

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

First Congregational UCC Hartland
Hartland, WI

Minister – Part Time

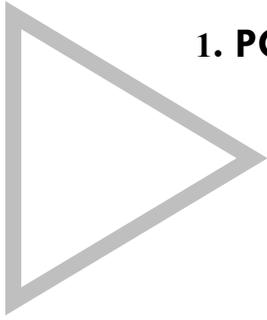
Wisconsin Conference, Southeast Association

June 15, 2021

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church Name: First Congregational Church UCC Hartland
Street Address: 111 Church St., Hartland, WI 53029
Supplemental Web Links: ucchartland.com

Additional Ecumenical Affiliations

Conference: Wisconsin

Association: Southeast

Shared Pastor with First Congregational Church of Genesee, UCC, Inc.

UCC Conference or Association Staff Contact Person

Lorraine Cenicerros

Associate Conference Minister

608-630-2992

lcenicerros@wcucc.org

Summary Ministry Description:

Ours is a small, cohesive, mostly senior, respectful, progressive church with a welcoming attitude, a focus on ministry to seniors, a long-time commitment to the Hartland Food Pantry and to sharing our facility with the community. As the oldest church in our community, dating back to 1842, we have a prime location on the main street on the edge of our downtown area in a beautiful rolling lake country region. We have a congregation committed to outreach in our community, the surrounding area, and a history of significant involvement in homebuilding with other Wisconsin UCC Churches in Honduras. With our recent shared minister arrangement with First Congregational UCC Genesee, we know we can continue to be a very strong and engaged church operating on a smaller budget. We have appreciated our connection with another church with over 175 years of history and we support and engage with each other effectively. We aim to continue the path we have been following in recent years and do hope to attract others to our

warm congregation. We seek a caring, upbeat minister who can lead and inspire us in worship, create energy in the congregation, become a resource in the community and perhaps bring a sense of lightness and humor our way.

Photographs:





What we value about living in our area:

Hartland is a lovely, rural small town in the rolling lake district with its wealth of cultural and recreational activities. The Hartland community is growing, as families and empty nesters alike are attracted to the quality of life, the tree lined streets and the natural resources. Our suburban location offers award-winning educational options, growing economic opportunities, and strong recreational alternatives. Thirty minutes to the east are Milwaukee and Lake Michigan, a vibrant fresh coast metropolitan area with outstanding cultural, educational, recreational, and economic offerings. The city hosts professional baseball, basketball and ice hockey teams, a symphony, ballet, and numerous operas, theater, and dance groups as well as an internationally recognized art museum and a natural history and children's museum. Madison, the state capital, lies 40 minutes to the west; and Chicago is a two-hour drive or a fun train ride away.

Waukesha County is the Milwaukee Region's second-largest county and one of its primary economic engines. It offers every type of business opportunity, from the retail and corporate offices that line Blue Mound Road to the world-class printing and manufacturing complexes in Waukesha and Sussex; from established business parks in New Berlin to the new state-of-of-the-art housing/retail development at Pabst Farms. Intersected by two interstate highways and served by its own general-aviation airport, Waukesha County is a logical location for businesses. Several nationally and internationally known companies are located here, including Quad/Graphics, the world's largest privately owned printer; and Kohl's Corp., the nation's fastest-growing department store chain.

Current size of membership:

About 70 members and friends

Languages used in ministry:

English

Position Title:

Part Time Settled Minister

Position Duration:

We seek a settled longer-term minister, supporting our continued ministry and helping the church expand membership.

Compensation Level:

Part time with negotiable package

Does the total support package meet conference compensation guidelines?

Yes

1b. SCOPE OF WORK

Core Competencies:

We look forward to welcoming a caring, upbeat minister who can lead and inspire us in worship and Bible study, helping relate Christianity to our daily lives while interpreting issues of diversity and social justice. We seek someone compassionate for those needing pastoral care and supportive in situations of crisis. God is leading us to someone who can create energy in the congregation, become a resource in the community, is savvy in technology and brings a sense of lightness and humor our way.

1c. COMPENSATION AND SUPPORT

Salary Basis:

The church follows compensation guidelines and establishes a total package offer, which the minister can customize to meet their personal needs. This position will be a half time position with priority for planning and delivery of church services for the congregants and adult Bible studies.

Benefits:

Salary plus Benefits, per Conference guidelines

What is the expected living situation for your next minister:

The minister has many options for housing in the area and ideally will be situated convenient to both churches being served. The churches are roughly 20 minutes apart by car on a Sunday morning.

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

A strong preference that the minister reside within the Hartland/Genesee area and engage in community programming/organizations.

State any incentives:

Negotiable following Conference guidelines

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

Continuing education allowance, meeting expenses and ministerial expenses are all budgeted for annually. The Wisconsin Conference of the UCC and the SE Association offer many educational conferences, support committees and volunteer opportunities for all UCC Pastors.

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

The minister will be part time at both First Congregational UCC Hartland and First Congregational UCC Genesee, which in essence makes for full time employment.

The minister holds hours at both churches. The sermon can be common across the congregations, following the lectionary. The churches alternate times for services every six months, rotating mid-July and mid-January with a schedule of either 9:00 a.m. or 10:30 a.m. service times, allowing a 20-minute commute between the congregations. Some Bible studies are held jointly, and some are held at each location.

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 look forward to collaborating with a minister who can lead and inspire us in worship and Bible study, helping relate Christianity to our daily lives while interpreting issues of diversity and social justice. Together we support those congregants needing pastoral care while being a resource in the community as we continue on a path of active support of seniors, a local food pantry and other area nonprofits. We seek a pastor that can challenge us and coach us on bringing more young families and more diversity in general to our congregation.

