

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

Pilgrim United Church of Christ
Fond du Lac, WI

Settled Pastor

Wisconsin Conference, Northeast Association

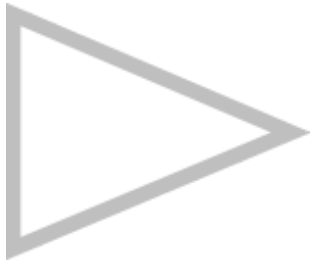
Date: April 29, 2021

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

1. POSITION POSTING



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

1a. LISTING INFORMATION

Church name: [Pilgrim United Church of Christ](#)

Street address: [535 Stow Street, Fond du Lac, WI 54935](#)

Supplemental web links: www.pilgrimuccfdl.org and www.facebook.com/PilgrimUCCfdl

Additional ecumenical affiliations (e.g. denominations, communions, fellowships): [None](#)

Conference: [Wisconsin Conference](#)

Association: [Northeast Association](#)

UCC Conference or Association Staff Contact Person:

[Rev. Jane Anderson, Associate Conference Minister](#)

[920-540-2586](tel:920-540-2586)

janderson@wcucc.org

Summary Ministry Description:

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

In looking to the future, Pilgrim UCC would like to keep all the gifts that make us special now while integrating our hopes and aspirations. Our vision for Pilgrim Church is:

- To honor our commitment as an Open and Affirming congregation
- To continue to find ways to lessen our environmental impact
- To support the Sunday School and Adult Education programs
- To reach out to the minorities in our community
- To expand our efforts to help, support, and love the mentally ill
- To reach out and offer support for our homeless in the community

We continue our journey to be a church that reflects God's love in concrete ways. We believe with patience, hard work, guidance, and trust in God's power we will grow into the church that we dream of becoming.

We are looking for a pastor who shares our interests and concerns; one who will challenge us to grow in our faith in God and in ourselves. A leader who has a collaborative leadership style; who will support us when we falter and celebrate with us when we succeed. We want someone who will join us as we live God's love.

Photographs *Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.*

For more photos please reference our website or Facebook page: www.pilgrimuccfdl.org or www.facebook.com/PilgrimUCCfdl



Solar panel dedication service



Family Fun Night event

What we value about living in our area (2 – 3 sentences):

The Fond du Lac area has a welcoming hometown feel with mid-western values. With a growing population of approximately 44,000, Fond du Lac is family-oriented with a great school system as well as two colleges and a technical college. Fond du Lac's location on the southern tip of Lake Winnebago is a beautiful setting that offers year-round recreational opportunities. Lakeside Park and city neighborhood parks are lovely gathering spaces that host many summer and winter festivals and concerts. We are conveniently located approximately one hour driving distance from Green Bay, Madison, and Milwaukee. For more information on Fond du Lac, visit our city website <https://www.fdl.wi.gov/news/>.

The current size of membership: 238 as of the end of 2020 per the annual report

Languages used in ministry (other than English): None

Position Title: **Settled Pastor**

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

Compensation Level: **Full Time**

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

1b. SCOPE OF WORK

(add here the Scope of Work developed by your church using the Call Agreement Workbook)

We conducted four church assessment meetings; providing membership input in determining the core competencies desired at Pilgrim Church.

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)

- Someone who is authentic.
- Someone who has strong interpersonal skills.
- Someone who is an effective worship leader with the ability to explain scripture in layman's terms and how that scripture applies to everyday life.

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*):

Salary is based on experience between Step A and Step D in the current Wisconsin Conference Guidelines.

An Annual housing allowance is provided as outlined by the UCC Compensation Guidelines.

Benefits include:

- Social Security offset (7.65%)
- PBUCC retirement pension (14% of salary and housing)
- Insurance including UCC Life, and short-term and long-term disability insurance
- UCC ministerial health and dental insurance for the individual plus family
- Malpractice insurance
- Workers compensation
- 4 weeks of paid vacation
- Holidays and days off
- Leaves: sick, disability, maternity/paternity, civic service, sabbatical, wider church involvement, compassionate, and continuing education
- Travel expenses

Benefits (*choose one*):

Salary plus 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*)? **Living nearby with a housing allowance included in the total salary package.**

Comment on the residential/commuting expectations for your next minister. **We would prefer the pastor live in the Fond du Lac community and become part of the Fond du Lac experience.**

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): **This is negotiable as part of the Call Salary. The church has been supportive of sabbaticals in the past. The Wisconsin Conference has a seminary debt retirement program. Information on this can be found on the Wisconsin Conference website.**

Describe peer and professional supports available for ministers in your association/conference: **Communities of Practice (COP) professional development support groups 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: N/A

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

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

- Attract and grow a diverse membership.
- Engage youth and young adults.
- Move the congregation forward in living out our commitment as an Open and Affirming church.
- Support educational programs for both children and adults.
- Nurture creativity.

