

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

St. John's United Church of Christ
303 S. Hill
Fountain City, WI 54629

Pastoral Position

[Wisconsin Conference, Northwest Association]

March 1, 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)*

INSTRUCTIONS

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

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

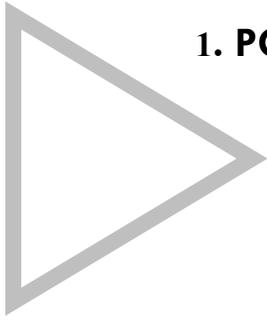
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

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

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

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

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: **St. John's United Church of Christ**

Street address: 303 S. Hill Street, Fountain City, WI 54629

Supplemental web links: www.stjohnsfcwi.com

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Conference: Wisconsin Conference

Association: Northwest Association

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Rev. Rob MacDougall, Northwest Association Minister

Menomonie, WI

e. rmacdougall@wcucc.org

h. 715-308-6120

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?

St John's needs to go through a process of healing. The situation our past minister put us in basically divided our church in half. Before we got the chance to reunite and heal mentally and spiritually, the Covid restrictions separated us physically. Our church needs to reignite its members. We want to grow as a congregation in numbers and strength. Our new leader will help us put the pieces back together and move forward. With new enthusiasm, we will all want to share the Good News in our church, community and far beyond.

Photographs:

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

Please see our website at www.stjohnsfcwi.com for these pictures.

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

*When people say “**we** are living in **God’s country**” it is certainly true of Fountain City, Wisconsin. It is one of the most breath-taking little towns along the Mississippi. The large hills and the picturesque views of the Mississippi are simply gorgeous and inspire peace among its citizens. The people of Fountain City care about one another and treat each other like family.*

Current size of membership: 164 Members

Languages used in ministry (other than English):

English is the primary, and only, language used by our congregants currently.

Position Title: Pastor

Position Duration (choose one, delete the other options listed):

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

Compensation Level (choose one, delete the other options listed):

Full Time (based on a shared covenant agreement between St John’s UCC and Hope UCC of Cochrane, WI with St John’s contributing $\frac{2}{3}$ of the compensation package and Hope UCC $\frac{1}{3}$)

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)

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.)

When listing core competencies that we seek in a minister, it is important to understand that Fountain City contains three different churches within the city limits. What makes St **John's** UCC special? Our church strives to be welcoming and inclusive. In a minister we seek core competencies that will support the inclusiveness. St. **John's** UCC seeks a minister that will be an active part of our community. We seek a minister with personal credibility, a deep love of the church and the community, and a strong work ethic.

St. **John's** UCC seek a minister that is personally credible, meaning they actively practice the faith that they teach. This includes living a life that is acceptable to the Northwest Association of Wisconsin Conference. St. **John's** UCC seeks a minister that can lead our fellowship by Christian example.

A minister that has a deep love of the church and of the community will naturally bring people into the folds of the church. A minister that has this love for the church, loves and cares for the members and seeks to bring them to eternal life.

Strong work ethic is important to our congregation. St. **John's** UCC needs a minister that will be efficient in returning calls and emails, making and keeping commitments, visiting our members in the hospital or during other times of need, and being diligent in administrative tasks.

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$30,000 2/3 time position to be added with Hope UCC 1/3

Benefits (*choose one*): Optional benefits are included in the \$30,000 salary

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

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

State any incentives (*e.g., school debt reduction or retention bonus after a certain number of years in position*): None

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

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: Our Consistory team is working on the best way to make this work for both our congregation and our minister. We are very flexible and can work around the **minister's** needed scheduling. During the interview process, we can discuss these needs more in depth.

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.

The ministry goals we envision include finding someone who is effective at teaching, planning and leading worship, yet strives to continue to develop his or her theological skills by attending training such as those offered by the UCC synod. In fact, we would like to see that individual fully embrace the support offered by the UCC synod. We are looking for a helpful counselor, who ministers effectively to people in crisis. We are looking for someone who works well on a team, participating and collaborating with committees and officers and can help people work together to solve problems. Naturally, we would be looking for a person of faith, who is mature and emotionally secure.