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

First Congregational UCC Hartland has strong Congregational roots, with a very active lay leadership who will call and work closely with the minister, continuing to move the church forward. The congregants are very active in addressing the needs throughout the community supporting organizations including the Learning In Retirement classes held at the church, the Lake Country Children's Theatre Academy, the Hartland Food Pantry, the Lake Country Cares Cab service, Meals on Wheels and the library. We also support a county wide non-profit called Hope Center that provides a food service with our time serving the food, assisting with fundraising events and donations.

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

Services, Bible studies, meetings and other community engagement is generally all conducted in English.

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

Exhibiting a Spiritual Foundation and Ongoing Spiritual Practices

- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

Caring for All Creation

- Nurturing care and compassion for God’s creation.
- Providing hope and healing to a hurting world.

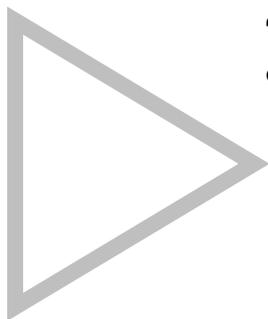
Working Together for Justice and Mercy

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Understanding community context and navigating change within a community.

Strengthening Inter-and Intra-Personal Assets

- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.

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?

God is calling us to be a congregation that welcomes all, lovingly supports our membership and reaches out to the community to share our facility, our time and our treasure to support basic needs, enhance life for seniors, strengthen families and support youth development.

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

We strive to be a welcoming and open congregation, sharing God's love within our congregation as well as with our neighbors and community through worship, study, friendship and caring.

Our church is in the heart of Hartland. Six or seven years ago, we decided to proactively share the facility with the community and focus on services to seniors. To that end, we have established a highly successful Learning In Retirement hub in one of our social rooms and are now remodeling another classroom area to expand that program, combining two former sanctuary level classrooms. Our second lower social room is now used extensively by the Lake Country Children's Theater Academy for their programming year-round and they have used the sanctuary for community wide Christmas programs. The church is also used by The Womens Club of Hartland and TOPS weight loss group. A section of the parking lot is rented weekdays to Grandma's House daycare across the street. With all these community activities and our Bible studies, our parking lot is a busy place on weekdays and weekends, which sends a nice sign of vitality to the community.

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.

We are a progressive, caring, and friendly church, with a strong tradition of mission, open and welcoming to all, located in downtown Hartland.

We participate through outreach in the community through such things as serving food on our lawn during the Hometown Parade, volunteering at and donating to the food pantry and going on mission trips.

The congregation is generous with their time in volunteering to meet the needs of the church, giving rides as needed, doing maintenance on the church and grounds and in a myriad of other areas.

Our members value tradition yet is open to new ideas. We have a sense of humor. We like to socialize each Sunday before or after service, and to continually move our church and community forward. We firmly believe that God is still listening and speaking, and we are excited to embrace a new minister. We appreciate learning the meanings of the scriptures and applications to our daily lives.

Learn more about us on our website at ucchartland.com.

Describe several strengths or positive qualities of your congregation.

We are a congregation with members who care about each other, the work of the church and the community. We have strong and stable lay leadership. We have had a good experience under the spiritual leadership of our most recent part time minister, who we called, knowing he might retire in three years. He stayed four and a half years, as a shared pastor with nearby First Congregational UCC of Genesee, and we are in a good position as a congregation to welcome another settled part time pastor. We have a strong relationship with First Congregational UCC Genesee and know that our two churches can work effectively together with a shared minister. The Hartland and Genesee churches are not officially merged but work well in a covenant with each other.

Describe what worship is like when your congregation gathers.

The Congregation has indicated that the following are some of the styles of preaching that they appreciate - inspirational and spiritual, narrative and story based; analytical and scholarly relating to contemporary situations; casual and practical; open to surprises.

There is one weekly service in English held at either 9:00 a.m. or 10:30 a.m. on Sundays, rotating mid-July and mid-January with First Congregational UCC Genesee. Special services are held throughout the year for church holidays. Communion is served on the first Sunday of each month and at other special services, such as Ash Wednesday and Maundy Thursday. Members gather in the Narthex for social time before the service and have coffee hour typically following the service in our social room, though that varies with our flex schedule. A television, connected to a digital video camera, broadcasts the service in the narthex, enabling all to still be able to participate in worship.

We enjoy the light filtering through our sanctuary from our beautiful stained-glass windows and are open to a minister leading us in worship either at the pulpit or interfacing more actively from the floor. Prior to Covid, our choir lead us in worship music two Sundays a month. An organist or piano accompanist play every Sunday. During Covid, when services have been held jointly with UCC Genesee via Zoom, we've had special recorded music or our minister has accompanied us with his guitar as he broadcast from his home. More recently we have broadcast from the church and are moving to in person services while also broadcasting starting in early May 2021.

The sanctuary, which is air-conditioned in summer, is an open and spacious traditional worship area with excellent acoustics for services. The 1927 pipe organ and piano add to the worship atmosphere, accompanying the congregation and choir on hymns and anthems. The raised chancel area includes a large wooden cross above the altar/communion table, a pulpit and lectern. The cushioned wood pews, chairs for the choir in the nave and a small balcony provide seating for approximately 125 worshippers.

The large colorful stained-glass window of Jesus Knocking on the Door is seen from the chancel and choir area and as worshippers enter and leave the sanctuary. The sanctuary is filled with bright welcoming light on sunny mornings and has period chandeliers for additional light on darker days and evenings. The woodwork throughout is lovely.

Children join us for the first 20 minutes of church and depart for Sunday school after the children's message. Infants and preschoolers are cared for in the nursery.

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

Our congregation appreciates Bible studies in sessions held throughout the year. Studies are held at church or held jointly with First Congregational UCC Genesee at the pastor's home or currently via Zoom and the phone. There has been high participation in Sunday worship and Thursday Bible studies via Zoom during the pandemic because of a greater need to connect socially and spiritually. Biblically based learning with modern applications generally helps us connect the dots.