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

Provide leadership:

- in addressing community mental health concerns.
- for continuing the collaboration with the local school district (Example: Rosenow Elementary).
- in strengthening the support and involvement of families.
- by increasing diversity within the church and engaging minorities (race and LGBTQ).
- in exploring creative programming which will meet the needs of those without a church home.

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

No language or culturally-specific capacities are required at this time.

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. Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
2. Performing necessary and appropriate administrative tasks (tech-savvy preferred).
3. Understanding community context and navigating change within the community.
4. Respecting the dignity of all of God's people by building relationships of mutual trust and interdependence.



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?

A welcoming, diverse congregation that focuses on the spiritual growth of its members and works actively for social justice in our community.

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

(For, example, describe two experiments your congregation has initiated or engaged in in the past year, what were the results and where do you see your next steps? has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?)

We have created an alliance with Rosenow Elementary School that allows members of our congregation to tutor students, provide monetary or physical donations to families or children in need, and gives the school access to the use of our facility. It has been a win-win friendship for Pilgrim and Rosenow Elementary School. We look forward to finding new ways to work with them in the future.

We have become an Open & Affirming congregation. By taking the time to educate, answer questions, listen to concerns, and solicit input from members we were able to accomplish this with a near-unanimous vote from the congregation. We will work to keep our hearts, minds, and actions open to making everyone at Pilgrim feel loved and accepted.



WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

For example, what beliefs and commitments are stated in your congregation's purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

It is our purpose to walk together in the ways the Lord has made known to us. We hold it to be the mission of the church to witness the gospel of Jesus Christ in all the world, striving for truth, justice, and peace, while worshipping God and depending on the Holy Spirit to lead and empower us.

In worship, we are moving towards gender-neutral language for God. For example, we sometimes use words like comforter, teacher, healer, or creator. As the Holy Spirit moves through our congregation, we often don't name what we experience. However, it is evident that the Presence of God is at work among us as we support and care for one another, have the courage to try new ideas, respect each other's perspectives, and trust that together we can accomplish God's work.

Describe several strengths or positive qualities of your congregation.

- We are welcoming and friendly with a positive community reputation
- We are environmentally responsible with solar panels & LED light reducing our carbon footprint
- We provide Adult Education programs for both church and community members
- We demonstrate God's command to love your neighbor through our Christian Outreach Ministry (i.e. Coats for Kids, Christmas Angel tree, KIVA, Heifer International and youth/adult mission trips)
- We support our neighbors through our partnership with Rosenow Elementary School
- Our building is used for regular meetings by Alcoholics Anonymous, Narcotics Anonymous, as well as other nonprofit organizations.

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

Worship usually takes place in our sanctuary. The liturgy and sermon are based on the Lectionary readings. The service includes time to greet one another, music, and prayers for members and friends on our support list. We are open to other forms of lectionary readings or thematic worship services, like a sermon series on the topic of forgiveness.

Baptism is always a special experience at Pilgrim. The service follows the UCC format and focuses on welcoming the child officially into the community. One of the most endearing and moving parts is when the Pastor shows the child to the congregation and tells the child that these people are your family; they are here to support you.

Some words to describe good preaching are: organized, relevant, timely, scholarly but understandable, challenging, and heartfelt.

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

For example, how are young people involved in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

Pilgrim offers the Sparks faith formation curriculum for children ages four to fourteen. The senior high youth group also meets during faith formation time; they explore scripture using several curriculum sources.

Young adults have been active in the church choir and children offer special music at times. Teenagers work in the nursery during service providing daycare. Most recently the grade-school youth have performed during service in a bell choir. Children of all ages are invited to the altar during each service for Moments for Minors. The youth are encouraged to attend faith formation and Family Fun events. We have had some youth-led worship services.

Pilgrim has a very active Adult Education program that has been in place for over 20 years. Adult Forum is held each Sunday after worship and Bible with Bagels is held from 9-10:30 AM on Wednesday. Until recently adult retreats were held each fall led by a guest scholar. We have hosted two Westar Jesus Seminar on the Road weekends drawing people from out of state. We study a variety of progressive curricula and books, as well as host speakers on a variety of topics. One of our favorite curricula is Living the Questions. In the fall of 2020, we used the Living the Questions study, Marcus Borg: Beyond Belief. It was our first study done by Zoom and was extremely popular. Both church members and community members attended. Many expressed their intention to read Borg's books in an effort to gain an even clearer understanding of his work. Some felt this study challenged their beliefs and others felt Borg expressed what they have believed for years but have not heard from churches.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

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

The church council and most committees meet monthly, September through May. These settings usually last 1 - 1 ½ hours.

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

Due to the pandemic, the church had to make decisions quickly about how worship and how the work of the church would continue. The Church Council met and decided we would worship virtually as long as necessary. Individual committees have been very responsive in finding ways to continue their work. Extra attention is being given to those members who are ill, homebound, or in need. The decision making was quickly and efficiently communicated to the congregation through a weekly email and a monthly newsletter. In-person worship resumed in April 2021, in addition to continuing YouTube live-stream video.