At St. John's we place a high value on all of our members, at all stages of life. Therefore, it is essential that a pastor joyously visits those members who are not able to leave their homes. We would also expect regular calls to visitors in hospitals and nursing homes. We also value outreach and seek a minister who regularly reaches out to inactive members and strives to bring new members into our church. Additionally, we are looking for someone who is effective in working with youth, and feels comfortable leading them in confirmation, youth group trips and other age-appropriate activities.

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

St. John's United Church of Christ in Fountain City is looking for a new leader.

St. John's looks to the ministers for guidance of their spiritual welfare while the lay leadership is expected to make church decisions and carry them out. We need a new leader who will be involved in the church and the community, while encourage us to be involved and draw others to our doors. We need a minister who will be open, compassionate and caring. We are a church with many old respected traditions but have always been willing to change to fit our new and changing society.

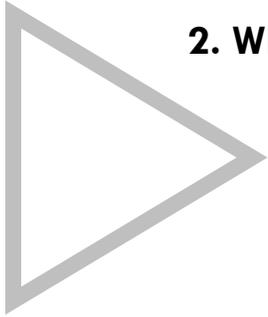
Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

Our membership is made up of 100 percent English speaking congregants.

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.

Based on who the St. John's United Church of Christ is, we as congregational members feel that the following four areas of excellence listed in *The Marks of Faithful & Effective Authorized Ministry* most accurately describe our needs:

- **Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice-** St. **John's** seeks a minister that prays actively and encourages others to seek God through **prayer. Our minister must openly love, respect, and live God's** word and actively live a life of discipleship.
- **Engaging Sacred Stories and Traditions-** **St. John's would encourage our** minister to be thoroughly acclimated to the sacred stories of the bible and relating these stories to the congregation in accurate and meaningful lessons. We need a minister that can lead faith formation effectively across **generations. Our children's worship service is very important to our** congregation.
- **Working Together for Justice and Mercy-** At **this point in time, St. John's** United Church of Christ is actively searching for a minister that we can build a relationship of mutual trust and respect with. We aim to build an interdependent relationship where church leaders and the chosen minister **can work together to seek God's guidance when confronting issues** within the church. As our times change, we strive for a minister that can understand the community context and navigate change within a community while still holding true to the beliefs of the United Church of Christ.
- **Caring for all Creation-** As a minister of the United Church of Christ there will be times that the minister might be asked to serve in a therapist role. It is imperative that our minister has a basic understanding of mental health and wellness. Our goal as a church is to provide hope and healing to our members and also our community. Our minister will be asked to help us facilitate this goal. We encourage our minister to attend to their own spiritual needs through the leaders in Wisconsin Association. Above all we look to our minister to nurture our faith and guide us in the word of God.



2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

As a congregation, we believe we are being called to become more involved and closer to the UCC Association. We would like to encourage our church members to participate in association sponsored events.

An important goal of the members of our church has always been to strive to lead by example. It is important to us, that rather than just preaching the word of God, that we are also living a life in a way that is pleasing to God and rewarding to our community.

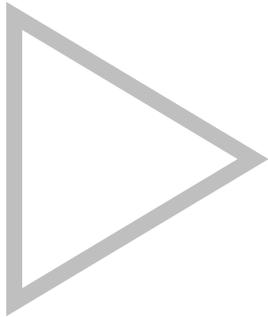
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

For example, describe two experiments your congregation has initiated or engaged in 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 feel that our children are the heart and soul of the church. As the church membership becomes older in age, we have fewer children in our church Sunday school and youth programs. This is a major challenge in our church that needs a great deal of guidance from our new leader. We are challenged to make the learning experiences very memorable for the children and to establish exciting music programs for the children. Our high school age and young adults are involved in so much in their lives but we would like to get them more active and excited about being involved in the church. We would like to expand events for this age group. Retention of our graduating confirmands has declined and we are

consistently working on outreach programs to keep older youth involved in the church. In the past few years, there have been successful camping trips, retreats and mission trips to Chicago for this age group.

3. WHO ARE WE NOW?



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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

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?

Even through the challenges our church has faced, with our former minister and COVID-19 concerns, our membership has remained strong and committed to faith. Our members are also committed to each other and to our community. St. **John’s** UCC has a very welcoming environment that promotes inclusiveness. Members and visitors are greeted with a cheerful and friendly volunteer servant of God. The worship services include gospel readings and guidance on how these readings are applicable in our lives. Music is chosen to be uplifting and inspirational to all ages. Many of our members are also prominent members of our community. The Holy Spirit is working through these members by serving as exemplary representatives of God.

