

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

First Congregational Church of Genesee, UCC, Inc.
W306 S5075 Church Street
Mukwonago, WI 53149

Position Open: Pastor

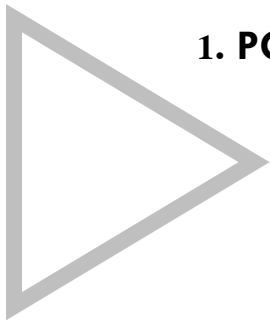
Wisconsin Conference of the United Church of Christ
South East Association

June 15, 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)*



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 of Genesee, UCC, Inc.

Street address: W306 S5075 Church Street, Mukwonago, WI 53149

Phone: 262-968-3849

Supplemental web links: www.geneseechurch.org

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

Shared Pastor with First Congregational Church of Hartland, UCC, Hartland, Wisconsin

Currently researching additional ecumenical affiliation opportunities.

Conference: Wisconsin Conference of the United Church of Christ

Association: South East Association

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

Rev. Lorraine Cenicerros

Associate Conference Minister |

Wisconsin Conference UCC|

(c) 608-630-2992

lcenicerros@wcucc.org

Summary Ministry Description:

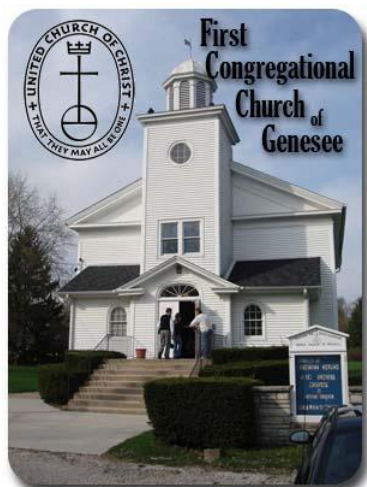
In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

Our church is rebuilding and renewing itself. We have struggled to stay connected during the pandemic and many members have felt disconnected during this long time without in person worship. As we return to in person services and rebuild out connectedness, we need to also evolve who we are to recognize a new environment that will require us to provide new services, such as virtual worship along side in person worship. It will also require us to reinvent our missions, services and outreach to attract and retain families in our community to the work and faith of our church body. We seek a strong leader with renewed vision and energy to bring new

life to our 178 year old church, while also maintain the spiritual guidance that our current members desire and need.

Photographs:

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





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

Genesee is located in Waukesha Country, a safe, clean, quiet and highly desirable area to live. We enjoy a growing and healthy local economy. The community is partially rural but has immediate access to urban culture and activity in the cities of Waukesha and Milwaukee. We have good schools and low crime rates.

Current size of membership: **54**

Languages used in ministry (*other than English*): **English only**

Position Title: **Pastor**

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



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

Intentional Interim – a called position for a temporary term of congregational preparation for a settled-pastor search, in which the minister does not typically move church membership to the congregation served or move standing to the related association

Designated-Term – a called position for a designated time period for a defined purpose, in which the pastor may move church membership to the congregation served and may move standing to the related association

Supply – a temporary position in which the pastor does not move membership to the congregation served or move standing to related association

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



Full Time

$\frac{3}{4}$ Time

$\frac{1}{2}$ Time (Full time with the partnership with First Congr. Church of Hartland, UCC)

$\frac{1}{4}$ Time

Does the total support package meet conference compensation guidelines? **YES, when combined with compensation offered by both Genesee and Hartland UCC in partnership.**

1b. SCOPE OF WORK

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

Core Competencies:

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

Spiritually inspiring

Congregationally caring

Visionary / change agent

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): **\$70,000 annually, including housing allowance and insurance, and shared between Genesee and Hartland UCC (Genesee's portion approx. \$33,000 annually)**

Benefits (*choose one*):

Salary plus Benefits

Salary includes Optional Benefits

No Benefits

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)? **There is no parsonage. Pastor will need to purchase or rent housing in the nearby community.**

Comment on the residential/commuting expectations for your next minister. **Transportation expenses will be fully reimbursed. The two churches are about 15 minutes apart – so Pastor may want to seek housing in one of those communities, or one close to them.**

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): N/A

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: N/A

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

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

Provide spiritual growth and guidance to all members through caring and thoughtful worship services.

Create a new vision for worship services and church activities that will strengthen member's engagement and connectedness to the church, while also attracting new members.

Support and coach stewardship and fund raising strategies.

Participate in the development of a more meaningful and faith driven long-term mission and outreach strategy.

Invigorate youth programs.

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

We currently participate in community outreach through local food banks and support for our local hope center, but we need to do more. Each year we host several church fund raisers that help us interact with our community. These include an annual pig roast, car show, flower sale and rummage sale. We need a Pastor that can challenge us and coach us on more diverse and more impactful church missions in our community.

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

Our congregation is not very diversified. A Pastor that can help our congregation see the importance of diversity and sensitivity towards issues of race, social justice and diversity could help us grow spiritually.

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

Building Transformational Leadership Skills

Engaging Sacred Stories and Traditions

Strengthening Inter- and Intra-Personal Assets



2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

- a. Continued focus on community missions and outreach, seeking to help the homeless, homebound, hungry and needy in our immediate and surrounding community.
- b. Investment of time and resources into the spiritual growth of our members, with emphasis on children’s ministries, youth programs and adult education.
- c. Care for our members in need, especially elderly, hospitalized or families in crisis.
- d. Outreach ministries that help us evangelize to our community.

Vision Statement – April 2021

"Caring and sharing God's love and blessings with others."

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

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

In the last year, our church had to “pivot” to virtual worship services. Many members didn’t enjoy this style of worship and were eager to return to in-person worship. However, we did learn that this style of worship allowed us to connect with people who otherwise could not attend; people in the hospital, shut-ins, people traveling or with seasonal homes in other locations and people in senior living care. It also allowed us to grow our relationship with our “sister” church in Hartland. We worshiped together this past year, and that allowed us to make new relationships between the two congregations. Moving forward we need to be open to trying new things and evolving our services to broaden our audience and attract new members. We need help visioning new worship experiences and new elements in worship, like new music or video presentations.



3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

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

We describe our beliefs and purpose as: We are an *AFFIRMING* people, saying “yes” to God. We are a *SEARCHING* people, seeking to learn God’s will and the way for us to be disciples in the world today. We are a *WITNESSING* people, committed to demonstrate the Good News of God’s love. We are a *WELCOMING* congregation which reaches out to invite and include persons of every age, race and religious background as neighbors and brothers and sisters in God’s world. We are a *SMALL* church who will get to know you by name and appreciate your faith and service to God through his son, Jesus Christ.

We also describe our vision as: "Caring and sharing God's love and blessings with others."

These purpose and vision statements speak to our congregation’s life of faith. Additionally, we are deeply scripturally based. We tend to focus our faith around what we see in scripture and what the UCC teaches us about Christian theology.

We describe God in many ways, and it is difficult to say which description is used most often. Frequently we describe God as our “God”, “Lord”, or “Spirit of Love”.

We believe the Holy Spirit is in our midst when we gather and worship together, and when we pray together, and when we call upon God to be present in our thoughts and actions, and to guide all we do so that it may glorify God.