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.**

- Ministry and mission committees are organized per the church constitution.
- Members are elected by the congregation to serve two years terms with the option to renew.
- Chair or representative of each committee serves on the Church Council.
- Committee decisions are communicated through announcements during worship, the Sunday bulletin, weekly email communication, and the monthly newsletter.

Strengths:

- Committees are willing to work together to sponsor events.
- Members are willing to serve for multiple terms.

Struggles include:

- Lack of communication and coordination between committees.
- Lack of planning with regard to how one committee decision might affect the work of another committee.
- Lack of coordinated long term (5-year) plan.
- Members often serve on committees for years.

3b. 11-YEAR REPORT

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



Church#:	860890	Schedule:	0	Pilgrim UCC	Fond Du Lac	WI	54935		
Assoc:	824								
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	312	125	73	11	4	13	10	6	12
2010	312	127	88	0	8	4	8	4	0
2011	303	119	79	8	0	7	12	12	-9
2012	300	109	0	0	0	7	3	7	-3
2013	300	101	96	5	11	0	4	12	0
2014	218	93	91	8	0	2	8	84	-82
2015	196	89	90	7	6	0	5	30	-22
2016	183	82	94	0	0	8	7	14	-13
2017	196	78	35	8	10	0	3	2	13
2018	186	85	45	4	0	0	7	7	-10
2019	183	79	33	0	0	3	2	4	-3

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCMW	OTHER GIFTS	MISSION	BASIC SUPPLY% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	\$238,238	\$0	\$9,850	\$4,964	\$14,814	\$5,869	\$20,683	4.13	\$258,921	\$206,050
2010	\$242,884	\$0	\$10,146	\$9,035	\$19,181	\$5,585	\$24,766	4.18	\$267,650	\$200,711
2011	\$233,194	\$0	\$11,300	\$2,680	\$13,980	\$13,799	\$27,779	4.85	\$260,973	\$208,094
2012	\$177,681	\$0	\$11,900	\$6,011	\$17,911	\$5,620	\$23,531	6.70	\$201,212	\$215,086
2013	\$86,251	\$0	\$12,000	\$5,330	\$17,330	\$0	\$17,330	13.91	\$103,581	\$209,311
2014	\$229,708	\$0	\$12,000	\$4,180	\$16,180	\$0	\$16,180	5.22	\$245,888	\$214,903
2015	\$226,167	\$0	\$14,000	\$17,671	\$31,671	\$0	\$31,671	6.19	\$257,838	\$217,497
2016	\$212,358	\$0	\$13,000	\$23,761	\$36,761	\$0	\$36,761	6.12	\$249,119	\$211,622
2017	\$212,358	\$0	\$15,000	\$4,230	\$19,230	\$0	\$19,230	7.06	\$231,588	\$0
2018	\$220,635	\$0	\$15,000	\$4,515	\$19,515	\$0	\$19,515	6.80	\$240,150	\$198,415
2019	\$223,418	\$0	\$10,500	\$5,745	\$16,245	\$10,735	\$26,980	4.70	\$250,398	\$194,924

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCMW	TOTAL EXPENDITURE
2014-2019	-16.06	-15.05	-63.74	-70.00	-93.48	-2.74	0.40	1.83
2009-2019	-41.35	-36.80	-54.79	-89.29	-62.50	-6.22	9.66	-3.29

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?</i>
Number of active members:	253	Yes
Number of active non-members:	9	Yes
Total of church participants (sum of the numbers above):	264	Note: There are 26 confirmed 18-40-year-old young adults who are listed under their parent's name. (Included in the 264 number)

Percentage of total participants who have been in the church:

		<i>Is this number an estimate?</i>
More than 10 years:	70%	Yes
Less than 10, more than 5 years:	14%	Yes
Less than 5 years:	16%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate?</i>
20	24	21	28	27	26	69	40	34	Yes

Percentage of adults in various household types: 140 households

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	3%	Yes
Households with minors:	18%	Yes
Single adults age 35-65:	12%	Yes
Joint households with no minors:	51%	Yes
Single adults over 65:	16%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	28%	Yes
College:	33%	Yes
Graduate School:	7%	Yes
Specialty Training:	32%	Yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	60%	Yes
Adults who are retired:	40%	Yes
Adults who are not fully employed:	0%	Yes

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

Occupations range from blue-collar to professional.

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?

Pilgrim is primarily a white middle-class congregation.

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

Please note the date. Comment after the exercise:

During our Open and Affirming study year, we had many conversations about diversity and what it means to be a welcoming congregation. These conversations were held during adult education as well as other times in small group formats.

In the spring of 2017, we had a series of Adult education classes titled “Unpacking Whiteness”. The focus was on racism and understanding white privilege. Two adult education classes titled “The Latino Experience in Fond du Lac” were held in 2018 and 2019.