Describe several strengths or positive qualities of your congregation.

As a congregation we believe our strengths and positive qualities are numerous, but to name a few:

- We are a close-knit church community that is concerned and care about each other.
- We are financially sound and have always met or exceeded our financial obligations.
- Our facilities are in excellent repair and are loving cared for by our congregation.
- We have a beautiful, scenic location for both our church and our parsonage.
- We have a willingness to work with other churches.
- Our church is handicap accessible.
- We have strong traditions but are willing to change when needed.
- We have many talented and well-respected people in our organization.
- We have a prayer chain and visitation rotation.
- We offer video-taped services
- We appreciate and whole-heartedly welcome visitors and newcomers.

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?

COVID-19 has thrown a curve ball for churches and worship services around the **world, but St. John's UCC has been able to make changes and adapt to this crisis.**

We are fortunate to have an historic church in Eagle Valley that has a peaceful and scenic outdoor covered shelter, allowing congregants to continue worship while following State COVID-19 guidelines. During this epidemic, it has been especially uplifting, to attend services that bring people together while maintaining the safety of the members. As a congregation, we need the fellowship that is currently missing in most other areas of our lives. **St. John's** services have been uplifting and promote warmth and inclusiveness which is even more apparent with the COVID-19 crisis. Though we are currently in the midst of our search for a new spiritual leader, we have been very fortunate to have had applicable and uplifting spiritual guidance. We are hopeful that our search provides us with a minister that will continue lessons in this fashion.

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

For example, how are young people 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?

The Christian Education Committee, along with the Minister, make the decisions for the educational curriculum. The Sunday school curriculum for pre-K through 6th grade is *Shine Curriculum* by Brethren Press. This curriculum works well for our young children, in building a faith foundation. Our 7th and 8th graders attend confirmation classes lead by our Minister. We would like to see our new Minister engage with the kids, beyond the 8th grade, in faith building activities.

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?**

One regular meeting per month and then any additional meetings after church that are needed to accomplish the task or goal at hand.

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

A critical situation, where prompt action was needed, arose within our church this past year. This situation caused much conflict within our own congregation and within ourselves. The members of our auxiliary asked for guidance from the Association. Together the decision was made that our current Minister had acted outside of the United Church of **Christ's** beliefs. This has prompted us to start our search for a new spiritual leader.

- **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/No] **YES**

3b. 11-YEAR REPORT

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

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



Church#:	860940										
Assoc:	828	Schedule:	0	Saint John's UCC	Fountain City	WI	54629				
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	220	65	15	0	0	0	0	0	0		
2010	220	65	15	0	0	0	0	0	0		
2011	220	65	15	0	0	0	0	0	0		
2012	224	72	72	1	6	0	3	0	4		
2013	174	75	30	4	0	7	5	56	-50		
2014	185	75	30	0	0	0	0	0	0		
2015	195	80	0	1	10	0	1	0	10		
2016	199	71	0	6	2	0	2	2	4		
2017	207	75	0	5	6	0	3	0	8		
2018	208	76	0	4	5	0	6	2	1		
2019	208	76	0	0	0	0	0	0	0		
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS	
2009	\$75,020	\$0	\$4,500	\$1,377	\$5,877	\$0	\$5,877	6.00	\$80,897	\$0	
2010	\$75,020	\$0	\$2,870	\$296	\$3,166	\$0	\$3,166	3.83	\$78,186	\$0	
2011	\$75,020	\$0	\$3,640	\$644	\$4,284	\$0	\$4,284	4.85	\$79,304	\$0	
2012	\$74,726	\$0	\$2,685	\$554	\$3,239	\$349	\$3,588	3.59	\$78,314	\$81,525	
2013	\$77,923	\$5,948	\$3,161	\$652	\$3,813	\$211	\$4,024	4.06	\$87,895	\$75,808	
2014	\$77,923	\$0	\$2,447	\$165	\$2,612	\$0	\$2,612	3.14	\$80,535	\$0	
2015	\$84,605	\$0	\$0	\$92	\$92	\$0	\$92	0.00	\$84,697	\$0	
2016	\$95,298	\$0	\$2,195	\$0	\$2,195	\$0	\$2,195	2.30	\$97,493	\$0	
2017	\$86,135	\$0	\$3,485	\$400	\$3,885	\$0	\$3,885	4.05	\$90,020	\$0	
2018	\$94,351	\$7,547	\$0	\$1,688	\$1,688	\$0	\$1,688	0.00	\$96,039	\$0	
2019	\$94,351	\$0	\$1,187	\$174	\$1,361	\$0	\$1,361	1.26	\$95,712	\$0	
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE			
2014-2019	12.43	1.33	-100.00	0.00	0.00	21.08	-47.89	18.85			
2009-2019	-5.45	16.92	-100.00	0.00	0.00	25.77	-76.64	18.31			