Describe several strengths or positive qualities of your congregation.

- 1. Strong sense of belonging with a strong tie to the community.**
- 2. High level of shared beliefs. Theological alignment is good.**
- 3. Outstanding facilities that are well maintained and in a good location.**
- 4. Strong Leadership and Executive Board. Board members are is very committed.**
- 5. We are financially stable and debt free.**

Describe what worship is like when your congregation gathers.

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

Our worship services follow a very traditional liturgy and would likely be described as very traditional. Worship usually takes place in our sanctuary (see photos in section 1A) but sometimes is held in our education building. Worship generally focuses on both a children's message as well as a sermon for the congregation. These elements are surrounded by hymns of praise and traditional sacraments. We offer holy communion on the first Sunday of each month.

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

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

Adult studies are offered each Thursday and is jointly attended by both Genesee and Hartland UCC. Sunday school is offered each Sunday, but was suspended during the pandemic. Vacation Bible School has also been offered traditionally, but was cancelled in 2020. Confirmation classes are offered as needed, every few years, depending on family needs /desires.

Describe how your congregation is organized for ministry and mission.

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

- When it comes to decision-making, how many hours are spent in meetings per month?
 - a. **The Executive Board meets for about 90 minutes one time each month. The Deacons meet monthly as well. There is also an outreach committee that meets with increased frequency prior to fund raisers and special events. We would expect our pastor to participate in these meetings.**
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
 - a. **Last year was the biggest crisis in the recent memory of our church. Within the space of a week we had to figure out how to move from in-person worship to virtual services via zoom. Our Executive Board worked with our Pastor to quickly open a zoom account, figure out the technology, put together the virtual elements and communicate our plan to the congregation, along with a few voluntary zoom classes. It all went off smoothly only a few days later and has continued for more than one year.**
- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No] **Yes – an annual report is available.**

3b. 11-YEAR REPORT

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	52	
Number of active non-members:	67	We actually classify these group as inactive members, people who have retired, relocated, gone away to College, are shut-ins, etc.

Total of church participants (sum of the numbers above):	119	
--	-----	--

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	85	Yes
Less than 10, more than 5 years:	4	Yes
Less than 5 years:	1	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
4	2	2	3	8	10	25	50	15	Based on survey – see exhibit A

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5%	Based on survey – see exhibit A
Households with minors:	5%	Based on survey – see exhibit A
Single adults age 35-65:	40%	Based on survey – see exhibit A
Joint households with no minors:		Based on survey – see exhibit A
Single adults over 65:	50%	Based on survey – see exhibit A

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	21%	Based on survey – see exhibit A
College:	37%	Based on survey – see exhibit A
Graduate School:	26%	Based on survey – see exhibit A
Specialty Training:	16%	Based on survey – see exhibit A
Other (please specify):		Based on survey – see exhibit A

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	50%	Based on survey – see exhibit A
Adults who are retired:	50%	Based on survey – see exhibit A
Adults who are not fully employed:		

Describe the range of occupations of working adults in the congregation: **See exhibit A – Church Survey – mostly business, professional or retired**

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? **Mostly white – see Mission Insite data later in report.**

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise: **While we have not done this exercise on our own, we are open to doing it. We participated in the open and affirming process with the State Conference and are very much an O and A congregation.**

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	5 – 10	Pastor
Baptisms (<i>number last year</i>)	0	Pastor and Deacons
Children’s Groups or Classes	5-10	Christian Ministry Chair

Christmas Eve and Easter Worship	50+	Pastor and Deacons
Church-wide Meals	20-100	Outreach Committee
Choirs and Music Groups	5-7	Choir / Choir Director
Church-based Bible Study	5-10	Pastor
Communion (<i>served how often?</i>)	1/month	Pastor and Deacons
Community Meals	2/year	Outreach Committee
Confirmation (<i>number confirmed last year</i>)	0	Pastor
Drama or Dance Program	Christmas Program	Christian Ministry Chair
Funerals (<i>number last year</i>)	1	Pastor
Intergenerational Groups	n/a	
Outdoor Worship	5 -6 in 2020	Pastor and Deacons
Prayer or Meditation Groups	Deacons	Deacons
Public Advocacy Work	n/a	
Retreats	n/a	
Theology or Bible Programs in the Community	Faith Foundations (1 participant)	WI Conference / Damascus Project
Weddings (<i>number last year</i>)	0	Pastor
Worship (time slot: 9:00 am)	July – Dec.	Pastor
Worship (time slot: 10:30 am)	Jan.-June	Pastor
Young Adult Groups or Classes	None at this time	
Youth Groups or Classes	None at this time	
Other		

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)

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

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson 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
Secretary		Part Time	Pastor/Moderator	10+ years

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry? **We are a small, rural community church in an area of our state that is not very diverse. We serve our community faithfully, but need to stretch ourselves to reach out to more diverse community groups.**

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$35,771
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	\$4,547
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$100
Rentals of Church Parsonage	n/a
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$
Transfers from Special Accounts	\$1,650
Other (specify): Missions / One great hour of sharing	\$571
Other (specify):	\$
TOTAL	\$42,639

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

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.

