

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Hope United Church of Christ

March 3, 2021

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

*“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-tellings 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 the 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 MissionInsite 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.



1a. LISTING INFORMATION

Church name: Hope United Church of Christ
Street address: 210 Michaels St., Cochrane WI, 54622
Supplemental web links: www.hopeunitedcochrane.org

Additional ecumenical affiliations:

Hope UCC has recently agreed on a shared ministry covenant with St. John's UCC, Fountain City, WI.

Conference: WI Conference of the United Church of Christ
Association: Northwest Association of the WI Conference
UCC Conference or Association Staff Contact Person: Rev. Rob MacDougall, Associate
Conference Minister, Northwest Association, 715-308-6120, macdougall@wcucc.org

Summary Ministry Description:

Hope church is enthusiastically moving into the future with faith that God goes before us, is with us and will not leave us. We see ourselves as a Christian gathering place for our members, friends, and community. We are a dedicated membership supporting each other and cheerfully anticipating developing a supportive relationship with St. John's UCC, who we have just joined with in a Shared Ministry Covenant.

Photographs:



Our church with its new addition that includes a lift for easy access to all levels.



The pulpit



The fellowship hall



One of our many events open to the entire community - the Pet Blessing Service

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

The Cochrane-Buffalo City area is a quiet bedroom community surrounded by bluffs and the Mississippi River with recreation opportunities all around us. The population of the two communities together is around 1,500 with a school system that includes our communities as well as Fountain City. Many travel to work or for necessities to Winona, Minnesota, which is about 20 miles away.

Current size of membership: 56 members - 48 active non-members including children

Languages used in ministry (*other than English*) : Open to other languages/cultures

Position Title: Full time minister (1/3 Hope UCC, 2/3 St. John's UCC)

Position Duration:

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

Compensation Level

Shared with St. John's UCC based on covenant agreement Hope will pay a compensation package of 33%.

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

- Preparation and leadership of Sunday worship including scripture, liturgy and bulletin, sermon preparation, planning of music, preaching, offering of prayers, etc. and guiding lay liturgists from the congregation as needed
- Limited pastoral care in collaboration with lay people, primarily Sunday conversations, visits to our sick or shut-ins as needed, baptisms and funerals in conjunction with lay people while energizing and deepening spiritual connections and understanding of faith
- Participation in wider church activities as time permits
- Help lead lay individuals in providing children's and adult education opportunities

We feel there are several tasks that we agree a 1/3 time pastor will not necessarily need to be responsible for. As a congregation, we have grown over the past 5 years with a part-time pastor and many have volunteered and stepped up to take care of the day to day operations of the church. Things such as planning special events and fundraisers, bookwork, calendars, newsletters and updating websites and social media are already done by consistory members or other volunteers from the congregation. Larger tasks like planning and leading worship have also been done regularly by members of our congregation in the past several years.

Core Competencies:

- Adaptable
- Effective communicator: speaking, listening, and writing
- Innovative/Creative

1c. COMPENSATION AND SUPPORT

Salary Basis: \$23,000 for 1/3 time position to be added with St. John's 2/3 package

Benefits: Optional benefits are included in the \$23,000 salary basis.

What is the expected living situation for your next minister

We would expect a pastor, shared with St. John's UCC, to live in their parsonage in Fountain City, WI.

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

There are resources available within the Northwest Association of WI Conference of the UCC and the WI Conference of the UCC.

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

We are open to working with a potential minister to schedule services and other church activities around his or her schedule. We have several great lay individuals in the church who have stepped up in the past five years to lead services, youth groups, fundraisers and take on other tasks to help ease the workload for a part time pastor and keep our church running smoothly.

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.

We would like to find a pastor that would be willing to preach most Sundays and Holidays and be a guiding hand to our lay members who will fill in as needed. As a church we have always been open to baptisms, weddings and funerals for the entire community, and if possible, we would like to continue that practice as it fits in a new pastor's schedule. We also recently set up our own Laity Team to assist with hospital and shut-in visits, and conduct a funeral, when the pastor is not available if all involved are comfortable.

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

We would love to find a pastor that shares our vision in opening our arms to all community members and welcoming all whenever and wherever they are on their spiritual journey.

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

We are a majority, if not completely English speaking congregation. While open and eager to learn about all cultures we have no specific cultural needs.