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	164	X

Number of active non-members:	35	X includes children
Total of church participants (sum of the numbers above):	199	X

Percentage of total participants who have been in the church:

		<i>Is this numbered an estimate? (check if yes)</i>
More than 10 years:	70	X
Less than 10, more than 5 years:	15	X
Less than 5 years:	15	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>
20	20	15	15	20	25	35	30	25	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	16	X
Households with minors:	9	X
Single adults age 35-65:	3	X
Joint households with no minors:	15	X
Single adults over 65:	6	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	40	X
College:	30	X
Graduate School:	10	X

Specialty Training:	20	X
Other (please specify):		X

Percentage of adults in various employment types:

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

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

We have a broad range of blue collar, white collar, professional, etc.

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? Our congregation is primarily Caucasian but is very welcoming to any race/ethnicity.

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 currently had this conversation.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	12	Pastor

Baptisms (<i>number last year</i>)	5	Pastor
Children's Groups or Classes	8	Pastor/Board of EC/Lay Persons
Christmas Eve and Easter Worship	100	Pastor
Church-wide Meals	50-60	Lay People
Choirs and Music Groups	25	Pastor/Lay People
Church-based Bible Study	8	Pastor
Communion (<i>served how often?</i>)	50-60	Pastor
Community Meals	75	Lay People
Confirmation (<i>number confirmed last year</i>)	3	
Drama or Dance Program	NA	
Funerals (<i>number last year</i>)	4	
Intergenerational Groups	NA	
Outdoor Worship	2 Services	
Prayer or Meditation Groups	NA	
Public Advocacy Work	NA	
Retreats	1-confirmation	Pastor
Theology or Bible Programs in the Community	NA	
Weddings (<i>number last year</i>)	2	
Worship (time slot: <u>10 AM</u>)	60	
Worship (time slot: _____)		
Young Adult Groups or Classes	NA	
Youth Groups or Classes	NA	
Other		

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)
Betsy Miller-Ruben	3		Pastor	Y
Doris Ruben	3	Stratford, WI	Pastor	N
Donna Beck	No	Commissioned	Lay Person	N

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

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Custodian		Part-time Contracted	Consistory	
Secretary		Part-time	Consistory	
Musicians		Volunteer		

REFLECTION

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

The congregation seems to step up when there is something that needs to be accomplished whether it be in the church organization or the community.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$98,444.00
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	\$2,119.00
Gifts Designated for a Specific Purpose	\$,5467.00
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g., Women's Group</i>)	\$700.00
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$

Current annual expenses (dollars budgeted for most recent fiscal year): \$81289.00