First Congregational Church of Genesee, UCC - 2021 Budget

EXPENSES	As of Dec 31		As of Dec 31				
Description	2017 Actual	2018 Actuals	2019 Actual	2020 Budget	2020 Actual	2021 Budget	2021 Comments
Part-Time Minister	\$25,500	\$25,500	\$26,668	\$26,775	\$26,775	\$26,100	Pastor Salary, Housing, Retirement Pension and SECA
Pastor Health Care Insurance						\$6,100	10 months at a monthly rate of \$610/month
Pastor Continuing Education	\$491	\$163	\$451	\$500	\$281	\$500	Expense items per call agreement
Pastor Transportation	\$873	\$1,051	\$1,069	\$1,000	\$385	\$0	Donated by Pastor Dave
Pastor Meeting Expense	\$177	\$520	\$161	\$375	\$250	\$375	Expense items per call agreement
Pastor Ministerial Expense	\$1,092	\$767	\$819	\$625	\$442	\$625	Expense items per call agreement
*Pulpit Supply (vacation coverage)	\$400	\$475	\$550	\$600	\$244	\$600	4 weeks vacation
Music	\$2,890	\$3,130	\$3,240	\$2,850	\$860	\$2,340	\$60 each/wk starting in April (earliest anticipated in person srvc)
*Secretary	\$780	\$780	\$780	\$3,000	\$1,040	\$1,040	anticipated donation / actual should be about \$1040 (\$20/wk)
Church Office Supplies	\$18	\$46	\$1,232	\$100	\$357	\$350	2019 included a new computer and printer
Newsletter	\$320	\$258	\$218	\$300	\$200	\$250	based on 3 year average / anticipated
Maintenance Supplies	\$0	\$39	\$0	\$40	\$0	\$40	Same amount as last year
Telephone/Internet Svcs	\$1,119	\$1,215	\$1,243	\$1,300	\$1,264	\$1,272	Timewarner at \$106/month
Accountant Fees	\$246	\$242	\$248	\$250	\$257	\$257	Same amount as last year
Sunday School Expenses	\$0	\$248	\$60	\$0	\$0	\$0	Substantial SS savings account - use surplus savings
Vacation Bible School	\$375	\$0	\$0	\$0	\$0	\$0	Substantial SS savings account - use surplus savings
Confirmation	\$0	\$65	\$748	\$50	\$0	\$0	2019 conf'n class incl. retreat, bibles & gift offset by fundraising
Deacons	\$31	\$20	\$41	\$50	\$0	\$50	based on 3 year average / anticipated
Outreach	\$62	\$82	\$2,139	\$0	\$291	\$300	Same amount as last year
Stewardship	\$0	\$0	\$0	\$0	\$0	\$0	donated
WI Conf. OCWM / Insurance Donation	\$300	\$1,600	\$1,600	\$1,600	\$0	\$600	\$600 for WI Conf UCC
Building Insurance	\$2,820	\$2,928	\$3,062	\$3,100	\$3,104	\$3,104	based on 3 year average / anticipated
Utilities:							
Ed Unit	\$4,552	\$4,861	\$4,028	\$5,500	\$3,945	\$4,000	based on prior year - no longer on budget pan/ pay actual ea.mnth
Church	\$1,313	\$1,410	\$1,780	\$1,942	\$1,471	\$1,500	still on a fixed budget payment plan - budget based on prior year
Softwater Service	\$0	\$0	\$0	\$0	\$0	\$0	bulk purchase of salt / leverage prior investment
*Janitor - Ed Unit	\$0	\$0	\$200	\$800	\$0	\$800	Anticipated donation
Janitor - Church	\$0	\$480	\$1,200	\$1,200	\$1,200	\$1,200	Cleaning Service @ \$100/month - started in Fall of 2018
Repair/Maintenance(Routine)	\$0	\$358	\$1,220	\$1,250	\$0	\$1,250	based on history / access endowment for extra needs
Garbage Pickup	\$198	\$198	\$254	\$225	\$315	\$315	same as prior year
*Lawn Maintenance	\$0	\$0	\$0	\$2,400	\$0	\$2,400	Anticipated donation (Trustees)
*Snow Plowing/Sanding	\$0	\$0	\$0	\$1,000	\$0	\$1,000	Anticipated donation (BJ Williams)
*Salt/Sand for Ice Control	\$0	\$0	\$0	\$200	\$0	\$200	Anticipated donation (Scott)
*Snow Shoveling	\$0	\$0	\$0	\$200	\$0	\$200	Anticipated donation (Scott)
*Long-term Facility Improvement	\$0	\$2,691	\$305	\$3,000	\$0	\$3,000	Boiler Work for Ed Building or Other surprises (paid from savings)
Miscellaneous	\$755	\$10	\$0	\$200	\$45	\$200	2016/7 was inflated due to mileage / moving for Rev. Peter
Missions**	\$1,596	\$2,784	\$900	\$1,000	\$571	\$1,000	Anticipated donations / mission donations (Hurricane Fund)
Budget TOTAL EXPENSES	\$45,908	\$51,920	\$54,216	\$61,432	\$46,401	\$60,968	*Note \$7560 in donations pledged for these **** items
				\$54,272		\$53,408	Budget net of anticipated donations

** Missions included heffer fund, One Great hour of sharing, the Christmas fund, Neighbors in Need, the Hope Center, Hurricane Fund, Habitat for Humanity.

REVENUES	As of Dec 31		As of Dec 31				
Description	2017 Actual	2018 Actuals	2019 Actual	2020 Budget	2020 Actual	2021 Budget	2019/2020/2021 Comments
Pledges	\$ 26,053	\$30,535	\$22,525	\$ 22,976	\$23,250	\$23,000	based on 2020 actual (\$15820 in pledge cards as of 1/1/21)
Continuing Support	\$ 14,459	\$12,437	\$19,388	\$ 19,776	\$12,521	\$12,500	based on 2020 actual
Fundraisers	\$ 9,750	\$8,986	\$13,478	\$ 11,000	\$4,547	\$9,000	goal based on 2020 actuals + pig roast or other event later in year
Building Rentals	\$ 350	\$200	\$650	\$ 350	\$100	\$175	half year anticipated rental income based on history
Memorial Funds (Approved Transfers)	\$ 250	-	\$0		\$1,650		approved transfers for special projects
Missions (One Great Hr of Sharing / N.I.N.)	\$ 276	\$195	\$900	\$ 457	\$571	\$500	based on historic avg (SE conf missions and habitat)
Endowment Fund Draw						\$2,000	Based on moving Endowment to UCC Investment fund

UCC Grant						\$1,500	\$3000 Grant as agreed to by WI Conf. leaders / shared with Hartland
PPP Loan						\$3,467	PPP Loan currently in process with Citizen Bank - to be forgiven
Budget TOTAL REVENUES	\$ 51,138	\$ 52,353	\$56,941	\$ 54,558	\$ 42,639	\$ 52,142	Budget of anticipated revenues w/ potential \$286 surplus
	2017 Actual	As of Dec 31	As of Dec 31	2020 Budget	2020 Actual	2021 Budget	
Budget TOTAL NET INCOME (loss)	\$ 5,230	\$ 433	\$ 2,725	\$ 286	\$ (3,762)	\$ (1,266)	pastor expenses may be substantially less with interim this number may not be as bad by year-end with return to in person worship by Q2 / summer - God willing
ASSETS							
Checkbook Total - End of December	\$ 1,783	\$2,136	\$1,400	n/a		\$59	n/a
Savings							
Non Memorial savings - End of Dec.	\$ 14,646	\$18,155	\$21,712	n/a	\$20,649	n/a	
Memorial Funds - End of December	\$ 6,352	\$8,752	\$10,892	n/a	\$10,557	n/a	
Total Savings - End of December	\$ 20,998	\$26,907	\$32,604	n/a	\$31,205	n/a	
Endowment Fund Total - End of December	\$ 27,422	\$ 27,881	\$28,458	n/a	\$28,993	n/a	
TOTAL of ALL Church Assets	\$ 50,203	\$ 56,924	\$62,463	n/a	\$60,317	n/a	
	2017 Actual	As of Dec 31	As of Dec 31	2020 Budget	2020 Actual	2021 Budget	
Fundraisers							
Brunches / Pancakes		\$111	\$ 333	\$ 300	\$47		
Pig Roast	\$ 4,844	\$4,813	\$ 5,323	\$ 5,000	\$0	\$4,500	
Car Show	\$ 3,565	\$2,557	\$ 3,901	\$ 3,000	\$4,315	\$4,500	
Trivia night (2015), Flower Sale & Other F.Raisers		\$417	\$ 1,998	\$ 1,500	\$185		
Rummage Sale	\$ 1,341	\$1,088	\$ 1,923	\$ 1,200	\$0		
Total	\$ 9,750	\$ 8,986	\$ 13,478	\$ 11,000	\$4,547	\$9,000	

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **55%**

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*)

X Our Church's Wider Mission (OCWM – Basic Support)

X One Great Hour of Sharing

X Strengthen the Church

X Neighbors in Need

X Christmas Fund

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

It is a budget line item and varies based on church resources. It is also collected for during worship services.