Our children's ministry reaches out to a small group of multi-age children who participate in the first 20 minutes of the adult service and then join the pastor at the front of the church for a children's message. They then proceed to their Sunday school classroom. If children are not present, the congregation still appreciates a children's message.

During COVID times, with the congregation participating in Sunday worship on Zoom, the Christian Ed. team has assembled Sunday school lessons with YouTube videos and activities that are sent via email for parents and grandparents to do with their child at home. There are opportunities for the children to show their artwork or tell about the activity with their Sunday school lesson after the Zoom worship service. The Christian Ed team also sent out more lessons and a coloring book in the mail at Christmas time. The children loved receiving something in the mail especially for them!

Because our church does not have enough children to support Vacation Bible School in the summer, some choose to attend VBS with children at the First Congregational UCC Genesee church. Our children have also participated in a Christmas pageant with the Genesee church.

Describe how your congregation is organized for ministry and mission. 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?

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

Council meetings are usually about 1½ hours long. The Diaconate, Choir, Christian Education, and Mission Committees and the Trustees meet on their own and report to the monthly Council meetings. This is where information is shared and discussed and major decisions are made. Participation in the Men's or Women's Fellowship would usually be a once-a-month meeting and is suggested but not required. Casual meetings are during office hours as people stop in or arrange times to meet.

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

Contact is initiated between the minister, Moderator and/or head of Trustees, as needed. An example is when we had water leaking into the building due to a frozen underground drainpipe, the minister contacted the Roto Rooter and then called the Moderator and two of the trustees. This was not an optional repair so no special meetings were called and the appropriate action was taken.

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

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

See separate attachment.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church:

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

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	90%	Yes
Less than 10, more than 5 years:	7%	Yes
Less than 5 years:	1%	Yes

Number of total participants by age:

0-5	6-18	19-34	35-49	50-64	65-74	75+			<i>Are these numbers an estimate? (check if yes)</i>
2%	3%	4%	7%	11%	36%	37%			Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults:	55%	Yes
Couple without children:	40%	Yes
Couple with children	5%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	14%	Yes
Some College/Vocational:	29%	Yes
College Graduate:	21%	Yes
Graduate School	36%	Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	28%	Yes
Adults who are retired:	68%	Yes
Adults who are not fully employed:	4%	Yes

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

Our community’s occupational mix is 75 percent white collar and 25 percent blue collar. As noted in our congregation’s demographics, a significant number of our members are retired. With the working adults within our congregation, the range of occupations reflects that of the overall community.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up:

We are in a primarily Caucasian community and our congregation reflects that. We have families with ties to Chile and China and a longstanding connection with families residing in Honduras. We have had several individuals/families with LGBTQ members.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future?

In 2012-2013, our church went through the Open and Affirming process, with effective engagement with the congregation. We voted to declare ourselves O&A at our annual meeting in January 2014. We have always considered ourselves welcoming and truly warmly welcome visitors. The sign on our front lawn includes a rainbow and has drawn attention to our welcoming ministry.

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	4-8 8-12 Up to 30 totals in class	Men’s Fellowship Women’s Fellowship Adult education taught by members to members and seniors in community
Baptisms <i>(number last year)</i>	0	Pastor
Children’s Groups or Classes	2	Christian Ed.
Christmas Eve and Easter Worship	35-45 each	Pastor with help of diaconate
Church-wide Meals	2-3x/annually 15-30 attend	Council or committee
Choirs and Music Groups	8	Choir Director (volunteer)

Church-based Bible Study	4-6	Pastor
Communion (<i>served how often?</i>)	1 st Sunday each month	Pastor and diaconate
Community Meals	None	
Confirmation (<i>number confirmed last year</i>)	0	No children that age
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	0	
Intergenerational Groups	0	
Outdoor Worship	0	
Prayer or Meditation Groups	0	Prayer chain currently inactive
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	0	
Worship (time slot: 9:00 or 10:30)	25-30	Pastor; alternate start time every six months with sister congregation
Worship (time slot: _____)	na	
Young Adult Groups or Classes	0	
Youth Groups or Classes	2-4 kids, when they come	Sunday school teacher Pastor does children's message
Other		

Additional comments:

This is representative of a pre-Covid year.

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? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>
Keith Farnham	No	Church	Solo pastor	Y – elderly and no longer active

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:

Keith (above) attends services occasionally, as his health allows. He has no other role in the church.

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
Minister	Yes	Part Time	Self/Council	4.5 years
Secretary	No	Part Time	Minister	9 years

REFLECTION

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

Our current activities are very consistent with our demographics. Our current groups and events serve our older member concentration well. We recognize that to better balance our age

diversity, we need to attract younger members. In rebuilding this base, our groups and events will need to be adjusted to reaffirm our ongoing commitment.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$79,291
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	\$495
Gifts Designated for a Specific Purpose	\$7,658
Grants	\$0
Rentals of Church Building	\$5,580
Rentals of Church Parsonage	\$ N/A
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify): Interest Income	\$33
Other (specify):	\$
TOTAL	\$93,057

Current annual expenses (dollars budgeted for most recent fiscal year): \$83,735

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

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

38.6%

Has the church ever failed to pay its financial obligations to a minister of the church?

At no time has the church failed to meet its financial obligations. We are a fiscally conservative church that makes adjustments to be fiscally responsible to all.

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%)

Annual amount set by Council consensus.

What is the church’s current indebtedness?

Total amount of loan debt: \$7,000 – bank credit line drawn

Reason for debt: Church chooses to keep credit line open for possible future emergency needs. Interest cost is currently under \$20/month.

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.