The President of the Fond du Lac Pride Alliance was scheduled to speak during the Adult Forum in March of 2020. However, the class was canceled because of the pandemic.

In the Spring of 2021, the Adult Education Committee welcomed a guest speaker from United for Diversity, a local organization whose mission is to celebrate, educate, and advocate for diversity, equity, and inclusion in our community. We were challenged to consider ways to become more inclusive individually, and as a congregation.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation (due to 2020 pandemic, data was retrieved from 2019 events).

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	20	Adult Ed Coordinator & Committee Members
Baptisms	10	Pastor
Children’s Groups or Classes	20-25	Lay Teachers
Christmas Eve and Easter Worship	174 (C) 141 (E)	Pastor and Worship team
Church-wide Meals	300+	Ham Dinner Committee
Choirs and Music Groups	3	Choir Director and Lay Leaders
Church-based Bible Study	18	Adult Ed Coordinator & Committee Members
Communion	75	Once a month, Maundy Thursday, Ash Wednesday and Thanksgiving Eve. Pastor and Lay Leaders
Community Meals	20-25	Served at Loaves & Fishes (4 meals annually)
Confirmation	6	Pastor
Drama or Dance Program	N/A	

Funerals	2 funerals held	Pastor and Lay Leaders
Intergenerational Groups	15	Sunday School Director
Outdoor Worship <i>Vespers</i>	12	Pastor
Prayer or Meditation Groups	None Currently	
Public Advocacy Work	None Currently	
Retreats	45-50	Adult Education Coordinator & committee members
Theology or Bible Programs in the Community	None Currently	
Weddings	2 weddings held	Pastor
Worship (time slot: 9:00 AM	79 on average	Pastor and AV Team
Worship (time slot: _____)		N/A
Young Adult Groups or Classes	None Currently	N/A
Youth Groups or Classes	10-15	Lay Volunteers
Other <i>Yoga</i>	6	Lay Volunteer

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)
Dana Caldwell	4	St Agnes Hospital	Chaplain	No
Laura Hawkins	4	UCC	Chaplain	No
Daniel Schultz	3	Secular	Supply	No

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

N/A

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

Staff Position	Head of Staff?	Compensation (full time, part-time, volunteer)	Supervised by	Length of Tenure for the current person in this position
Administrative Assistant		Part-time	Pastor	12 years
Sunday School Director		Part-time	Pastor	6 years
Adult Education Director		Part-time	Pastor	3 years
Organist		Part-time	Pastor	2 years
Choir Director		Part-time	Pastor	5 years
Choir Accompanist		Part-time	Pastor	vacant
Custodian		Part-time	Pastor	1 year
Youth Ministry Director		Part-time	Pastor	vacant
Parish Nurse		Volunteer	Pastor	26 years

REFLECTION

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

Pilgrim is a stable, white congregation with nearly a third of its membership over 65 years of age; 40% are retired; 18% are households with minor children. We hope to increase the number of young people, families, and the diversity in our church to better reflect our community.

An active Sunday School, support for youth, innovative adult education opportunities, as well as extensive community outreach efforts, support our spiritual growth and engagement.

A combination of congregant volunteers and a commitment to maintaining part-time staff contributes to vibrant educational and outreach programs.

Some examples are:

- Family events such as Family Fun Night (on an August summer evening, the church lawn is filled with members, church youth, and neighborhood families engaged in intergenerational activities) and Sunday afternoon bowling.
- Adult and youth mission trips.
- Annual Alternative Gift Fair.
- Adult retreats.
- Participation in community meals and other support for households in need.
- Partnership with Rosenow Elementary School.
- The annual ham dinner fundraiser serves over 700 meals to community and church members.
- Intra church cribbage league, monthly dinner club, choir, bell choir.
- Adult education offers a wide variety of topics for church and community members.

Many members of our church carry outreach into the community through volunteering at agencies such as: Remediation Counseling with the County Courts, as tutors for the Fond du Lac Literacy Program, working at local food pantries, and volunteering with Sustain Fond du Lac and United for Diversity.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$190,830
Endowment Proceeds <i>Each year, 30% of endowment fund dividends are allocated to the church council. These funds are set aside for non-operating expenses such as education, scholarships and other requests.</i>	\$12,000
<i>Building fund dividends go to building and maintenance.</i>	\$300
Endowment Draw	\$ 0
Fundraising Events (Ham Dinner, Rummage Sales, Scrip)	\$24,000
Gifts Designated for a Specific Purpose	\$5,500
Grants	\$0
Rentals of Church Building	\$400
Rentals of Church Parsonage	N/A
Support from Related Organizations	\$0
Transfers from Special Accounts	\$0
Other (specify): Pastor's sabbatical Fund	\$13,600
Other (specify): Memorial Fund	\$2,000
Other (specify): Building Fund	\$34,000
Other (specify): Youth Mission Fund	\$3,000
TOTAL	<u>\$252,330</u>

Current annual expenses (dollars budgeted for most recent fiscal year): \$219,102