What is the church's current indebtedness?

Total amount of loan debt: **\$0, although we do have a small PPP loan of about \$3500 which we expect to be forgiven.**

Reason for debt: **See above**

Are capital and other payments current? **n/a**

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

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

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

If a capital campaign is underway or anticipated, describe:

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

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

Does your church have an endowment? **Yes**

What is the market value of the assets? **\$29,025**

Are funds drawn as needed, regularly, or under certain circumstances? **No, but we recently set up an account with the WI Fund that will allow us to do this moving forward. A memorial deposit of \$15,500 was made to this account and we are in the process of moving the other \$29,025 (not above) to this account as laddered Certificates of Deposit (CD's) mature.**

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

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

At the current rate of draw, how long might the endowment last? **n/a**

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$ 19,550

Investments (other than endowment): \$15,500 noted above – in the WI Fund of the UCC

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

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

The church owns a sanctuary building, shown in the photos in this report as well as an education building which includes classrooms, worship hall, kitchen and administrative offices. These buildings occupy about 3 acres of land.

Describe non-owned buildings or space used or rented by the church: **n/a**

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

Only the educational building is wheelchair accessible.

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

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

The church is debt free and has covered its expenses nearly every year for the last decade. We fell a few dollars short of budget in 2020 when giving suffered during the pandemic. We have strong fund-raising efforts and solid savings. Our buildings are well maintained and lots of volunteer work and materials have kept us going. We have sufficient savings to support a capital improvement project if needed.

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.

As described elsewhere in this document, the challenges with changing from in-person worship to virtual / zoom worship amidst a pandemic was a significant event in the history of our church. In some ways, it pulled our church apart and separated us. And, at the same time, as we fought together to keep the church going and relevant, it brought us together and united us.

We had an amazing event this summer, amidst the pandemic. We hosted a car show, outdoors with over 100 cars participating, a raffle, food sales and a record amount of money raised for a one day fundraiser at our church. Given all the obstacles we had to overcome, this showed our resilience as a church.

The most significant event in recent history was probably our 175 anniversary as a church, celebrated just a few years ago. It was a chance for us to reflect on the long life of our church and the impact its had on our communities, our families and our overall faith mission and service.

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

As noted above, the challenges with changing from in-person worship to virtual / zoom worship amidst a pandemic was a significant change in the history of our church.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

We had to deal with some conflict this past year, as some of our leaders were anxious to return to in-person worship and other leaders wanted to stay virtual until we were confident the environment was safe for our members. We debated this for months amongst our executive board. We were patient and caring in our evaluation of different view points, ultimately agreeing to set measurable goals that we were all comfortable with. This is how we have always dealt with conflict, talking through the issues in a patient, prayerful and respectful manner, listening to everyone’s opinions and working carefully to reach consensus.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Peter St. Martin	2016-2021	Yes
Rev. Joe Medina	2006-2015	No
Rev. Dennis Maher*	2004-2006	Yes
Rev. Susan Stull*	2001-2005	Yes
Rev. Joanne Bernhardt*	1991-2001	Yes

Rev. Mark E. Stahlhut*	1978-1999	Unsure
Rev. Al Nichols*	1973-2000	Unsure

- These were co-pastors when the church was part of the Kettle Moraine Parish (3 pastors served 6 churches)

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

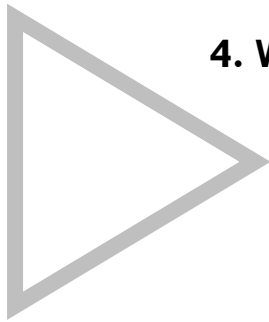
As a congregational church, we have a strong Executive Board and leadership team. We have always considered our Pastor as the spiritual leader of that group and an extremely important component to our strategic thought process. We would expect our Pastor to participate in the long-range planning process. Our four primary expectations are:

- 1. Preaching – We want a Pastor that provides a weekly message that is tied back to our everyday life. We want to grow in our spirituality and our knowledge of God’s word. We like motivational messages that are concise and have a positive tone.**
- 2. Building Relationships – We would like a Pastor that can focus time and effort on building strong personal relationships with the members of the church. We want to feel that “strong sense of belonging” with our Pastor**
- 3. Help with Administration – there is a need for a Pastor and Leader that takes a greater role in the day to day, week to week, administration of the church. Although we are a congregational church, we’ve not had a lot of administrative support from past Pastoral leaders of our church. Some of this has been the result of a shared Pastor arrangement. At a minimum, the Executive Board would like a Pastor that attends the monthly Board meetings.**
- 4. Program Support – We want a Pastor that is active in planning and participating in major church events such as fund raisers, missions and or social events.**

Has any past leader left under pressure or by involuntary termination? **NO**
Y/N/Ask us

Has your church been involved in a Situational Support Consultation? **NO**
Y/N/Ask us

Has a past pastor been the subject of a Fitness Review while at your church? **NO**
Y/N/Ask us



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

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

Prior to 2020, our church regularly provides and serves meals at the Hope Center in Waukesha. This is a safe house for the homeless. We also adopting two families at Christmas time to provide gifts for needy families in our community. We also provide Thanksgiving dinner for needy families during the Thanksgiving holiday season. We have also offered our Education Building as a Safe spot during Halloween Trick or Treat. We regularly contribute to the local food pantry. We also pledge a portion of our car show fundraiser to the local VFW. In 2020, we are limited on what we could do in some of these traditional areas due to health concerns and restrictions. We look forward to returning to these activities as well as our traditional fund raisers like our pig roast, our car show, our flower sale and our rummage sale.

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

We send two delegates to the Wisconsin Conference annual conference each year. We also send at least two delegates to the South East Association's annual conference each year. We have not attended a National Conference yet but would be interested in that.

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

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

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Border and Immigrant Justice |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> Global Mission Church |
| <input checked="" type="checkbox"/> X God Is Still Speaking (GISS) | <input type="checkbox"/> X Open and Affirming (ONA) |

☐ WISE Congregation for Mental Health
☐ Other UCC designations:

☐ Designations from other denominations
☐ None

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

We are interested in expanding our missions and our strategic focus. We need the help of our Pastor to lead us in these directions.

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional). **We have been fairly limited in this way. Historically we were part of a 6 church parish that was partially UCC and partially Presbyterian.**

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 is outlined below. We believe we have been faithful to this mission in our activities and governance.**

Who we are:

We are an *AFFIRMING* people, saying "yes" to God.

We are a *SEARCHING* people, seeking to learn God's will and the way for us to be disciples in the world today.

We are a *WITNESSING* people, committed to demonstrate the Good News of God's love.

We are a *WELCOMING* congregation which reaches out to invite and include persons of every age, race and religious background as neighbors and brothers and sisters in God's world.

We are a *SMALL* church who will get to know you by name and appreciate your faith and service to God through his son, Jesus Christ.

MAY GOD BLESS YOU AND KEEP YOU...AND LET GOD'S FACE SHINE UPON YOU

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time? **We have provided our pastors with great flexibility on how the schedule their time, and where they invest their time. We require their attention to our Sunday worship services and a few monthly meetings, but otherwise empower them to focus their time where they think it is best used / best serves our church, our members and**

our mission. We also encourage our pastor to participate in the greater church by supporting UCC Conference on a local, state and national level.