We are considering upgrading/remodeling one classroom in 2021 to meet demand to expand our Learning in Retirement programming and other community building uses.

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

Year(s)	Purpose	Goal	Result	Impact
2020-2021	Install new carpeting in Sanctuary	\$5,000	\$5,015	Fresh, updated look to Sanctuary
2005	Carillon renovation	\$20,000	\$20,200	Joyous music in the community

If a capital campaign is underway or anticipated, describe:

None is planned. It is notable we were able to raise the funds for the carpet installation were raised within three to four months. Our church has a history of quickly raising funds for projects when needed. Our congregation really comes forward to assist.

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

The church is more welcoming to all, including the groups that meet throughout the church. The carillon chimes the hour and rings out joyful hymns throughout the community four times daily at 9:00 a.m., noon, 3:00 p.m. and 6:00 p.m.

Does your church have an endowment?

No

Other Assets

Reserves (savings): \$0

Investments (other than endowment): \$9,115 – undesignated Memorial Funds

Does your church have a parsonage?

No. The Church did previously, but it was sold in the 1990's because pastors prefer to choose their own housing and receive a housing allowance.

Describe all buildings owned by the church:

Our roots date back to 1842, when we were formed as the first church in Hartland and our first building was erected in 1857 on the same spot we currently occupy. Our current church was built in 1922 in Gothic Revival style and was expanded in both 1953 and 1986. It is listed on the National Register of Historic Places. The church building includes the sanctuary, narthex, office, pastor's study, meeting & classrooms, fellowship hall, social room, kitchen, and restrooms on two levels. We also have a small storage shed in the parking lot for lawnmowers, etc. The church is very well maintained inside and out and our lawn and gardens are welcoming.

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

Which spaces are accessible to wheelchairs?

An elevator at all levels provides accessibility to all spaces, except for the chancel/pulpit area, which is up 3 steps for visibility. There are two sets of sturdy railings to this area.

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

- We have continued to invest in our facility and regard the building as a community resource. We have adjusted to a smaller membership and budget by moving successfully to a shared minister concept starting in 2016. Our membership is very active in supporting the community related services provided in our church facility as well as throughout the community and region.
- **Budget Change:** The church went from a full-time to a part-time pastor due to decreased membership and income to continue operating within our means. That has worked out very well for us.
- **Budgeting Process:** The Budget Committee is comprised of the Treasurer, Financial Secretary, Moderator, Pastor, and several Council members, who prepare a proposed budget for the entire Council to review and approve. The congregation then reviews, discusses, and votes on the budget at the January Annual Congregational Meeting.
- **New Ministry Initiatives:**

We have developed a partnership with Lake Country Players (LCP), a local theater group, and Learning in Retirement (LIR), a county-wide educational and fellowship organization. LCP and LIR use the church’s facilities for their programming daily. We have accommodated their needs during the past year by upgrading Internet service, installing a special air filtration system, and purchasing additional cleaning supplies. The theater group funded replacement of flooring and painting in the social room they use for their classes.

The church provided publicity and an area collection point for donations of food and funds for the Milwaukee Rescue Mission during the Covid-19 pandemic in Summer 2020 and in support of Black Lives Matter. We also supported a partner church in Honduras in their outreach following devastating hurricanes in 2020 and hosted a blood drive in 2021.

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.

We have been heavily invested in the Hartland Food Pantry, assuring we meet the most basic need of those in our community. Through the Pantry, we also connect people with other resources that may be helpful to them. We have always been open and affirming, welcoming all, and formalized that through the O&A process in 2012-2014.

It has been significant that we have opened our church to scores of Learning in Retirement classes in recent years and welcomed the Lake Country Children's Theater Academy into our facility as its home. Both of those groups and their students appreciate the convenience of our location and our welcoming attitude.

For a decade, we were highly supportive of a Wisconsin Conference home building ministry in Honduras, with twice annual trips involving many youth and adults from our congregation. That program ceased as security issues in Honduras disrupted the good work and relationships built over many years. One church member hosted two young men from Honduras in her home for over a year until they were established. We raised funds to support our partner church there following the hurricanes of 2020.

Certainly, calling a shared pastor in what became a very successful relationship with First Congregational UCC Genesee has also been a highlight, as has our ability to pivot quickly to Zoom services that have kept our congregations engaged during Covid 19. We are resilient and open to new ways of worshipping and serving. Both churches celebrated their 175th anniversaries in 2017/2018 and continue to be a vital part of their respective communities. We continue to appreciate our history yet remain focused on current and future worship and service.

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

Shifting to a shared minister concept for the first time has been a good experience, with a minister who was embraced by both congregations and who helped us all become a larger family as well as maintaining our uniqueness. We shifted quickly to Zoom services at 9:30 for both churches combined when Covid 19 challenges prevented in person worship. We had many join in 10 -15 minutes prior to the service for nice social connection time and kept all well informed of any shifts in direction. We are both resuming worship in our respective churches starting in early May, while also continuing to offer the service online.

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.

Church members have always been respectful of each other. We encourage open discussion and Council meetings are always open to all. With O&A, many members felt we have always been open and affirming and should not single out LGBTQ folks from others. We accepted all views, the vote was affirmative, and people have remained comfortable with our stance on that. All are warmly welcomed.

Ministerial History

Staff member's name	Years of service	UCC Standing (Y/N)
Peter St. Martin	4.5 2017 - 2021	Y
Carol Taylor	4 2010 - 2014	Y
Tom Porter	7 2001 - 2008	Y
Matt Noffke	17 1981 - 1999	Y

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

We have a high degree of respect for and have a strong willingness to work with the pastor. We have learned that change can bring us new opportunities to grow in faith as we have seen and accepted new ways of doing things despite our traditional background. As we have transitioned from one minister to the next, we have learned it is up to us to do more of the work of the church through leadership and outreach, within and outside our doors. We have become more self-sufficient in day-to-day operations of our church while still needing and appreciating the gifts and leadership of the pastor. We have learned to care more for each other and our community, both near and far. We have come to listen more carefully to what the pastor has to offer in ways to better our congregation as well as to what the pastor needs and desires for himself/herself as well as for the church.