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

2021 PUCB Budget

Account Description	Amount	Account Description	Amount
MISSION DISBURSEMENTS		ADMINISTRATION	
Our Church's Wider Mission	10,500	Medical Insurance WI Conf	-
PASTORAL COMPENSATION		Pastor's Auto Expenses	1,000
Pastor's salary	42,242	Pastor's Books & Resources	1,000
Housing Allowance	24,692	Pastor's Cont Ed, etc	-
SocSec Allowance	5,545	Pastor's Sabbatical	2,000
Pension & Annuity	10,147	Staff Auto Expenses	100
Clergy Health & Dental Ins	12,593	Office Supplies	1,500
Life/Disability Ins	1,043	Postage	1,500
PASTORAL COMPENSATION Total		Telephone	1,000
	96,262	Delegate Expenses	200
STAFF COMPENSATION		NE Association Dues	882
Office Manager - Adin Assistant	12,731	Computer Expenses	2,500
Youth Ministry Director	4,000	Misc Expenses	300
Sunday School Director	11,012	ADMINISTRATION Total	9,982
Adult Ed Director	10,795	PROPERTY & MAINTENANCE	
Organist	10,011	Utilities (Elect, Gas & Water)	5,000
Choir Accompanist	1,632	Insurance (Prop.Liab&WkCmp)	6,500
Vacation Organist	600	Custodial Supplies	800
Choir Director	2,748	Snow Plowing	3,000
Vacation Pulpit Supply	1,280	Copier Maint	612
Child Care – Nursery	500	Copier Amortize	2,222
Custodian	4,765	Repairs & Maint	2,000
Social Security Employer Share	4,414	Recycle & Waste Disp	3,000
STAFF COMPENSATION Total		PROPERTY & MAINTENANCE Total	23,134
	64,487	OTHER EXPENSES	
PROGRAMS		Fall Festival Expenses	3,800
Worship Expenses	3,000	Expenses Total	
Hand bell Maint	0		<u>219,102</u>
Christian Ed - Child & Youth	4,000		
Christian Ed - Adult	2,000		
LayLife & Leadership	300		
Stewardship & Finance	200		
Online Giving Fees	0		
Membership & Evangelism	500		
Health Ministry Supplies	337		
Coffee, Refreshments, etc	500		
PROGRAMS Total			
	10,937		

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **45%**

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 the operating budget, what is that percentage? **The budgeted amount is determined by the church council, not as a percentage.**

What is the church’s current indebtedness?

Total amount of loan debt: **\$0**

Reason for debt:

Are capital and other payments current?

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

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

Year(s)	Purpose	Goal	Result	Impact
2018	Solar Panel Project	\$17,000	\$21,000	Solar panels installed on the church building, producing approx. 60% of annual electricity.

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. The addition of solar panels to our church and attention to energy-saving actions within the building honor our commitment to environmental justice. The panels, visible from the street, also send a message to the community about our desire to be good stewards of the earth.

Does your church have an endowment? Yes, we have two Trust Funds.

What is the market value of the assets? General Trust \$1,179,132.
Maintenance and Capital Improvement Trust \$21,485.00

Are funds drawn as needed, regularly, or under certain circumstances? Dividends are drawn quarterly based on a 5-year rolling average.

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

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: N/A on the principal, 30 % of the quarterly draw is given to the church; set aside for education and other requests. The remaining 70% is given to non-profits.

At the current rate of draw, how long might the endowment last? Forever, it continues to grow.

Please comment on the above calculations or estimates: Based on March 2021 balances.

Other Assets

Reserves (savings): \$98,000

Investments (other than endowment): \$101,000

Does your church have a parsonage? No

Describe all buildings owned by the church: Our main one-story building includes the sanctuary, lounge, offices, kitchen, fellowship hall, Guild room, choir room, Sunday school classrooms, youth room, five bathrooms, and storage. A large detached garage is used for storage and a shed houses the lawnmowers.

Which spaces are accessible to wheelchairs?

Many parts of the building are accessible to wheelchairs, however, the pulpit area and bathrooms are not fully ADA compliant.

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

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

Our church is in a strong cash position! Our committees are always responsible about staying within their budgets. Online giving was implemented January 1, 2021. We continue to meet our financial obligations and even in this challenging year of COVID, we have been at or near our expected member contributions.

3f. HISTORICAL INFORMATION

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

Our church was formed in 1979 when two churches merged to become Pilgrim UCC as a second UCC neighborhood church on the expanding east side of town.

We added solar panels to reduce our carbon footprint in 2018.

We entered into open discussion and discernment about becoming Open & Affirming in 2018 and after a year-long process we adopted a new welcoming statement and voted to become O&A. This was probably the most important event for our church in the last 10 years.

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

We changed from having two worship services each Sunday to one.

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? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?

About eighteen years ago our church tried to become an Open and Affirming congregation. Our members were very divided on the subject and, despite attempts to openly communicate and discuss the topic, we were unable to reach a consensus.