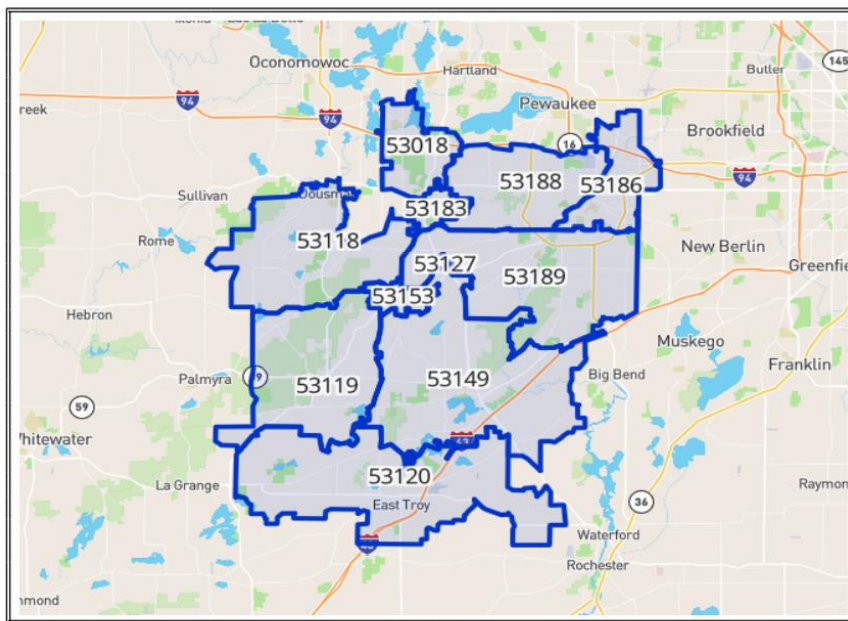
4b. MISSION InSite

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

Below are some key parts of the report.

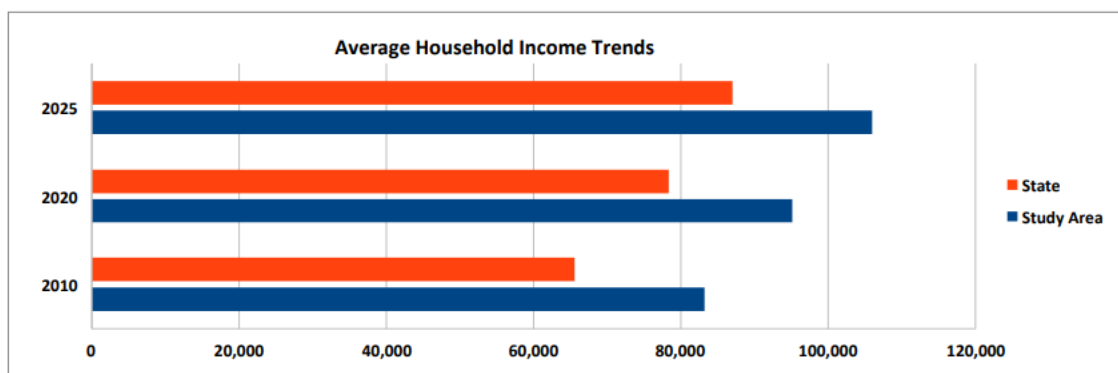
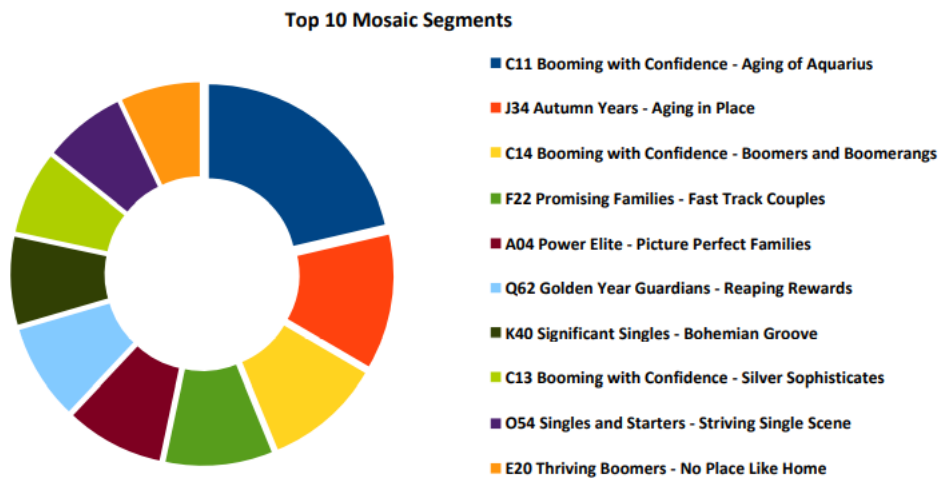
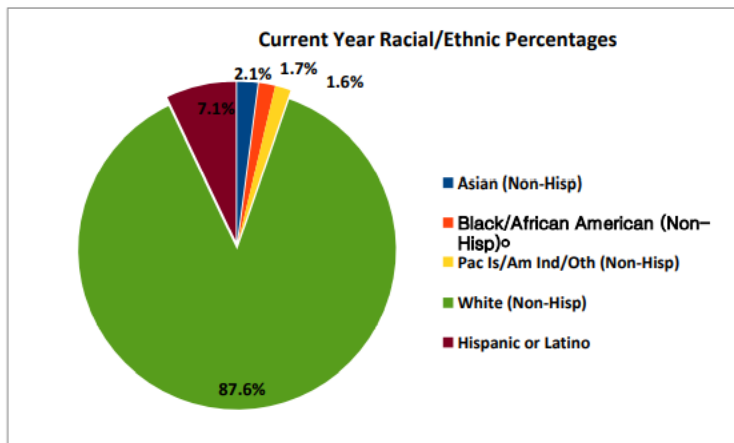
In summary, the report tells us that our community is experiencing small amounts of growth and is an aging population. Compared to the rest of our State, our community is slightly above average in income and education. It is composed mostly of families and split between blue collar and white color employment. The population is mostly white and not very diverse. The major trends in the demographics is an aging population with increasing income. The opportunity may be to attract more people to our church as the population is quite large compared to the number of people in our congregation, and to focus on families with Children.