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

Exhibiting a Spiritual Foundation and Ongoing Spiritual Practices - Living a life guided by the Holy Spirit, loving God and being committed to a lifelong spiritual development.

Building Transformational Leadership Skills - Aiding the church to be faithful to God's call through encouraging leadership development through congregational lifelong learning.

Caring for all Creation - Caring for the world around us and learning to balance life which includes caring for yourself and others.

Working Together with Justice and Mercy - Understanding community situations that affect all around us by building mutual relationships of trust in our congregation and community.



WHO IS GOD CALLING US TO BECOME?

Love the Lord your God with all your heart, and with all your soul, and with all your
22:37 NRSV)

Who is God calling you to become as a congregation?

Our congregation is being called to help encourage friends, family and members of the community to be open and caring individuals serving all around us in as many ways possible. From the pursuit and accomplishment of a large accessibility project for our church building, to a meal program offering meals to all community children during the summer months when maybe some families have a hard time providing, our congregation is answering a call to better ourselves and our community in many ways.

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

Our small congregation has envisioned a church accessible to all for many years. Seeing the aging members of our church and community we felt it important to be able to accommodate everyone. After years of discussion, leaders took a leap of faith with overwhelming support of the entire congregation into a huge endeavor to make the church accessible to all by adding a lift along with a handicap accessible bathroom and extra fellowship and kitchen space. A year-long capital campaign, directed by Charles Blaisdell of the United Church of Christ Church Building and Loan, was established and monies pledged to be used along with other church finances to make the project happen. Thanks to overwhelming support of our members, friends and community, our little church is now completely accessible to all.

On a slightly smaller scale, but even more community-focused. Our small internal group called “Hope in Action” created a summer lunch program to provide meals to any children in the community that may need a meal during the summer days when not in school. The program started three years ago at the park, where children were invited to come enjoy a sack lunch and play games once a week. Due to Covid, the program shifted this past summer to a delivery of meals to 26 children. The group sees the importance of keeping our community youth healthy and connected and plan to continue with this and other outreach programs.

WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

SUPPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

e. CHURCH FINANCES

f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

Hope UCC Mission Statement: Together, inspired by God's love and with encouragement from one another, we empower ourselves to share our faith, hope and love in the strong name of Jesus Christ. We pledge to support the strengths of each congregation in the service of God within our respective communities.

The Trinity, God, Jesus, and the Holy Spirit, is used in our liturgy. We are not opposed to using gender neutral names. We feel we are open to learning and practicing.

Describe several strengths or positive qualities of your congregation.

Our congregation is made up of both men and women with a wide range of age and experience. Members and friends of the church are all very willing to step up and take on tasks associated with keeping our little church vital.. From heading fundraisers, to turning on the lights and heat each Sunday. Everyone finds their niche and ways to help. The congregation as a whole is often described by new members as welcoming to all. Our doors are always open to other groups in the communities and we have found great connections with several organizations that we have helped over the years and in return they have helped us.

Describe what worship is like when your congregation gathers.

Worship takes place in the sanctuary. During the Covid-19 time we did not hold in-building services. We provided Order of Worship and video messages on our web page, hopeunitedcochrane.org, and our Facebook page, Hope United Church of Christ. We did hold outdoors service on our church lawn and in Cochrane's park pavilion next to the church building. Services are usually structured with scripture and a message teaching us how to model Christian principles in today's world.

Our baptisms are held during the worship service with the minister following the baptism service found in the UCC's Order of Worship book. The family and sponsors are called forward to witness the baptism. The family, sponsors, and congregation answer vows to support the

newly baptised person. The pastor can be adaptable according to personal needs. A baptism is joyful and even fun, but Hope recognizes baptism as a sacrament, so it's also sacred. Phrases used to describe good preaching include messages that can make Christianity relevant to people today and preaching/teaching to encourage growth and challenge our congregation to live a life Jesus would want us to live.

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

GOD2L (God Opens Doors to Love), Hope's Sunday School, meets on Wednesday afternoons after school. The children's curriculum is the Picture the Bible curriculum developed by Rev. Stacy Meyer, First Congregational UCC, River Falls, WI. Children participate in worship services at least once a month, singing, readings, lighting candles and other involvement so they feel part of Hope church.

In 2019 several Hope members participated in the Damascus Project, Returning to the Sacred Text with focus on Anne Robertson's book, New Vision For an Old Story. Since then a Hope group completed the three series study of Anne Robertson's, What is the Bible?, Introducing the Old Testament, and Introducing the New Testament. The members who attended these studies found their faith enriched and look forward to more study groups in the future.