In 2018 the subject of becoming Open and Affirming was again introduced to the congregation. More time was taken and people with differing views were represented on the Open and Affirming task force. After a year-long study, the church voted to become Open and Affirming. While we did learn from the first experience and tried to apply those lessons, we must admit societal norms had changed and probably made the process easier.

In general, we rarely have a conflict of any consequence. Pilgrim is unique in the ability of its members to listen and accept the viewpoints of others. Strong egos rarely surface. We believe if an unresolvable conflict arose we would be open to guidance from someone with conflict resolution training.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Steven Hecky	19 years (1981-2000)	Yes
Rev. Edmond (Ted) Drewsen III	19 years (2001- 2020)	Yes
Rev. Richard D. Feyen, Interim Minister	2020 to current	Yes

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

We have been blessed with two ministers who were loving caring people who accepted people where they were. They did not try to control or dominate. The congregation did likewise.

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

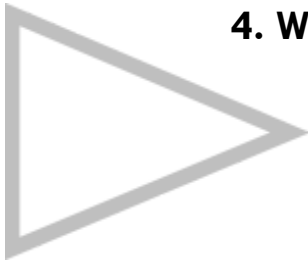
Y/N/Ask us - No

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us - No

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

Y/N/Ask us - No



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?

While Pilgrim is involved locally, nationally, and internationally in service, we have room for growth. Studying many social justice issues in Adult Education has equipped members to serve in areas to which they feel called. The church serves locally through the Outreach Ministry and more globally through KIVA, UCC missions and youth support for Heifer International with our annual penny wars. Adults and youth participate in mission trips.

During the past few years, our involvement with Rosenow Elementary School has opened our eyes to the many needs in our neighborhood. Pilgrim would welcome guidance in finding concrete ways to serve directly on a larger scale. Two ideas that have been suggested are adopting a refugee family and using the church facility to serve the homeless.

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

- Youth have attended the General Synod and UCC National Youth Event.
- Members have served on conference and association committees.
- The pastor has chaired an association committee.
- Members have attended the annual association and conference meetings.
- Several members have completed the Conference Lay Academy.
- Children, youth, and adults have attended programs/camps at UCC camps.

Our church often provides financial support to offset the cost of many of these activities.

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.

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

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

We are interested in expanding our work toward some of the designations listed above. In particular, Creation Justice and WISE Congregation for Mental Health.

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

- Pilgrim participates in community ecumenical services, including Thanksgiving, Good Friday, and summer worship in a city park.
- The Adult Education program has coordinated with the local Unitarian Universalist Fellowship. A member of this UU Fellowship served on our Adult Education committee.
- Pilgrim members have attended Parliament of the World's Religions (an International conference that meets every 5 years) and shared their experience at a Pilgrim Adult Education program.
- Pilgrim/Adult Education and local Congregation of Sisters of Agnes co-sponsored a weekend Edwina Gateley retreat.
- Pilgrim/Adult Education and local Unitarian Universalist Fellowship co-sponsored a Jesus Seminar On the Road weekend retreat.
- Pilgrim officiated a worship service for the LGBTQ community.

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

Our Mission Statement: Pilgrim United Church of Christ, a progressive Christian church, pursues growth in faith, social justice, and respect for all voices – with Jesus as our model for how to live and love.

Our mission statement guides us as we plan and implement all aspects of our church life. We tend to be a congregation that can plan thoroughly and quickly put our ideas into action.

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?

As our pastor's time with Pilgrim lengthened, he was able to increase his active service with the wider church and community. The congregation and pastor have been able to find the right balance.

4b. MISSION InSite

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

According to Mission Insite for our neighborhood, there is expected to be a slight growth in the number of people. Single families are expected to increase.

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

Our congregation is similar to our neighborhood, except our membership is older. Our neighborhood has more households below the poverty level than our congregation.

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

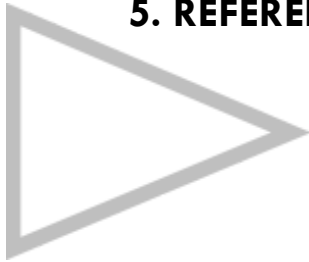
We assist the homeless by serving meals at the homeless shelter and by serving meals at the Loaves & Fishes community meal program. The Outreach Committee promotes donations to specific local projects serving families in need. When a family at the nearby elementary school was identified as devoid of home furnishings, Pilgrim quickly provided needed items & money.

What do you hear when you talk to community leaders and ask them what your church is known for? We are known in the community as a progressive UCC church. Members are known to be active in local service clubs. Community members participate in our adult education forums which are highly respected. One of our references wrote: "One of Pilgrim's strengths is in their involvement in the efforts of the greater Fond du Lac community in social justice... Pilgrim prayerfully and actively reflects a welcoming faith community."

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

- Friendly
- Welcoming
- Open and Affirming
- Education programs
- Size of the congregation

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.”