2020 Budget

	2019	1/2 Time Pastor 2020	Difference	
Pastoral Expenditures				
Salary	36,010.32	20,000.00	(16,010.32)	-44.46%
Health Insurance	9,300.00	4,000.00	(5,300.00)	-56.99%
Pension Plan	5,100.00	3,640.00	(1,460.00)	-28.63%
Pension Disability	550.00	390.00	(160.00)	-29.09%
Social Security	3,581.00	1,989.00	(1,592.00)	-44.46%
Mileage - Pastoral Commute	1,500.00	2,000.00	500.00	33.33%
Con Ed	500.00	250.00	(250.00)	-50.00%
Subtotal	56,541.32	\$ 32,269.00	(24,272.32)	-42.93%
Parsonage Expenditures				
Electric	2,800.00	2,400.00	(400.00)	-14.29%
Fuel	1,300.00	1,000.00	(300.00)	-23.08%
Maint/Improv	500.00	1,000.00	500.00	100.00%
Sewer/Water	1,400.00	1,500.00	100.00	7.14%
Pest Control	340.00	340.00	-	-
Subtotal	6,340.00	\$ 6,240.00	(100.00)	-1.58%
Church Operations Expenditures				
Admin Help	4,800.00	6,000.00	1,200.00	25.00%
Custodial	2,400.00	2,500.00	100.00	4.17%
Grounds Maint	1,000.00	1,200.00	200.00	20.00%
Office Supp	800.00	800.00	-	-
Copier Lease	2,700.00	2,700.00	-	-
Postage	200.00	200.00	-	-
Workers Comp	1,220.00	1,220.00	-	-
Wis UCC Annual Conf	400.00	400.00	-	-
Phone/Internet	1,700.00	1,700.00	-	-
Misc	250.00	500.00	250.00	100.00%
Offering Envelopes	370.00	370.00	-	-
Music	500.00	1,000.00	500.00	100.00%
Pastor Sub	500.00	1,000.00	500.00	100.00%
Mileage - Pastoral Church Duties		1,000.00		
Worship Aids General	1,000.00	1,000.00	-	-
Bible Studies	250.00	250.00	-	-
Electricity	3,500.00	3,500.00	-	-
Fuel	3,200.00	3,200.00	-	-
Pest Control	340.00	340.00	-	-
Sewer/Water	1,500.00	1,500.00	-	-
Maint Supplies/Inspection	1,000.00	1,000.00	-	-
Insurance	4,050.00	4,150.00	100.00	2.47%
Repairs	750.00	1,000.00	250.00	33.33%
Assoc Dues	900.00	950.00	50.00	5.56%
Subtotal	33,330.00	\$ 37,480.00	4,150.00	12.45%
Total Budgeted Expenditures	\$ 96,211.32	\$ 75,989.00	(20,222.32)	-21.02%
Health Per Capita	3,300.00	3,300.00		
Total	\$ 99,511.32	\$ 79,289.00		
Basic Benevolence	2,000.00	2,000.00		
Grand Total	\$ 101,511.32	\$ 81,289.00		

The 2020 Budget was agreed to by the majority of deacons with one person absent.
10/30/2019

This budget was discussed and adjusted by the Consistory and approved on 12/11/19
This budget was modified after discussion at the Annual Meeting 1/26/2020

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

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

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

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*)

OCWM is given by the congregation in their offering. What is collected during the year is submitted to the Conference.

What is the church's current indebtedness?

Total amount of loan debt: \$0.00

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. None at this time.

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

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

If a capital campaign is underway or anticipated, describe:

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

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

Does your church have an endowment?

What is the market value of the assets?

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

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:

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$

Investments/Endowments: \$140,786.90

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$1200.00/month

How is the parsonage used? **Living Quarters**

Street / City / State / Zip: **133 Hill St., Fountain City, WI 54629**

Finished square footage: **2500 sq ft**

Number of Bedrooms, Number of Bathrooms: **4 Bedroom, 1 ½ Bath**

Assessed real estate value: **\$140,000.00**

Available for minister residence: Y/N **Yes**

Expected minister residence: Y/N **Yes**

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

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

Describe all buildings owned by the church:

Very good to excellent repair, maintained on a regular basis.

Describe non-owned buildings or space used or rented by the church: **NA**

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) **Church and Eagle Valley Church, not Parsonage.**

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

Our church is financially secure but have adjusted our budget to reflect upcoming needs and changes.

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.

- | <u>Event:</u> | <u>Year:</u> |
|---|------------------|
| 1. Merging of the Evangelical & Reformed Church of Eagle Valley Church | 1942 |
| 2. New church building, church school addition, remodeling church for handicapped accessibility | 1952, 1968, 1997 |
| 3. Re-Organization of Consistory to be a more overall administrative body including all areas of the church | 1998 |

For the past 10 years **St. John's UCC** church has enjoyed a peaceful, but rewarding harmony within the congregation and also within the community but recently things have changed. We are currently dealing with a world pandemic that is impacting every aspect of our lives and our church. Our church is also in the midst of searching for a new minister due to an unfortunate situation with our prior minister. These challenges are forcing us to reevaluate our needs as a congregation.

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

Currently, St. John's UCC church is going through multiple changes. In December, the church was notified of an impending judgement against our minister. This forced the Consistory to consider the circumstances and to take action; thus prompting **St. John's UCC to evaluate our current needs as a** congregation and our future financial considerations. With these issues foremost in our Consistory **team's** minds, the decision was made to seek a part-time minister going forward. Having previously had full-time ministry, this new change is going to take some navigating and adjusting to be successfully accomplish.