Most recently, as a smaller, cohesive congregation, we knew our members well, were a good match with First Congregational UCC Genesee and were fortunate to find a very solid ministerial match, which brought former members back to church and more actively engaged our men especially. A minister who will relate well to a more senior membership and our senior-focused ministries will be our focus as we move forward. Someone with a sense of humor and perhaps a flare for the musical aspects of worship will be appreciated and bring smiles to all as we worship and minister together. A minister who effectively pivoted to virtual services and a

combination of virtual/in person services, maintaining attendance and connectedness is also important.

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

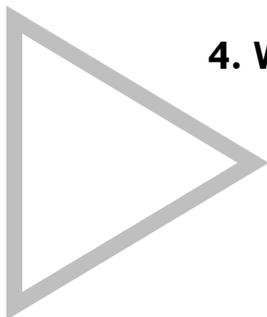
No. Our most recent minister was a great fit for our church and retired in the timeframe we had anticipated. The prior minister was in a first-time church ministry and departed to return to ministering in a senior community. That minister alienated some of our membership with her persistent vocal concern for our long-term survival.

Has your church been involved in a Situational Support Consultation?

No

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

No



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

Our Mission Committee generally has a project each month supporting our local community or the UCC’s wider mission. Our congregation started the Hartland Food Pantry in 1987 and a member of our congregation has served as President ever since. Many of our members have been very active volunteers throughout its history as a key resource in our community and six other churches around Hartland now also support the Pantry with food, money and volunteers. We collect food for the pantry continually with a basket at the door to our sanctuary. In conjunction with many other area churches, we have supported a community meal service at the Hope Center in Waukesha for over three decades. We donate Christmas gifts and cash to

seniors and the disabled in Waukesha County. For many years we have supported the Backpack Coalition of Waukesha County providing backpacks and school supplies to children in need.

Adults and high school/college students were reliable, hearty participants for ten years in a homebuilding program in Honduras. More recently we have developed a robust Learning in Retirement program center in our church that is a key educational and social outlet for seniors in our area. Programming includes a wide range of history/culture, geography, science/technology/climate change and biblical topics. Our friendliness is also on display annually when we host a brat/hamburger fry on our front lawn during the Hartland Hometown Parade, which passes in front of our church the weekend before the Fourth of July.

In 2020, in response to Black Lives Matter, our older congregation could not participate in any marches, so signs and a table was placed on our front lawn for donations of food and toiletry items to be given to the Milwaukee Rescue Mission. The signs read, "Black Lives Matter", "Love One Another" - Donations for the Milwaukee Rescue Mission" and "One act of kindness will make someone's day!". People in the community brought food, diapers, money, etc. and a total of over 1,150 food items and \$700 in donations were collected.

Also in 2020, following two devastating hurricanes in two weeks in Honduras, many people were without homes, food, crops, clothes, etc. and friends in our church and our Women's Fellowship donated a total of \$600 to send to our partner church in Honduras. They used the money to help desperate people coming to the church gates looking for food and help.

We held a blood drive at the church in March of 2021 to help meet needs in the area, with additional drives scheduled later in the year.

We have supported the following greater UCC outreach for many years:

Our Church's Wider Mission

One Great Hour of Sharing

Neighbors in Need

Strengthen the Church

The Christmas Fund

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

A member or two regularly attend Association and Statewide conferences. Youth have attended and been counselors at our area church camp at Pilgrim Center. Our women's groups and individuals have supported camp fundraising.

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.

We have members supporting Meals on Wheels and Lake Country Cares Cabs. Members have attended the Cultivating Generous Congregations Conference Seminar series.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input checked="" type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> None |

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

We are focused on continuing with the ministries noted earlier.

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

In addition to working with other churches to support the Hartland Food Pantry and the meal service at Hope Center, we also joined with other churches in the immediate area to sponsor a meal service program for seniors in our area for a couple of years until one local church wanted to host it exclusively. We supported home building in Honduras with other churches in the UCC Wisconsin Conference for ten years. In the past we were very active in the CROP Walk which is no longer held in Hartland.

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.

Following is our mission

1. To offer an atmosphere of fellowship where all can freely worship and celebrate the life of Jesus Christ. *We have always been a very welcoming church and actively voted to become O&A in 2014.*

2. To offer Christian educational opportunities for all to continually grow in faith and receive direction for daily living. *We provide adult Bible study several times a year, have a children's message each service and provide Christian Ed.*

3. To serve God and minister to those in our congregation, our community and our world through Christian example. *We are very active in our community and area with a particular focus on basic needs and services to seniors as well as active community use of our facilities.*

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

The church provides time for the minister to attend Conference and Association meetings and local minister group gatherings. There are opportunities for the minister to join whatever local groups wherever he/she sees a need or calling. Examples would be membership in a local service club and joining members in serving meals for the homeless.

4b. MISSION InSite

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

The MissionInSite report identified a series of demographic conditions within our Church reach (2.5-mile radius). As compared to national statistics, our congregation's profile is higher in education, median wealth, and homogeneity. Within the job's category, our split of 75% white collar and 25% blue collar is consistent with national distributions. Over the next ten years, the overall population growth is assumed to slow only slightly. The two fastest age segments growth are in the 25-34 and the 65 and over. It is forecasted that from 2020, the current percent of individuals 65 and over at 17% will grow to 25% by 2030. We currently draw people from a much broader area, though that area likely has a similar profile.