REFERENCE 1

Name / Position / Setting (Telephone / Email / Relationship to the Congregation)

[Mr. Michael Mockert / Rosenow School Past Principal / 920-579-4090](#)
mockertfive@gmail.com / Neighborhood elementary school partnership contact person

REFERENCE 2

Name / Position / Setting (Telephone / Email / Relationship to the Congregation)

[Mr. Jack Braun / Retired Director Of Social Ministry - Holy Family Church / 920-948-3392 /](#)
jembraun2@gmail.com / Friend of the church

REFERENCE 3

Name / Position / Setting (Telephone / Email / Relationship to the Congregation)

[Mary Ellen McMeen / Retired Deputy Director of Fond du Lac County Department of](#)
[Community Program / 920-922-6865/](#) mellies1@icloud.com / Friend of the church

Recommendation for Pilgrim UCC

10/12/2020

To Whom it May Concern:

Ten years ago pastor Ted Drewsen and I met for our first brainstorming session about how Rosenow Elementary School and Pilgrim Church could work together as good neighbors to support the children and families of our community. From that first meeting has grown a mutually beneficial partnership that has touched, and continues to touch, the lives of countless individuals.

Volunteers from Pilgrim Church have served as tutors and mentors to Rosenow students for the past decade. These volunteers have built relationships with students to support their growth and learning many ways:

- Reading to 4K, Kindergarten, and 1st grade students who don't typically get read to at home.
- Tutoring 2nd and 3rd graders one-on-one or in small groups in math.
- Mentoring students whose home lives are filled with adversity and trauma.
- Helping teachers in the classroom or with clerical tasks.

Pilgrim Church has served as our off-site evacuation location. Rosenow students and staff have become familiar with the church building as we conduct our annual evacuation drill. In the event of an emergency, Pilgrim Church has become our safe haven location until parents can reunite with their children. Pilgrim Church has also graciously allowed us to use its parking lot at the end of each school day as a pick-up site for as many as 70 students. Traffic congestion is an issue at our school (designed in the 1950's to be a neighborhood school with limited parking) and we have made dismissal much safer by taking our "Walking School Bus" over to Pilgrim Church at the end of each day.

Through our combined networks, Rosenow and Pilgrim Church have teamed up to provide basic needs to dozens of families down on their luck or living in extreme poverty. When a need arises (such as a family moves into our area and is without beds for their children or winter clothes for the family) we work together to solicit donations for specific items or cash to support those families in need.

We have supported events at Pilgrim Church such as the Fall Ham Dinner, the Easter Egg Hunt for children in the Spring, and periodic Family Fun Nights by handing out flyers and posting notifications in our monthly newsletter. Pilgrim Church has been wonderful about inviting our families (whether they are parishioners or not) to participate in these community-building activities.

We are proud to have Pilgrim Church as a neighbor and an ally in serving the children and families of our community. We appreciate the partnership that began ten years ago, and we look forward to building on the work we've done together for years to come.

Sincerely,

Mike Mockert -- Rosenow School Principal

October 26, 2020

Pilgrim United Church of Christ

Dear Search Committee,

I am honored for this opportunity to write a letter of reference for Pilgrim United Church of Christ in support of your search process. I have been involved in faith-based initiatives within the Fond du Lac's community for many years. I include a short bio supporting my role within the community at the closing of this letter.

One of Pilgrim's strengths is in their involvement in the efforts of the greater FDL community in social justice. I list a few of the ways that Pilgrim prayerfully and actively reflects a "welcoming faith community".

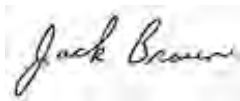
1. Partnership with our local Catholic community through outreach, service, and justice:

- Presentations about Holy Family's International Sister Parish relationships
- "Justfaith" group sessions were attended by parishioners. JF helps people respond to the life-changing call of the Gospel to help heal the world and experience a deeper faith and fulfilling life.
- "Year of Encounter" sessions hosted at Pilgrim Church. Parishioners were participants. Year of Encounter with Pope Francis invites social justice activists to focus on ways in which communities and individuals experience exclusion and helps move participants from study to reflection to action.
- 2. "Getting Ahead" program: 18-weekly class sessions and a Graduation celebration were hosted by Pilgrim Church.
 - "Getting Ahead" is an initiative of the Society of St. Vincent de Paul of FDL County. This classroom mentoring program helps individuals on their journey out of poverty.
- 3. FAMA: Fond du Lac Ministerial Association: Fond du Lac Area Ministries Working Together to Help Build the Kingdom of God through Serving Our Communities.
 - Members include FDL area pastors and lay-people with an emphasis on social justice issues.
 - Ecumenical prayer services included community-wide Thanksgiving Eve, Good Friday, Fond du Lac High School Baccalaureate prayer services.
 - Cropwalks: Community fund-raising ways to acknowledge and help end hunger and poverty.