Another unprecedented change was mandated by the Governor of Wisconsin, in response to the world-wide pandemic called COVID-19. Churches, Businesses, and social events were prohibited from running, as normal, or if at all. This mandate came amongst the Consistory's discussions on our minister situation. Through the pandemic, **St. John's UCC has been in regular contact with the** members of the church through emails and through newsletters. Members were given service options that were available to listen to on-line. Several services have been and, are being offered, at Eagle Valley Church in an outdoor setting, with members being required to wear masks and bring their own seating. Members are being asked to socially distance from one another. Keyboards and a sound system have brought the services to life for us. Although these options are less than ideal, they have offered us ways to be together, in faith, as a Christian family.

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?)

Conflict is inevitable but does not have to be unhealthy or fatal. For many years our congregation existed in harmony without any major road bumps. We were being lead by a very personable and outgoing minister who was loved and well perceived by the congregation. The children loved him and learned from him. This idealic world became a world of conflict when the Consistory was informed our faith leader was engaged in behavior outside of the UCC faith. Congregants were pulled in different directions with some believing that the charges against him were a hoax. The congregation became divided. Conflict arose interpersonally as well. The Consistory group met with our Association leaders

and also with our minister. They met with legal council as well. Facts were discussed openly with our congregation as to what the UCC Association was **advising. With the termination of our minister from St. John's UCC Church, we** have learned that we have a healthy congregation that is willing to storm through the battles together. The loss of a beloved minister, due to unethical behavior, does not have to be fatal. As a congregation, we have learned from this and are **continuing to grow through God's leadership. St. John's UCC is seeking a** minister that can help us continue to grow in faith and guide us through our internal and external conflicts.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Donald King	1991-1994	Y
Rev. Linda Hadley	1995-1998	Y
Rev. Fritz West	1998-2007	Y
Rev. Greg Ferriss	2009-2020	Y

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

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

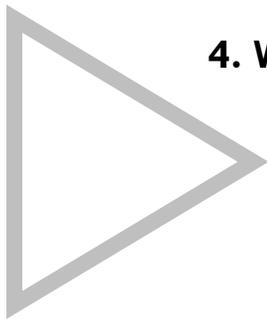
Y/N/Ask us NO

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 YES



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?

St. John’s UCC takes pride in our community. Our congregation continually strives to be service oriented. Within the past couple of years, we have developed a well-organized and well stocked food shelf that is open to the public. The food shelf is funded by the church through donations. Along with the food shelf **St. John’s takes pleasure** in being able to assist the Cochrane-Fountain City School with their backpack meal program. Members of our church take delivery of the food product and unload the trucks for this program. **St. John’s UCC offers** storage for the food items for this program. Our members also organize and pack the backpacks to be distributed through the school.

St. John’s UCC also holds worship services at a very popular community festival in Fountain City, Wisconsin. The Old Time Farm Fest draws people from all over the Midwest to participate in this annual event. Many of our members can be found volunteering their services wherever needed throughout this festival weekend. Furthermore, our church service has been a regular part of the Sunday morning programming for this event.

St. John’s UCC respects and cherishes our community. Our members willingly offer their assistance in making it a wonderful neighborhood in which we call home.

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

With prior pastoral guidance our church was more active within the association. We are looking to have a much stronger connection again. This is one of our primary goals in our search for a new minister.

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

Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input 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 type="checkbox"/> None |

Again, this is an area that we would like to become more involved in as a congregation. We are praying for guidance to become more active in programs offered through the United Church of Christ Association.

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?

Yes. The Pastoral Search Committee has talked in detail and would sincerely love to see our church become a lot more familiar with, and active in, the areas listed above that would be of benefit to our community and our church.

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

Programs and/or activities that St. John's UCC actively offers are: Eagle Valley Community Church Services, Thanksgiving Services, Easter Breakfast, Women's Guild Activities, A Book Club, Habitat for Humanities, and Blessing of the Palms on Palm Sunday. You do not have to be a member of our church, nor a member of our own community to be welcomed to participate in these events.

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 states: It shall be the purpose of this organization to establish and maintain within the Fountain City community a Christian congregation to promote a life for worship, to promote a Christian live, and to advance the Kingdom of God by all means, both at home and abroad.