THE STUDY AREA



Population Change					
1	In the 10 year future, how is this area expected to change? <small>(See Population and Families Theme)</small>	Significant Decline	Moderate Decline	Little Change	Moderate Growth Significant Growth
School Age Change					
2	In the 10 year future, how is the population of school age children in this area expected to change? <small>(See Age Theme)</small>	Significant Decline	Moderate Decline	Little Change	Moderate Increase Significant Increase
Families with Children					
3	Compared to the state, are families with children more or less likely to live in two parent households? <small>(See Population and Families Theme)</small>	Significantly Less	Somewhat Less	About the Same	Somewhat More Significantly More
Adult Educational Attainment					
4	For this area, what is the general level of education of the adults 25 and older? <small>(See Education and Career Status Theme)</small>	Very Low	Low	Mixed	High Very High
Community Diversity Index					
5	How diverse is the racial/ethnic mix of this area? <small>(See Community Diversity Theme)</small>	Very Homogeneous	Homogeneous	Moderately Diverse	Very Diverse Extremely Diverse
Median Family Income					
6	How does the median family income compare to the state for this area? <small>(See Financial Resources Theme)</small>	Significantly Less	Somewhat Less	About the Same	Somewhat Greater Significantly Greater
Poverty					
7	Compared to the state, is the number of families in poverty above or below the state average? <small>(See Financial Resources Theme)</small>	Significantly Below	Somewhat Below	About the Same	Somewhat Above Significantly Above
Blue to White Collar Occupations					
8	On a continuum between blue collar and white collar occupations, where does this area fall? <small>(See Education and Career Status Theme)</small>	Very Blue Collar	Somewhat Blue	Closely Split	Somewhat White Very White Collar
Largest Racial/Ethnic Group					
9	In this area, which racial/ethnic group is the largest percentage of the population? <small>(See Community Diversity Theme)</small>	Asian (NH)	Black/Afri American (NH)	White (NH)	Hispanic or Latino Pac Is/Amer Ind/Other

Population, Households & Families					
	2000	2010	2020	2025	2030
Population	137,943	149,579	153,705	161,932	169,824
Population Change		11,636	4,126	8,227	7,892
Percent Change		8.4%	2.8%	5.4%	4.9%
Households	51,349	57,675	58,995	62,194	65,276
Households Change		6,326	1,320	3,199	0
Percent Change		12.3%	2.3%	5.4%	0.0%
Population / Households	2.69	2.59	2.61	2.60	2.60
Population / Households Change		-0.09	0.01	-0.00	-0.00
Percent Change		-3.5%	0.5%	-0.1%	-0.1%
Family Households	37,487	40,465	41,561	44,012	
Family Households Change		2,978	1,096	2,451	
Percent Change		7.9%	2.7%	5.9%	



Priority List	Beliefs about God in Rank Order		
	<i>Ranking Concern</i>	<i>Ratio</i>	<i>Strength</i>
1	God is love and invites the world into a loving relationship.	4.5	Somewhat strong agreement
2	I have a personal relationship with one living God, who is Lord and Savior.	2.2	Weak agreement
3	God is the full realization of human potential.	1.3	Weak agreement
4	I believe in Nature and/or spirits in Nature.	1.2	Weak agreement
5	God is a higher state of consciousness that people may achieve.	1.0	Very weak agreement
6	Everyone and everything is god.	0.4	Very weak agreement
7	I'm unsure/undecided about whether a god exists.	0.3	Very weak agreement
8	I don't believe a god exists; the material universe is all that is.	0.3	Very weak agreement
9	I believe God created the world but takes no further part in it.	0.2	Very weak agreement
10	I believe in more than one god, i.e. many gods.	0.1	Very weak agreement

Priority List	Beliefs about Jesus in Rank Order		
	<i>Ranking Concern</i>	<i>Ratio</i>	<i>Strength</i>
1	Jesus was both divine and human.	3.9	Weak agreement
2	Jesus actually rose from the dead as the Bible teaches.	3.0	Weak agreement
3	Jesus was the expected Jewish Messiah.	2.7	Weak agreement
4	Jesus rules now as Lord of Heaven and earth.	2.5	Weak agreement
5	Jesus belief does not require participation in a church.	2.3	Weak agreement
6	Jesus is the only way for human salvation from sin.	1.6	Very weak agreement
7	Jesus is not like his followers in the Church.	1.1	Very weak agreement
8	Jesus was a good and wise moral teacher but no more.	0.4	Very weak agreement
9	Jesus was a great prophet only.	0.3	Very weak agreement

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? **They are very similar, with the notable exception of young families with children, which is an opportunity to focus on.**

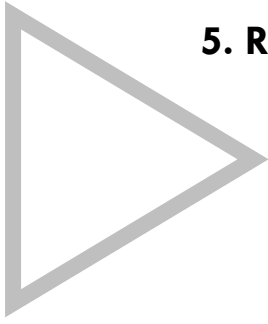
How are the demographics of the community currently shaping ministry, or not?

I believe young families prefer more contemporary services and music, and my find an "older" church less attractive. This may require us to change if we choose to target this demographic.

What do you hear when you talk to community leaders and ask them what your church is known for? **Our pig roast and car show and a place where some people worship.**

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

We have not had many new members in recent years, but those who have come were generally invited by another member.



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

Kirk Gardner, Owner, Sideliners Pub and Grill

kgardner@perfectgame.org, 262-370-6112, local business owner who donates to church fundraisers

Letter of reference attached / shown below.

Sideliners Pub and Grill
W309 S4837 Commercial Drive
North Prairie, WI 53153
(262) 968-1778

May 26, 2021

Letter of recommendation for First Congregational Church of Genesee, UCC

I am writing this letter of recommendation on behalf of the First Congregational Church of Genesee, UCC. We are a local pub and grill located only a few blocks away from Genesee, UCC Church. Many of their members frequent our establishment and they are very nice people.

Several times each year the Genesee, UCC Church holds fundraisers, such as their annual Pig Roast as well as their annual Car Show. We have been asked to sponsor these events, which we always do, donating gift cards and other merchandise. These events are well attended by members of the church as well as members of the community who are not members of the church. They are fun events that bring people together and show how the church reaches out to the community. Some of the proceeds go to support the church, but I know that the local VFW and others have also benefited from the event.

The Genesee, UCC Church is a small church in a small community. They have been a part of our community for more than 175 years. Having a relationship with a local church makes us a better business as we are proud to support them and we enjoy the relationship we have with their members. In fact, our Chef is the brother of former Pastor, Joe Medina.

We would strongly recommend the Genesee, UCC church to any Pastor who is being called to be their Pastor.

Sincerely,

Kirk Gardner
Owner,
Sideliners Pub and Grill

A handwritten signature in black ink, appearing to read 'Kirk Gardner', written over a horizontal line.

Reference #2

Rich Kalashian, Active Member, Dousman VFW

262-337-2822

Helps organize Church Car Show and shares proceeds with church and VFW

Letter of reference shown below.

May 27, 2021

To whom it may concern:

Please accept my recommendation of First Congregational church of Genesee UCC – Wisconsin. Who needs a Passionate pastor who preaches the gospel of Jesus Christ and visionary for church Transformation.

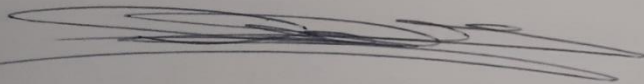
First Congregational Church of Genesee is celebrating their 170th year. The Church was founded before Wisconsin was admitted to the union.

First Congregational Church is involved in many community events and fund raisers in support of the community as well.

Chili dinners / Trivia night / Spaghetti dinner / Safe location for Halloween / pig roast / Car show fund raiser's in support of disabled Veterans and much more.

I also believe First Congregational Church's Ministry and its parish members are dedicated in creating a welcoming vision for growth in the community in teachings of Jesus Christ. All they need is a God loving Pastor who will guide them.