One of my key experiences is their openness to allow community organizations to utilize their wonderful facilities. I sense many other organizers have experienced how difficult it can be to find a welcoming atmosphere and adequate space to host a variety of events, especially justice issues that may challenge attendees and/or a faith community to go "outside their comfort zone"! Whether it is to provide space for supporting, hosting, or sponsoring a presentation, a community activity, Pilgrim continually encouraged me to consider their space, sincerely reflecting that "we welcome you with open hearts and minds".

My background includes working with faith-based churches and organizations for over the past 20 years - as a lay-person serving as Director of Social Ministry at Holy Family Catholic Church and as Program Manager at St. Vincent de Paul establishing the "Getting Ahead" program in FDL county.

Peace, and prayers,



Jack Braun,

Cell:920-948-3392, Email: jcmbraun2@gmail.com

LOCAL CHURCH PROFILE – 201

Reference Letter
Pilgrim United Church of Christ

October 21 ,2020

To whom it may concern:

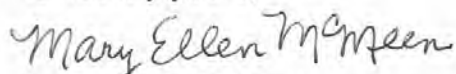
Today I attended the fifth of six sessions via Zoom on Marcus Borg with Pilgrim UCC's Bible with Bagels adult education group. I am a member of the local Presbyterian Church. Over the years I have attended many of these sessions on a variety of topics. I have also had the privilege to present to the group, a three-week study on Abraham, centering on the story of Isaac. Bible with Bagels invites varied speakers, from professionals, like the theology professor from Marian University, to knowledgeable individuals like the President of the local Audubon and leader of a local Climate Change initiative. In addition, Pilgrim UCC members volunteer their time, do a wonderful job of researching their topic, and present excellent programs. Discussion and questions always conclude the presentation.

But my involvement does not end there. I have attended Pilgrim's weekend retreats where I met and learned so much from Ron Miller before his death. My church has been involved for many years with KIVA, the international loan program. When I mentioned it to the former Adult Education Director, she moved forward right away. We invited a Presbyterian KIVA leader to help explain the program, and now both churches love giving out microloans all over the world. During Advent both our churches have Alternative Gift Fairs. I have been invited by Pilgrim UCC to represent the Fond du Lac Affiliate of NAMI, the National Alliance on Mental Illness. We have a drop-in center for mental health consumers and many NAMI educational classes and support groups for the public. One year the Presbyterians were a bit overwhelmed with our Angel Tree requests, and Pilgrim UCC joined with us to provide clothing and toys for Head Start children.

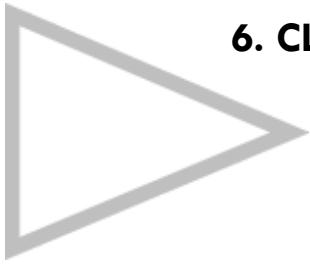
In all of my interaction with Pilgrim UCC their acceptance, kindness and willingness to grow and share in our mutual faith journeys has been a joy. Programs through Bibles with Bagels and the Sunday Adult Education are open to anyone who wants to join in.

Pilgrim UCC is known in our community for its solar panels, natural plant landscaping memorial project and the famous ham dinner. I am grateful for the opportunity to grow and have fun with them.

Sincerely yours,



Mary Ellen McMeen
384 East 9th Street
Fond du Lac, WI 54935
(920) 922-6865



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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

Proverbs 3:5-6

Trust in the Lord with all your heart, and do not lean on your own understanding. In all your ways acknowledge Him, and He will make straight your paths.

Our Prayer for a new Pastor:

Loving God, we pray that you will lead us to a pastor that seeks You with all their heart. A pastor who's singular desire is to serve and please You. Loving God, show that pastor the way. Give the pastor Your vision. Grant Your clarity. Make the complex simple. Give the pastor boldness to step out in faith to accomplish Your plans for our ministry and for our church. It's easy to be distracted by many voices, so God let the pastor hear but one voice, and let that voice be Yours. These things we pray with hope and expectation, in Jesus name.

Source: Adapted from Thomas Nelson Bibles website under the heading "7 Verses and 7 Prayers for Your Pastor."

6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? [Search Committee, Church Council, Treasurer, Council President, Council Vice President, and Interim Pastor Richard Feyen.](#)
2. Additional comments for interpreting the profile: [We trust that the Holy Spirit assisted.](#)

Signed:

Name / Title / Date:

[Gary Ring, Search Committee Chairperson, April 29, 2021](#)

[Tracy Abler, Search Committee Member](#)

[Jim Bentley, Search Committee Member](#)

[Peg Bradley, Search Committee Member](#)

[Drew Mueller, Search Committee Member](#)

[Barb Roder, Search Committee Member](#)

[Sue Schmitz, Parish Nurse and Search Committee Member](#)

[Jeff Siemers, Search Committee Member](#)

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature: *Rev. Jane B. Anderson*

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

Email: janderson@wcucc.org

Phone: 608-826-7880

Date: April 29, 2021

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