1,583.44	1,000.00
	<b>TOTAL</b>	<b>\$3,248.44</b>	<b>\$2,000.00</b>
<b>FreeWill Contributions</b>			
PANS		655.10	
One Great Hour of Sharing		362.00	
Neighbors In Need		416.00	
Christmas Fund		210.00	
Conference Scholarship Fund			
Stength Our Church		376.00	
Back Bay Mission		993.22	
Feed My Starving Children			
Heifer International		290.00	
Campital Campaign			
Disaster Relief		0.00	
	<b>TOTAL</b>	<b>\$3,302.32</b>	<b>\$0.00</b>
<b>Total All Contributions</b>		<b>\$6,550.76</b>	<b>\$2,000.00</b>

	2019 Actual	2020 Proposed
<b>Denominational Expenses</b>		
Association Meetings	\$322.54	\$600.00
Per Capita Dues	279.00	279.00
	<b>TOTAL</b>	<b>\$879.00</b>
	<b>\$601.54</b>	<b>\$879.00</b>
<b>TOTAL OPERATING DISBURSEMENTS</b>	<b>\$60,798.14</b>	<b>\$87,642.78</b>
<b>REVENUE SOURCES</b>		
Hunters Supper		
Salad Luncheon	\$2,381.99	\$2,300.00
Candy Sales	1,711.41	1,500.00
Interest Income	60.73	immaterial
Hartsough Scholarship Fd	1,600.00	Scholarship Fd
(Incr) <b>Decr</b> In Reserve Fund	<b>4,941.95</b>	<b>30,257.16</b>
(Incr) <b>Decr</b> In Building Fund	(1,345.49)	<b>2,610.62</b>
(Incr) <b>Decr</b> In Brice Fund	<b>978.44</b>	<b>2,825.00</b>

(Incr) <b>Decr</b> In Memorial Fund	(2.19)	
Misc Income	284.75	150.00
Change Prepaids, Accts Rec/Payable	(1,326.77)	not budgeted
(Incr) <b>Decr</b> In Checking Balance	(497.78)	<b>2,000.00</b>
Special Offerings	2,781.10	Spec Offerings
OCWM/Local/Memorial Offerings (Current/Gen/Bldg	1,110.00	Spec Offerings
	<b>48,120.00</b>	<b>46,000.00</b>
Total Available to Spend	\$60,798.14	\$87,642.78
Gen Offerings Per Sunday	<b>\$925.38</b>	<b>\$884.62</b>



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

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

Church#: 862220

Assoc: 828

Schedule: 0 United Church of Christ

Pittsville

WI 54466

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2009	106	33	29	2	0	0	4	5	-7
2010	106	33	29	0	0	0	0	0	0
2011	106	33	29	0	0	0	0	0	0
2012	97	24	16	0	0	1	10	0	-9
2013	53	27	15	0	0	2	2	44	-44
2014	54	27	17	2	0	0	1	0	1
2015	53	32	11	0	2	2	1	4	-1
2016	59	34	11	1	2	3	0	0	6
2017	62	42	11	2	1	1	0	1	3
2018	53	40	11	0	0	1	1	9	-9
2019	53	39	12	2	0	0	2	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	\$49,313	\$0	\$433	\$461	\$894	\$0	\$894	0.88	\$50,207	\$44,471
2010	\$49,313	\$0	\$672	\$950	\$1,622	\$0	\$1,622	1.36	\$50,935	\$0
2011	\$49,313	\$0	\$235	\$695	\$930	\$0	\$930	0.48	\$50,243	\$0
2012	\$27,332	\$0	\$475	\$1,657	\$2,132	\$413	\$2,545	1.74	\$29,877	\$37,529
2013	\$48,238	\$0	\$1,665	\$1,679	\$3,344	\$1,245	\$4,589	3.45	\$52,827	\$45,459
2014	\$60,867	\$8,021	\$1,556	\$837	\$2,393	\$2,697	\$5,090	2.56	\$73,978	\$41,878
2015	\$59,985	\$0	\$1,611	\$4,437	\$6,048	\$1,607	\$7,655	2.69	\$67,640	\$41,754
2016	\$62,224	\$0	\$1,725	\$1,460	\$3,185	\$1,425	\$4,610	2.77	\$66,834	\$51,041
2017	\$89,185	\$0	\$1,820	\$3,425	\$5,245	\$1,599	\$6,844	2.04	\$96,029	\$54,858
2018	\$58,445	\$0	\$1,700	\$3,067	\$4,767	\$0	\$4,767	2.91	\$63,212	\$51,033
2019	\$53,646	\$0	\$1,665	\$2,959	\$4,624	\$2,529	\$7,153	3.10	\$60,799	\$52,011

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	-1.85	44.44	-29.41	0.00	100.00	-11.86	93.23	-17.81
2009-2019	-50.00	18.18	-58.62	0.00	-77.78	8.79	417.23	21.10

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.



## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: **Yes**

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

Staff Comment: **Yes**

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

Staff Comment: **Yes**

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: November 18, 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*