Hope church also has one member beginning the process to become a MID, Member in Discernment. We intend to be as supportive of her as we can be as this is a major life decision.

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? Two to four hours are spent at consistory meetings. Hope in Action usually meets monthly for two or three hours. GOD2L, Sunday School, leaders meet thirty to forty-five minutes weekly before each session.

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

There have been times when the minister was not able to lead Sunday worship, due to illness or severe weather conditions. Lay leaders stepped up and led the services.

Consistory uses email to make time sensitive decisions using by-law protocols to call special congregational meetings when necessary.

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

3b. 11-YEAR REPORT

***See Attached

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	56	
Number of active non-members:	48	
Total of church participants (sum of the numbers above):	104	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	24%	
Less than 10, more than 5 years:	11%	
Less than 5 years:	65%	

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>
16	14	5	1	19	13	6	17	13	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1	yes
Households with minors:	50	yes
Single adults age 35-65:	1	yes
Joint households with no minors:	40	yes
Single adults over 65:	8	yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	10	yes
College:	75	yes
Graduate School:	5	yes
Specialty Training:	10	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:	30	yes
Adults who are retired:	60	yes
Adults who are not fully employed:	10	yes

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

Occupations include administrative work, city clerk/treasurer, skilled craftspeople, education professionals, 911 dispatcher, factory positions, and farmers.

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?

We are mono-cultural because our region is mono-cultural. But we are open to diversity. We believe the UCC belief, “Wherever you are on your spiritual journey you are welcome here.”

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:

After being introduced to the book: Weird Church: Welcome to the Twenty-First Century, by Paul Nixon we developed a committee, Hope in Action. The group chose a 2019 theme, Embracing All People. They initiated a monthly Soup and Story evening. People gathered to share soup and bread and friendship at an informal sharing time. They also invited guest speakers, who included representatives from Project Fine: Focus on Integrating Newcomers through Education, in Winona, MN. A group of Hope members attended a service at the Native

American, Ho-Chunk UCC, in Black River Falls, WI.. We intended to invite them to our church in 2020 but COVID-19 stopped those plans.

3d. PARTICIPATION AND STAFFING

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	4	Pastor
Baptisms (<i>number last year</i>)	0	Pastor
Children's Groups or Classes	18	Lay Leaders
Christmas Eve and Easter Worship	40	Pastor
Church-wide Meals	25	Church Members
Choirs and Music Groups	0	
Church-based Bible Study	5	Pastor
Communion (<i>served how often?</i>)	20/monthly	Pastor
Community Meals	75	Church members
Confirmation (<i>number confirmed last year</i>)	2	Pastor
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	2	Pastor/Member Group
Intergenerational Groups	0	
Outdoor Worship	20	Pastor/Church Members
Prayer or Meditation Groups	12	Church Adult Group
Public Advocacy Work	100	Suicide Awareness Group
Retreats	0	
Theology or Bible Programs in the Community	0	

Weddings (<i>number last year</i>)	0	
Worship (time slot: 9:30)	20	Pastor/Lay Leaders
Young Adult Groups or Classes	0	
Youth Groups or Classes	2	Pastor
Other: Summer Youth Meals	25	Church Adult Group

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). Not Applicable

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: Not Applicable

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
Sunday School teachers	Staff	Volunteer	Consistory	2 primary teachers - 5 years 2+ helpers
Building/Grounds Maintenance	Staff	Volunteer	Consistory	Volunteers rotate
Secretarial	Staff	Volunteer	Consistory	Volunteers rotate

REFLECTION:

Our congregation is made up of a diverse group of individuals who often step up to help fill roles and take care of tasks that need to be done. We strive to make everyone feel welcome, which we think reflects in our active non-members list. Many of these are community families who have joined our youth Sunday school program. Looking at the members who have joined in the last 5 years, many of these are also families that started by sending their children to Sunday school and attending church occasionally. Others are friends of members or community members who attended one or more of our community-based events over the years and found our congregation to be welcoming and encouraging and a place they wanted to grow and connect with God.