Sincerely Yours,



Richard Kalashian

REFERENCE 3

Rev. Susan Stull Carr, Retired Pastor from Brookfield UCC Church / Former Pastor of Genesee UCC

605-280-0608 email:revsrs@yahoo.com

Letter from Rev. Susan Stull Carr – below:

The Reverend Susan R. Stull Carr
5009 S. Falcon Glen Blvd.
Milwaukee, WI 53228

May 24, 2021

Greetings,

It is a privilege and a delight to write a letter of recommendation on behalf of Genesee UCC. I served the congregation from 2000-2005, along with 3 other congregations, in Wales, Pewaukee, Mukwonago. During that time, the Kettle Moraine Parish dissolved its ties to each other, and each church ventured out on their own. Due to the leadership within each of these churches, they have been able to continue their ministry in their various communities. These were small, but dynamic churches when I was serving them, but with very different theologies and visions and serving very different communities. The dissolution of their long ties with each other was part of a redevelopment process, in which we were also served by a consultant from the Milwaukee Presbytery. It was also an amicable process.

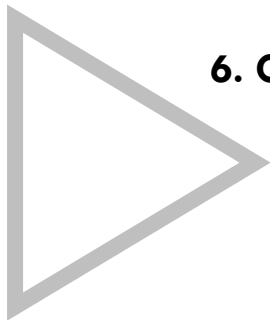
The church – its congregation and its building are set in the small community half-way between Delafield and Mukwonago of Genesee. Their location is set within a very desirable and growing area called “Lake Country” and there are great state parks and trails (including access to the Ice Age Trail.) The area is great for getting outside – skiing, hiking, boating, biking, it’s all there. The schools are some of the best in Wisconsin. The congregation itself, at the time I served there, was made of up locals and those from around the area, who found the church to be theologically welcoming as well as friendly. They are a hospitable bunch as I recall! They were open to my ‘new ideas’ and willing to experiment with new ways to worship and to serve the local community. This is a congregation that is one of the few I’ve served, that is immersed in a ministry WITH their community. They are very visible in the Genesee community and work alongside various groups in their fund-raisers. They reach out to care for those in the Genesee area, even if they are not members. Their Vacation Bible School was well attended. They have an Education wing, and have always provided good faith foundation opportunities for children and adults alike.

The leadership of the church is quite strong – the ability to keep a small church vital and robust in these days is no small challenge, and they have continued doing just that over these past 15 plus years. Some members who were there when I was there have left, but new members have arrived. They have a wonderful steward who puts out a great newsletter and even writes his own column. It was always a fun group to be with in partnership.

In recent years, they shared a pastor with the congregation in Hartland, WI, again an area rich with evangelical possibilities, as all of these communities are growing at a rapid rate. Both Genesee and Hartland are small towns just a short commute from Milwaukee and Madison. They have worked at collaborating with each other and are even, as I’m told, are beginning to ‘get to know’ the members at Hartland in a deeper way. I heartily recommend Genesee and its counterpart in Hartland to someone with a heart and gifts for small churches continuing to renew and revitalize their ministries!

By God's grace,

Pastor Susan Stull Carr



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:

We pray for a Pastor to be called to our church family. We pray that God will call us together, both church and pastor, guided by the holy spirit. We pray that our Pastor will feel welcomed and loved from the very first greeting on the very first day. We pray that God will help us grow together in community, in faith and in service to God and each other. We ask God's blessing on all that we will do together, and that our friendship and care for another grows in a way that pleases our Lord and testifies to our community the ethics of Jesus and the covenant we enjoy with our blessed God. Amen

6b. STATEMENT OF CONSENT

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

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

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

A handwritten signature in black ink, appearing to read 'Michael Whiteley', written in a cursive style.

Signed:

Name / Title / Date: Michael Whiteley, Moderator, April 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 'Lorraine Cenicerros', written over a horizontal line.

Name / Title: 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

EXHIBIT – A

First Congregational Church of Genesee, UCC 2021 Church Survey Summary Results

<p>How many people are in your household?</p> <p>1: <u> 7 </u></p> <p>2: <u> 7 </u></p> <p>3: <u> 1 </u></p> <p>4: <u> 1 </u></p> <p>5: <u> </u></p> <p>6: <u> </u></p> <p>Other: <u> </u></p>
<p>Age: please indicate all the ages represented in your household, multiple answers possible.</p> <p>0-5: <u> </u></p> <p>6-18: <u> 1 </u></p> <p>19-34: <u> </u></p> <p>35-49: <u> 1 </u></p> <p>50-64: <u> 7 </u></p> <p>65-74: <u> 8 </u></p> <p>75+ <u> 3 </u></p>
<p>Indicate all the educational levels of the adult members of your household, multiple answers possible:</p> <p><u> </u> Did not complete high school</p> <p><u> 4 </u> High School Graduate</p> <p><u> 3 </u> Some College/Vocational</p> <p><u> 8 </u> College Graduate</p> <p><u> 5 </u> Graduate School</p>
<p>Indicate which answer best describes your family unit:</p> <p><u> 1 </u> Couple with Children at Home</p> <p><u> 8 </u> Couple without Children at Home</p> <p><u> 7 </u> Single</p> <p><u> </u> Single parent with Children at home</p> <p><u> </u> Other</p>
<p>Indicate all the occupations represented by the adults in your household, multiple answers possible.</p> <p><u> 7 </u> Business</p> <p><u> 1 </u> Clerical</p> <p><u> </u> Farmer</p> <p><u> </u> Laborer/Manufacturing</p> <p><u> 5 </u> Professional</p> <p><u> </u> Student</p> <p><u> 1 </u> Tradesperson</p> <p><u> 3 </u> Other</p>
<p>Indicate current employment status for each adult in your home, multiple answers possible:</p> <p><u> 11 </u> Employed</p> <p><u> </u> Not currently employed</p> <p><u> 9 </u> Retired</p>
<p>Describe three distinctive attributes of our community:</p> <p>Rural 3</p> <p>Middle Class</p> <p>Not diversified</p> <p>Close to Metro center 3</p>

World Class Cultural attractions Educational institutions nearby Abundant natural resources Middle to upper class Educated Open spaces Hard working Fund raising Friendly/caring people 6 Amazing natural beauty Small town charm 4 Conservative Old fashion values Faith forward Long History in community
Identify major trends you envision in our community in the next five years: Population growth 4 Increased age of population 5 Increased wealth Real estate development 5 Senior housing needs Affordable housing needs Increasing technology Increasing diversity Social gatherings Migration to Mega churches
Identify up to 3 problems (challenges) confronting our community that you feel the church should address: Hunger 3 Lack of social justice 2 Lack of unity 2 Diverse belief systems Adult isolation Senior transportation Unemployment Growing senior community Affordable housing Growing mental health and addiction issues Lack of community participation as a group
Identify any major trends you envision in our church in the next five years: Fewer members 5 Not enough financial giving 2 Not enough volunteers Attrition Reduced attendance Aging congregation Building maintenance Community use of building Lack of techy people / zoom options 2 Decreased number of families/children 3