Our church actively holds interfaith activities, such as our prayer chain and book club, that is open and inclusive. Our community is well balanced between church and being active in the community.

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?

St. John's UCC expects our minister to spend time in our community getting to know our citizens. We expect faith-based actions within church as well as our community. We encourage our minister to become and active part of the community we love.

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?

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?

St. John's UCC is very reflective of other local church demographics.

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

Currently, Demographics of our community has not impacted our ministry.

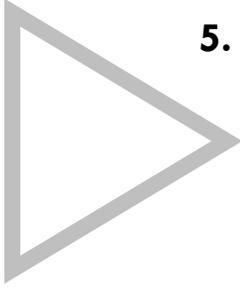
What do you hear when you talk to community leaders and ask them what your church is known for?

Our Church is known for its friendly, welcoming congregation. Our congregation is continually complimented, by guests, at how our members have extended friendly greetings and inclusive behavior towards everyone, members or not.

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

Our pastoral search committee includes a member that is new to St. **John's** Church and new to the UCC Association. What drew her to our church? She indicated that for her the answer is twofold. One of the strongest reasons she had for joining St. **John's** UCC was the congregational members themselves. She has been an active member of our community for numerous years, and she has known many members through her involvement within the community. She has attended both weddings and funerals in our church, prior to becoming a member, and was drawn to the people and the inclusiveness of this church. This is not a new reason for members to seek out our congregation. We have been complimented on this many times.

The second reason she indicated that she was interested in being a part of the UCC Association was that we allow all members to have a voice. Many synods do not allow women to have voting rights, the right to serve on a committee, or to actively preach **God's** word. All people are important to St. **John's** UCC and are welcome to be involved in any aspects of the church that they feel comfortable in. We do not exclude by sex, nationality, age, abilities or by community status. St. **John's** encourages our women and men to be advocates of **God's** word.



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Jenny Schaffner

S2480 Canada Ridge Road

Fountain City, WI 54629

e. daleschaffner@msn.com

h. 608-687-8466

(Spouse of current church member)

REFERENCE 2

Rev. George Schowalter

125 Cedar Ridge Dr. Apt S234

West Bend, WI 53095-3684

e. gschowalter89@gmail.com

(Retired Minister)

REFERENCE 3

Rev. Fritz West

200 Oak Knoll Dr.

Marine, MN 55047

e. fritzwest@frontier.net

h. 651-367-4634

(Retired Minister)

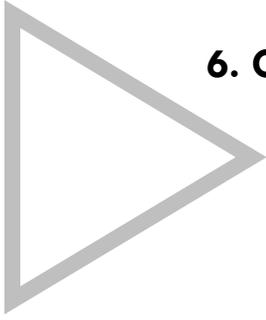
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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:

LORD BE OUR GUIDE

We are praying for God's direction,
To give us wisdom to make a fitting selection
In the search for our spiritual guide.
One to which God's teachings will abide.

This world has brought such tribulation
Between riots and cries of discrimination.
Mankind has lost touch with Jesus,
Engaging in behavior that doesn't please us.

Please make our church a sanctuary
And our minister a visionary
To all people who seek hope and unity
Welcomed to a family based on Christianity.

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.

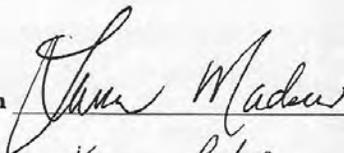
1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (for example, church council or consistory, transition team, etc.)

St. John's UCC asked for volunteers to serve on a pastoral search committee. Our committee consists of the following members of St. John's UCC Church: Laura Madsen, Karen Pehler, Steven Prussing, David Schaffner, Cara Lee Wiersgalla, and Sandra Wunderlich

2. Additional comments for interpreting the profile:

Signed:

Laura Madsen



Date: 10/14/20

Karen Pehler



Date: 10/14/20

Steven Prussing



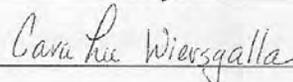
Date: 10/14/20

David Schaffner



Date: 10/14/20

Cara Lee Wiersgalla



Date: 10-14 2020

Sandra Wunderlich



Date: 10 14-20

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:

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

Email: rmacdougall@wcucc.org

Phone: 715-308-6120

Date: March 1, 2021

**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