3e. CHURCH FINANCES

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

2019/2020 Actuals (comparison due to Covid)

Source	Amount 2019/2020
Annual Offerings and Pledged Giving	\$34,700/ \$20,650
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events *Does not include capital campaign fundraising	\$2,870 / \$4,080
Gifts Designated for a Specific Purpose	**Please see attached for Building project recap
Grants *Does not include capital campaign grant	0 / \$1,000
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	**With building project
Other (specify): Interest on CDs/Savings Accounts	\$1,370 / \$1,020
Other (specify): Covid Small Business Grant	\$ / \$5529
TOTAL	\$38,940 / \$32,279

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

2019 - \$40,651 2020 - \$40,164

****See Attached Budget**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 2019 - 66% 2020 - 67%

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) (2019/2020)

___ One Great Hour of Sharing (2019)

___ Christmas Fund (2019)

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

What is the church's current indebtedness?

Total amount of loan debt: \$91,873 as of December 2020

Reason for debt: Accessibility Project

Are capital and other payments current? Yes

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

In 2019 our Hope congregation took a huge leap of faith and approved a capital campaign to raise money to make our church building accessible to all. Hope hired Rev. Charles Blaisdell from the United Church of Christ Church Building and Loan to help us accomplish our goal.

“Lifting Up Hope for All” was formed and church members, friends and families, community members and local businesses made it very clear with their initial donations, pledges and support of fundraisers that the project was highly supported.

Capital Campaign start date: August 22, 2019

Actual Project start date: May 19, 2020

Project completion date: October 27, 2020

Total Project Cost: \$206,772

Year(s)	Purpose	Goal	Result	Impact
2019-present	Accessibility Project	\$200,000	\$112,500	See Below

If a capital campaign is underway or anticipated, describe:

“Lifting Up Hope For All” capital campaign began in August of 2019 with a goal to raise enough money to add a lift, handicap accessible bathroom and additional space to our church making it accessible to all.

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

The Lifting Up Hope For All Capital Campaign was organized through a joint effort of the Hope UCC consistory and the Capital Campaign committee made up of volunteer members of the church. All worked with Charles Blaisdell to organize a very successful campaign. Pledges and donations were sought from members, friends, family, community members and businesses. Several fundraisers were also organized including dinners and garage sales.

Initial campaign goal: \$200,000

Pledges: \$94,625

Private donations: \$4,635

Business donations: \$4,384

Fundraisers: \$6,291

Grant received: \$2,500

Total Project cost: \$206,772 (Lift and building addition)

Loan taken: \$98,500

Current loan balance: \$91,873

Does your church have an endowment? No

Other Assets:

Reserves (savings): \$7,500 in a Building Maintenance Fund

Investments (other than endowment): \$32,483 CD

Does your church have a parsonage? No

Describe all buildings owned by the church:

Church building valued at \$358,000 and small shed valued at \$2,000.

Describe non-owned buildings or space used or rented by the church: Goose Lake Park, VFW Hall, Foelsch Riverside Park, Flag Memorial Site, all Cochrane, WI

Which spaces are accessible to wheelchairs?

All spaces excluding the pulpit are now accessible to wheelchairs

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

In the last five years the church has gone through many significant changes that are reflected when looking at our budget. We have adjusted to pay a half-time pastor as much as we could for the work she has done and at the same time volunteers in the church have stepped up to take on some of these responsibilities to ease the financial burden on the church. Our small congregation saw a need to make our church accessible to all and voted as an overwhelming majority to pursue what was a very large undertaking both financially and physically for our church. That project has been a huge success, even in the midst of a pandemic. And we are excited to move forward with our new building which will hopefully be more inviting and make all feel welcome to join us.

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.

Hope Church has been shaped significantly in the past 10 years by our two pastors. Both taught us that we could come together with God, grow and achieve great things even though we are a little church with a smaller membership. Going from having a full-time pastor shared with another congregation to being on our own with a part-time pastor was a great undertaking but we feel we grew spiritually and bonded as the little congregation we are to achieve many new things. We spread tasks out among volunteer members, we grew in membership by opening our arms to all and we believed in our Christian education and continued to learn.

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

The most recent, and biggest event in the past 10 plus years is obviously the huge undertaking of the accessibility project mentioned above. As a congregation, we learned great things can be achieved no matter how big or little you are.

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.

With the large-scale accessibility project there was obviously hesitation and some conflict as to what we should and could take on. Productive discussions on both sides of the project occurred at the consistory meetings as well as congregational meetings. All were always allowed input and time was given to answer questions. Votes by the congregation and consistory were done in timely fashion following our by-laws and in the end an overwhelming majority voted to continue with the campaign to raise money and eventually begin the building process.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Colleen Kwong	5	Y
Marcy Heil	7	Y
Lisa Bodenhien	11	Y
David Deters	4	Y

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

We have found our congregation to be flexible and eager to experience new thoughts and ideas over the years which has made it easier to welcome a new pastor.