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?

The two identified fastest age segments are consistent with community-based programs with which our Church is affiliated. The fastest segment of growth is 25-34 year olds, which would be the parents of children who participate in the Children's Theatre Academy. The second fastest area of growth is the 65 and older age group, which would be the seniors who attend the Learning In Retirement classes. Both groups benefit from our facility and our commitment to

upgrade for their specific needs. Housing affordability is an ongoing issue our community faces. The population of Hartland itself is skewed heavily to White non-Hispanic, with a mix of Hispanic, Indian, Asian and African Americans. Nearby in Waukesha, the county seat, there is a significant Hispanic population, and our church supports service organizations and meal services in the Waukesha community. Our current high level of homogeneity will adapt over time and our Church's open and affirming commitment will strongly support the ongoing changes.

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

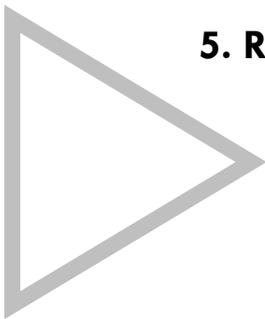
Within the feedback from Mission InSite on our local area's perspectives on religion and church related activities, the survey focused on those who currently actively participate and those who do not. Within all respondents, the lack of time available was a significant factor for their involvement level. The non-participants felt the following: religious people are too judgmental, too focused on money, too strict in beliefs, boring services, and have never been invited. For non-participants, the very strong program preference was for a warm and friendly encounter at church. The strong program preferences were considering the quality of the sermons and opportunities for volunteering. The mildly strong program preferences identified holiday programs, adult social activities, family-oriented activities, and involvement in social causes. Our Church can utilize the experience from the pandemic to make it easier to attend our services virtually. We can emphasize our congregational beliefs that provide for individual expression. Our community-based programs can be expanded with additional outreach methods. The warmth and friendliness of our congregation can be shared with program participants and both new in-person and virtual visitors.

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

The church is known for its continuous commitment to the community. This runs from the Sunday services to the weekday programs ran by outside groups to the place to watch the July 4th parade and enjoy refreshments. The 1924 brick structure with impressive stained-glass windows is the only church on Hartland's main street downtown. It portrays an image of small-town tradition and strength. The community hears the 1967 bell carillon chiming the hour, as well as playing a verse of several familiar hymns 3 times each day. The most recent addition to the property, in 2013, was a Welcome Garden on the north side of the building. The garden is used by church members and the community for occasional summer worship and quiet personal reflection. A little free library stands at the front of the church as another welcoming feature. Our two community wide fundraisers are well supported - a Christmas cookie sale and a raffle featuring handmade items, sports tickets, and cash.

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

The challenge our church faces is how to attract more new people. It is somewhat difficult to identify what got new members involved when we are drawing from a historically small sample to respond, but we know past association with a UCC church has been a factor and one family saw our rainbow sign and felt welcome. Our convenient and highly visible location is an asset. We have expanded the use of our facility with outside groups and realize that it is up to us to become more evangelistic toward our community to build a stronger, enduring base.



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

Ruth Hansen / Administrative Assistant

(262-271-7085 / rehansen@wi.rr.com / works in the office two days per week)

REFERENCE 2

Cathy Paquette / Pianist

(262-751-1518 / paquette.cathymike@gmail.com / plays piano for services twice a month)

REFERENCE 3

Katie Berg / head of Lake Country Academy

(262-352-4440 / education@lakecountryplayhousedewe.org / Katie grew up in the church and was a member with her family for many years. She is head of the children's dance and music academy and part of Lake Country Players. They rent spaces in our building for classes and Katie is in our facility several times per week.)

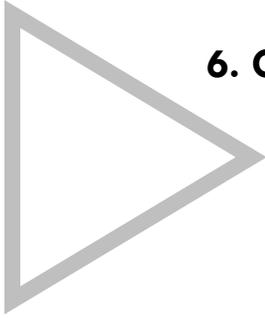
PROMPTS FOR REFERENCES

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:

Then his mother and his brothers came; and standing outside, they sent to him and called him. A crowd was sitting around him; and they said to him, “Your mother and your brothers and sisters are outside asking for you.” And he replied, “Who are my mother and my brothers?” And looking at those who sat around him, he said, “Here are my mother and brothers! Whomever does the will of God is my brother and sister and mother.” *Mark 3:31-35*

Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It does not dishonor others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres. Love never fails. *1 Corinthians 13:1*

Those who hope in the Lord will renew their strength. They will soar on wings like eagles; They will run and not grow weary. They will walk and not be faint. *Isaiah 40:31*

God is faithful and he will not let you be tested beyond your strength. *1 Corinthians 10:13*

Ask and it will be given to you: seek and you will find; knock and it will be opened to you. *Matthew 7:7*

God does not give you the people you want. He gives you the people you need. To help you, to leave you, to love you & to make you the person you were meant to be.

God is watching over you.
I know because I asked him to.

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?