<p>Lack of leadership</p> <p>Identify the three most important faith events or experiences in the history of our church:</p> <p>175th anniversary 5</p> <p>Pandemic 2</p> <p>Car Show in 2020</p> <p>Changing Pastors</p> <p>Open and affirming</p> <p>Pig Roast 2</p> <p>Christmas program 3</p> <p>VBS</p> <p>Easter</p> <p>Adopting families for Christmas</p> <p>Confirmation classes</p>
<p>Identify the most challenging faith event or experience in the life of our church in the last three years and what you believe we learned from it:</p> <p>Pandemic – learn to work together in crisis 4</p> <p>Losing some great members for health reasons – others stepping up</p> <p>Losing our most recent minister – learning that we can have a vibrant ministry with our sister congregation 3</p> <p>Lack of in-person service / restrictive COVID rules</p>
<p>Describe the strengths or positive qualities of our church:</p> <p>Inviting/welcoming/friendly 2</p> <p>Quaint / small town charm 3</p> <p>Caring 4</p> <p>Generous volunteering 2</p> <p>Living God's love for all</p> <p>Music</p> <p>Faithful</p> <p>Beautiful sanctuary</p> <p>Long standing traditions</p> <p>Multi-generational members</p> <p>Can do attitude</p> <p>Adaptable</p> <p>Conservative / older wiser population</p>
<p>Describe the style and content of preaching which you value most:</p> <p>Rooted in scripture</p> <p>Ethics of Jesus</p> <p>Challenges us to grow in faith/action 2</p> <p>Related to my daily life 6</p> <p>Positive message from both testaments</p> <p>Story telling related to bible lessons and current events 4</p> <p>Caring and respectful to all</p> <p>Traditional 2</p> <p>Humor</p>
<p>In terms of fellowship, I see my church as Warm and Personal:</p> <p>Very True: ____6____</p> <p>Somewhat True: ____3____</p>

<p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> </u></p> <p>Not at all True: <u> </u></p>
<p>In terms of worship, I see my church as Alive and Compelling:</p> <p>Very True: <u> 2 </u></p> <p>Somewhat True: <u> </u></p> <p>Moderately True: <u> 13 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> </u></p>
<p>In terms of commitment to Christ, I see my church as Very Dedicated:</p> <p>Very True: <u> 5 </u></p> <p>Somewhat True: <u> 2 </u></p> <p>Moderately True: <u> 6 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> 2 </u></p>
<p>In terms of knowledge of the Bible, I see my church as Knowledgeable:</p> <p>Very True: <u> 6 </u></p> <p>Somewhat True: <u> 1 </u></p> <p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> 1 </u></p>
<p>In terms of its program of education, I see my church as Effective and Innovative:</p> <p>Very True: <u> 2 </u></p> <p>Somewhat True: <u> 2 </u></p> <p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> 4 </u></p>
<p>In terms of evangelism, I see my church as Forthright and Clear:</p> <p>Very True: <u> 4 </u></p> <p>Somewhat True: <u> 2 </u></p> <p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> 2 </u></p>
<p>In terms of stewardship, I see my church as Generous and Self-sacrificing:</p> <p>Very True: <u> 4 </u></p> <p>Somewhat True: <u> 1 </u></p> <p>Moderately True: <u> 8 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> 1 </u></p>
<p>In terms of its service to others in the community, I see my church as Active and Concerned:</p> <p>Very True: <u> 4 </u></p> <p>Somewhat True: <u> 2 </u></p> <p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> 1 </u></p>
<p>In terms of its emphasis on youth needs, I see my church as Invested:</p> <p>Very True: <u> 1 </u></p> <p>Somewhat True: <u> 2 </u></p> <p>Moderately True: <u> 11 </u></p> <p>Mostly Not True: <u> 1 </u></p>

<p>Not at all True: <u> 2 </u></p>
<p>In terms of its knowledge of the UCC, I see my church as Knowledgeable:</p> <p>Very True: <u> 4 </u></p> <p>Somewhat True: <u> 2 </u></p> <p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> </u></p> <p>Not at all True: <u> 3 </u></p>
<p>In terms of its unity, I see my church as Cooperative and Trusting:</p> <p>Very True: <u> 5 </u></p> <p>Somewhat True: <u> 1 </u></p> <p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> 2 </u></p>
<p>In terms of communication with / among itself, I see my Church as Open and Clear:</p> <p>Very True: <u> 7 </u></p> <p>Somewhat True: <u> 1 </u></p> <p>Moderately True: <u> 8 </u></p> <p>Mostly Not True: <u> </u></p> <p>Not at all True: <u> 1 </u></p>
<p>In terms of having clear goals, I see my church as Well Focused:</p> <p>Very True: <u> 4 </u></p> <p>Somewhat True: <u> 2 </u></p> <p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> </u></p> <p>Not at all True: <u> 3 </u></p>
<p>Our church needs a person who...</p> <ol style="list-style-type: none"> 1. Is an effective preacher/speaker <u> 16 </u> 2. Continues to develop his/her theological and biblical skills <u> 1 </u> 3. Helps people develop their spiritual life <u> 10 </u> 4. Helps people work together in solving problems <u> 5 </u> 5. Is effective in planning and leading worship <u> 11 </u> 6. Has a sense of the direction of his/her ministry <u> 4 </u> 7. Regularly encourages people to participate in UCC activities/programs <u> 1 </u> 8. Helps people understand and act upon issues of social justice <u> 3 </u> 9. Is a helpful counselor <u> 5 </u> 10. Ministers effectively to people in crisis situations <u> 6 </u> 11. Makes pastoral calls on people in hospitals and nursing homes and those confined to their homes <u> 14 </u> 12. Makes pastoral calls on members not confined to their homes <u> 6 </u> 13. Is a good leader <u> 5 </u> 14. Is effective in working with children <u> 7 </u> 15. Builds a sense of fellowship among the people with whom he/she works with <u> 9 </u> 16. Helps people develop their leadership abilities <u> 1 </u> 17. Is an effective administrator <u> 1 </u> 18. Is effective with committees and officers <u> 3 </u> 19. Is an effective teacher <u> 5 </u> 20. Has a strong commitment to the educational ministry of the church <u> 2 </u> 21. Is effective in working with adults <u> 2 </u> 22. Inspires a sense of confidence <u> 5 </u> 23. Works regularly at bringing new members into the church <u> 10 </u>

24. Regular encourages support of OCWM__3__
25. Reaches out to inactive members__5__
26. Works regularly in the development of stewardship growth__2__
27. Is active in the ecumenical relationships and encourages the church to participate__1__
28. Is a person of faith__6__
29. Writes clearly and well__3__
30. Works well on a team__6__
31. Is effective in working with youth__6__
32. Organizes people for community action_1__
33. Is skilled in planning and leading programs__2__
34. Plans and leads well organized meetings__2__
35. Encourages people to relate their faith to their daily lives__7__
36. Is accepting of people with divergent views_11__
37. Encourages others to assume and carry out leadership_____
38. Is mature and emotionally secure__5__
39. Has strong commitment and loyalty__1__
40. Maintains confidentiality__8__
41. Understands and interprets the mission of the church from a Global perspective__2__
42. Is a compassionate and caring person__12__
43. Deals effectively with conflict__6__
44. Other__2__