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

Ask us

Has your church been involved in a Situational Support Consultation?

No

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

No



WHO IS OUR NEIGHBOR?

"Love your neighbor as yourself." (Matthew 22:39 NRSV)

VISION

InSite

4a. COMMUNITY VISION

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

Our small congregation sees the importance of staying very active in the community and always inviting all to join us. We have hosted several annual events in the past 5 or more years that we have always invited all to join in. Due to Covid many of these had to be cancelled or postponed this year. These include:

Sunday/Ice Cream Social - free outdoor event that includes food, music and games for families

Pet Blessing - Pet blessing service all are invited to bring any animals they would like blessed

Children's Lunch Program - open to all children in the area to receive a free meal each week during the summer

God2L (Sunday School) - our youth education program is open to all community members, not just church members

Soup and Stories events - Our Hope in Action committee planned a series of evenings where all community members were invited to come enjoy bread and soup and share stories, readings, poems, and scripture.

Embracing All People - Hope in Action's 2019 theme.

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

One of our members made over 3,000 small wooden tree ornaments for the General Synod in Milwaukee, Wisconsin, in 2019 to add to the welcome bags. Children from the Sunday School program helped package each tree with a note from Hope UCC.

Members of the congregation also participated in a service with Ho-Chunk UCC church in our conference that has integrated their Native American traditions with the Christian traditions of their UCC church in Black River Falls. Our members were welcomed there for a unique service and meal after and came back to share with all.

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

The church has in the past participated in ecumenical services in the 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 focuses on connecting, nurturing and practicing the language of Hope which we strive for in everything we do. We may be smaller in numbers but we spend a majority of our time finding ways to welcome all and integrate our church into 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?

We feel a pastor should be able to balance his or her time between their community ministry, the wider church and our congregation's expectations.

4b. MISSION InSite

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

We have not formally put a MissionInSite report together due to our small size and lack of time needed to complete the entire report.

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 church's internal demographics are very comparable to the neighborhoods/ communities around us. A majority of the population are Caucasian/English speaking.

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

Demographics do not seem to play a factor in the ministry in the area currently. We do have neighboring ministers of other denominations who are outside the majority demographically.

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

Leaders in the community recognize the welcoming arms of Hope UCC and our willingness to help when needed. Local groups feel comfortable asking for our support.

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

New friends and members of Hope UCC often say they attend or have joined the church because they have felt so welcomed.



REFERENCES

REFERENCE 1

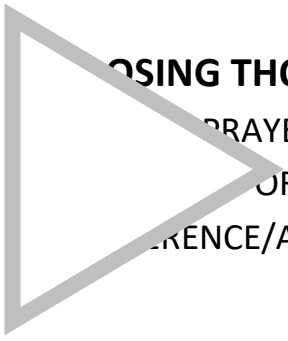
Charles Blaisdell / Capital Campaign Advisor / UCC Church Building Loan Fund
(808-443-1481 / blaisdellc@ucc.org / Former Capital Campaign Advisor)

REFERENCE 2

Colleen Kwong / Retired Pastor & Artist
262-424-2818 / colleenzkwong@gmail.com / Former Pastor

REFERENCE 3

Deb Helgeson / President/ Hope 4 U Suicide Awareness Group
715-530-3076 / deb_455@yahoo.com / Community Leader



CLOSING THOUGHTS

PRAYER

OF CONSENT

REFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Jeremiah 29:11 (NIV) For I know the plans I have for you,” declares the Lord,
“plans to prosper you and not to harm you, plans to give you hope and a future.

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?

Church Consistory, Pastoral Search Committee Members, Church Treasurer, Lifting Up Hope Recorder

2. Additional comments for interpreting the profile:

Signed:

Marilyn Bollinger

Jenny Ehlenfeldt

Ben Holien

Barb LaDuke

Hope UCC Pastoral Search Committee Members
January , 2021

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:

A handwritten signature in black ink, appearing to read "Rev. Rob MacDougall", with a stylized flourish at the end.

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

Email: rmacdougall@wcucc.org

Phone: 715-308-6120

Date: March 3, 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