The Ministerial Search Committee, which includes members of the Council and others, the church secretary, a member of the Mission and Education Committee

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

Ken Foster, Co-Chair, Ministerial Search Committee

Sharon Kraklow, Co-Chair, Ministerial Search Committee and Church Moderator

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. Lorraine Cenicerros/Associate Conference Minister

Email: lcenicerros@wcucc.org

Phone: 608-630-2992

Date: June 15, 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

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



Church#: 861170

Assoc: 832 **Schedule:** 0 First Congregational Church Hartland WI 53029

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2010	196	40	22	0	0	0	0	0	0
2011	96	40	10	1	0	1	2	100	-100
2012	103	37	11	3	0	8	0	4	7
2013	86	33	13	0	1	4	3	19	-17
2014	81	27	15	0	0	1	4	2	-5
2015	75	23	12	0	0	0	4	2	-6
2016	70	21	11	0	0	0	1	4	-5
2017	69	28	24	0	0	3	2	4	-3
2018	67	26	16	0	0	1	4	0	-3
2019	66	27	11	0	0	0	1	0	-1
2020	64	26	12	0	0	0	2	0	-2

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
2010	\$96,559	\$0	\$200	\$2,334	\$2,534	\$0	\$2,534	0.21	\$99,093	\$0
2011	\$89,601	\$0	\$0	\$500	\$500	\$250	\$750	0.00	\$90,351	\$90,945
2012	\$89,366	\$0	\$660	\$3,107	\$3,767	\$1,152	\$4,919	0.74	\$94,285	\$88,999
2013	\$93,304	\$0	\$550	\$1,247	\$1,797	\$1,121	\$2,918	0.59	\$96,222	\$84,774
2014	\$97,051	\$0	\$550	\$1,314	\$1,864	\$0	\$1,864	0.57	\$98,915	\$80,191
2015	\$73,889	\$0	\$550	\$2,463	\$3,013	\$0	\$3,013	0.74	\$76,902	\$75,560
2016	\$76,947	\$0	\$650	\$2,392	\$3,042	\$640	\$3,682	0.84	\$80,629	\$71,318
2017	\$80,380	\$0	\$700	\$2,571	\$3,271	\$0	\$3,271	0.87	\$83,651	\$77,728
2018	\$83,006	\$0	\$800	\$2,150	\$2,950	\$405	\$3,355	0.96	\$86,361	\$80,301
2019	\$99,099	\$0	\$1,000	\$2,475	\$3,475	\$573	\$4,048	1.01	\$103,147	\$69,198
2020	\$83,734	\$0	\$1,000	\$2,349	\$3,349	\$1,420	\$4,769	1.19	\$88,503	\$79,291

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-14.67	13.04	0.00	0.00	-66.67	13.32	11.15	15.09
2010-2020	-67.35	-35.00	-45.45	0.00	0.00	-13.28	32.16	-10.69

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.

Rev. Ruth Hansen
698 Cardiff Drive, Hartland, Wisconsin 53029-2547
(262) 367-2721
Rehansen63@gmail.com

May 24, 2021

As a bi-vocational minister, I have worked as the part-time Administrative Assistant at First Congregational UCC in Hartland since February 2012, and I have witnessed several changes in pastoral leadership during that time. The congregation is currently energized and seems hopeful about the future, and there is a cooperative spirit among members.

Like other congregations, in recent decades the membership has significantly decreased; however, there is still energy around mission, and over the past decade the congregation has shown a willingness to take risks and be creative in outreach:

After a process of discernment, the congregation voted to become an Open and Affirming congregation. Church members support the local chapter of PFLAG and have represented the church at an interfaith booth for the annual Milwaukee Pridefest.

In a community over 91% white (non-Hispanic; according to the 2010 Census), during the summer of 2020 the church voiced its support of Black Lives Matter with a lawn sign, highly visible during the Independence Day parade that passed in front of the church.

Several members are drivers for the local Community Cares Cab; when the CCC's office contract was up, the church negotiated a rental contract which would have required some investment by the church for stronger wifi, new door locks, etc. Unfortunately, that did not work out. Also, an application was submitted to the Wisconsin Conference Catalyst Grant program to assist with structural renovations to improve classroom space, but that project was halted with the pandemic.

The church has for decades rented space to individuals and groups, and a strong partnership has developed with the Lake Country Playhouse across the street, a nonprofit community theater group cofounded by a late member of the congregation. The theater group uses the church facility for children's classes and summer camp, play rehearsals, auditions, and performances in the church sanctuary. In order to facilitate and support this partnership, significant facility investments and negotiations of both parties' needs have occurred along the way.

Another successful partnership is with Learning In Retirement, a program offering noncredit courses for senior citizens at little to no cost, which uses the church as a satellite campus. Led by a church member, the satellite program has gained a sizeable devoted following, with several students making significant donations to the church to express their gratitude for hosting the LIR program.

Church members are compassionate and generous. Two examples: When a Tae Kwon Do teacher who rented our facility for classes had to quit due to cancer, the congregation took a collection and gave him \$300. During the pandemic the Milwaukee Rescue Mission put out a plea; a donation table was placed in the church yard, community members were invited to participate, and \$1,131 plus 700 food items were collected.

The Hartland church enjoys a good relationship with the Genesee UCC, sharing a pastor and advertising for and participating in each others' events. Although there have been few opportunities of late, the congregation welcomes cooperative efforts with other local faith communities such as the Hartland Food Pantry, cofounded by the congregation, and CROP Walks in the past.

Personally, the congregation has welcomed me with open arms, inviting me to events at the church and women's luncheons at members' homes. I have preached for their worship and they assisted me with recording the sermon when I was searching for a call. Solid friendships have been formed, and when I was ordained to Christian ministry in 2015, several members traveled to Milwaukee to support me at my ordination ceremony.

It has been a blessing for me to work at the Hartland church. Understanding that sometimes my pastoral responsibilities interfere with my schedule at the Hartland church, they are supportive and flexible about my hours as long as the work is done. There is trust between us.

While the Hartland church is an ONA congregation, it was not a unanimous vote, and most activities supportive of the LGBTQ+ community take place outside the church building. I have the impression the congregation doesn't proclaim their ONA status too loudly lest some members are offended and so, for example, the small rainbow flag on the outdoor sign is tucked into a corner without words of explanation. There are announcements advertising PFLAG and Pridefest in the newsletter, bulletins, bulletin boards, etc. and a mobile library of books in the hall, but I don't know how much is spoken aloud. To my knowledge, there has been no outreach to the local LGBTQ+ community inviting them to participate in worship and the life of the congregation. I believe that most members would openly welcome LGBTQ+ folk, but they are timid, as a congregation, about extending the invitation. Also, with the focus on issues surrounding the pandemic, most other non-pressing issues have been laid aside since early 2020.

The Hartland church is blessed with solid lay leadership and a variety of laity gifts both creative and practical in nature. Members have good and generous hearts. They would be served well by a pastor who can speak compassionately and knowledgeably to concerns across the theological and sociopolitical spectrum.

I would welcome the opportunity to answer any questions you may have. I can be reached at (262) 271-7085 or rehansen63@gmail.com.

Sincerely,

Ruth E. Hansen
Administrative Assistant
First Congregational Church, Hartland

First Congregational United Church of Christ
111 Church Street, P.O. Box 568
Hartland, Wisconsin 53029

April 26, 2021

To Whom It May Concern,

I have been an accompanist at First Congregational United Church of Christ in Hartland, Wisconsin for the past several years, beginning in 2013. It has been a pleasure to work with this church during this time. I have been able to become acquainted with many of the members, and experience some of the workings of the church.

By the time I had started attending the services in 2013, I had already known through my good friend, Susan Walk, a member of the church, that changes had been taking place in the church. The membership had dropped, and at the time, they were without a pastor and were using interim pastors. I feel they struggled somewhat to keep the church going while the search committee went through the process of obtaining a permanent pastor. I will say that the church members as a group were determined to keep the church going instead of folding - as other churches in their situation were doing. In stating this, I want it to be known that the members are faithful, determined and dedicated to keep the church alive and strong.

During the time they searched for a permanent pastor, the membership remained active with their programs. For instance, their choir continued to sing once or twice a month. Also, socials took place often after Sunday services where the members enjoyed being with one another. Fundraisers continued to take place - such as cookie sales at Christmas and sales of donated goods. There was also a continuation of collections for outreach missions to support others outside of the church. Also, due to the decrease in membership, money was an issue, but it did not stop the members from obtaining the finances to keep up the maintenance of the church property.

With the arrival of Rev. Peter St. Martin, the church appeared to become stable once again. During his service as pastor of the church, I sensed nothing but support for him, and where the church was going under his leadership.

The areas of weakness that I have observed has already been addressed and is well-known to the membership. The loss of membership over the years has been detrimental, especially in the lack of younger members - young families that would bring in younger children and teenagers. The membership is aging and therefore it is difficult to find those who would be able to do the work in a church. Though this is a problem, the membership continues to keep the church going and is welcoming to any and all who would visit - even opening their doors to the needs of the community when able. But it is difficult to gain young family members when there aren't other young families in the membership to be a support for them. Also, due to the loss of members, the choir has dwindled down in size - making it difficult to keep the music program going beyond the hymn sing of the members during the services.

In my own experience of working in the church as a musician, I have sensed the members are open to various kinds of music - from being led by organ, piano, or previously through Rev. St. Martin, the guitar.

I believe my music has been accepted and appreciated, and have felt love and support from the church members. I have been included in their socials and gatherings where they have made me feel like one of the church members. I enjoy serving them and feel blessed to do so.

I would be happy to answer any questions any prospective new pastor may have, and encourage him or her to call, text or email me, if desired.

Sincerely,

Cathy Paquette
262-751-1518
paquette.cathymike@gmail.com

Katie Berg

Director of Marketing & Education

Lake Country Players Inc.

221 E. Capitol Drive

Hartland, WI 53029

To Whom It May Concern:

I am honored to write this letter of reference for The First Congregational United Church of Christ in Hartland, WI. I am the Director of Marketing & Education for Lake Country Playhouse (LCP), the local community theatre. Our Performing Arts Academy has been a happy tenant of the UCC for almost 6 years. Though perhaps more importantly, I grew up in this church. My grandmother, parents, aunts and uncles, siblings and cousins attended weekly, held christenings and confirmations, weddings, and funerals, and were actively involved in Bible school, mission trips, choir, bells, Christmas pageants, church board, community events and more. The UCC connected us to each other and to our community. So naturally, when my theatre's programming began to expand past the capacity of our little Playhouse across the street, I knew we would be welcomed by the warm congregation of the UCC.

The UCC has always been incredibly flexible and accommodating of our theater's participants, programming, and needs. LCP has been a neighbor to the UCC since 2002 and was almost immediately offered support from the church with the use of their parking lot during our performances and special events. In 2016, we expanded our partnership to regular rentals of their social room and fellowship hall for our ever-growing youth theatre Academy's summer camps, classes, and auditions. Since then, even some of our theatre's monthly board meetings, rehearsals and performances have been permitted in their spaces.

We have been continually impressed with the patience and care the representatives of the church have shown us over the years, leading to the mutual trust that has been established between our organizations. In the event of any issue, the communication has been friendly, respectful, and collaborative; always willing to work out a solution together. In 2019, we embarked on a joint project to replace the flooring, repaint walls and install dance mirrors in the lower-level Social Room to better facilitate Academy's class work. While most of the work was completed by theater personnel, it was jointly funded by our two organizations and has significantly improved the aesthetic and functionality of the space. Additionally, we've had the privilege of co-hosting a pancake breakfast fundraiser benefiting both organizations. Finally, the shifts we had to make to our programming and processes during the pandemic shutdown in 2020 would not have been possible without the consideration of our partners at the UCC. It has been an absolute privilege and a blessing for our Playhouse & Academy to partner with this church, furthering both our organizations' missions to serve and improve our communities.

Please do not hesitate to reach out if you need any further information. I can be contacted directly at 262-352-4440, or by email at katieebarend@gmail.com.

Sincerely Yours,

Katie Berg

Director of Marketing & Education

Lake Country Players Inc