

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Ely Memorial United Church of Christ  
Land O Lakes, WI

Three-Quarter Time Pastor

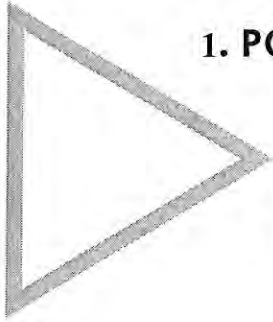
Northwest Association, Wisconsin UCC Conference

May 18, 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?

### 1 a. LISTING INFORMATION

---

Church name: Ely Memorial United Church of Christ

Street address: 4302 County Road B, P O Box 810, Land O' Lakes, WI 54540

Supplemental web links: <https://www.elyucc.org>

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

**In the recent past we used to do a community-wide VBS program, primarily with the Catholic church. We have always had an open-minded philosophy to work with other churches if the opportunity arises. We encourage support of other local churches' activities or fundraisers; example...raising money for the Ryan family. A family with local connections who found out both of their children suffered from a debilitating rare disorder.**

Conference: Wisconsin UCC

Association: Northwest

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

Rev. Rob MacDougall, Associate Conference Minister

Address: 4459 Gray Road

City, State, Zip: DeForest, WI 53532

Telephone: 715-308-6120 608-846-7880 (conference)

Email: [rmacdougall@wcucc.org](mailto:rmacdougall@wcucc.org)

Conference FAX: 608-846-7881

Summary Ministry Description:

**Ely Memorial Church is a welcoming and compassionate congregation within our community. ALL are Welcome!**

**Our members, both year-round and seasonal residents, are comprised mostly of seniors. We are loving, enthusiastic and committed to and actively engaged in church life and community**

**activities. We are well established. You will quickly learn why Ely is our “home” as we worship and live our lives of faith together through Jesus Christ our Lord and Savior.**

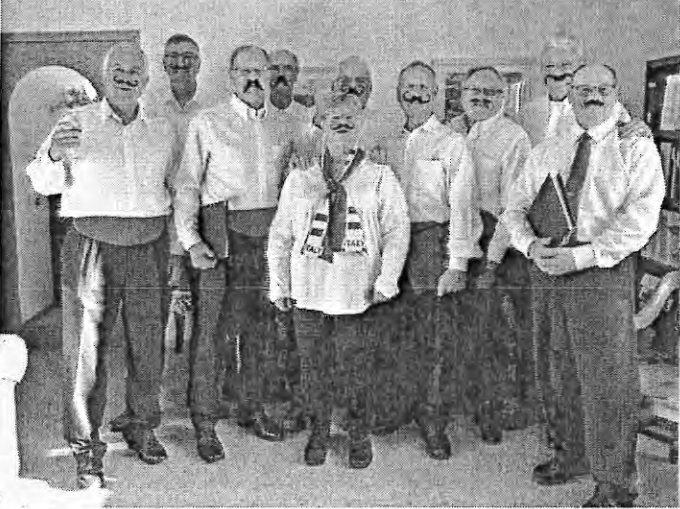
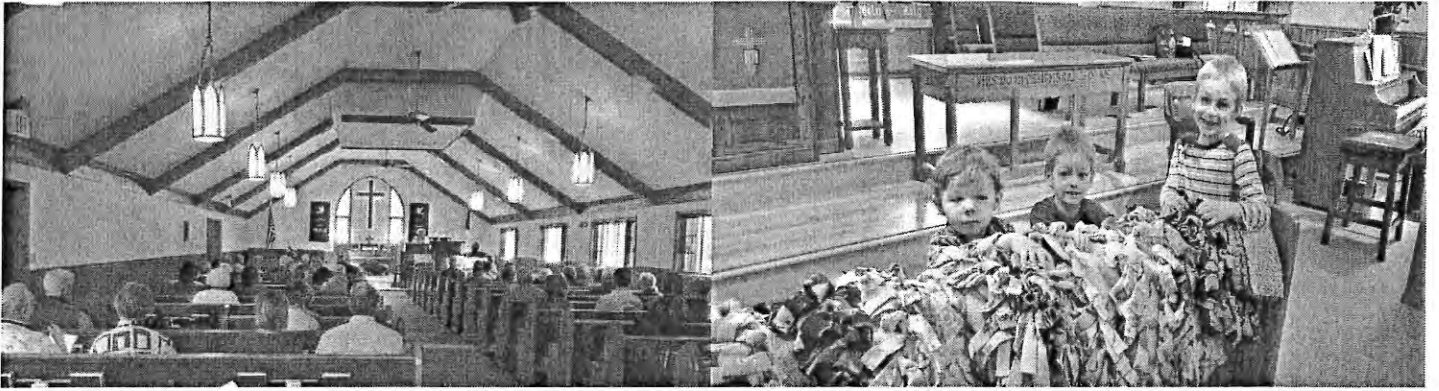
**You might say the energy of “love” is infused in our congregation and is a “light” for how we interact. It creates a bond, brings a sense of joy, and enables an openness to make our Ely home available to community groups. This energy gives us the ability to focus on impactful service within our community.**

**Yet there are more people to reach and more work to do! Ely has navigated the Pandemic within our congregation. A positive of the Pandemic is that it has brought new residents to our area. Our hearts are open. ALL are Welcome! There is a strong desire to be more attractive to young and old alike and be more inspired in finding ways that invigorate us to attract people to worship with us whether they are full-time or seasonal residents or just visiting the Northwoods.**

**We have embarked on a prayerful journey to welcome you to lead, nourish and inspire us in Worship and the Word in today’s world. To fully reach our goals, we need a pastor who will be active in our community and our church beyond Sunday mornings. A strong foundation is already in place; we offer you the opportunity to be included in our spiritual growth. Research us, come visit us, worship with us, see Ely up close and personal! Are YOU our new Pastor?**

Photographs (for more pictures go to [www.elyucc.org/ministries](http://www.elyucc.org/ministries) or [www.elyucc.org/phun](http://www.elyucc.org/phun)) :









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

**We are proud of our Small-town values and friendliness, our incredible natural beauty with lakes, forests and rivers—God’s country. Our arts and cultural opportunities and events have become numerous. There is no hustle and bustle or crowds like one would find in city life. We value our serene life with caring and compassionate people.**

Current size of membership: **79 (per 2020 annual report)**

Languages used in ministry (*other than English*): **none besides English at this time**

Position Title: **Pastor**

Position Duration:

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

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

**Three-quarter time position (30-35 hours weekly)**

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

## **1b. SCOPE OF WORK**

---

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

- **Preparation and leadership of Sunday worship including scripture study, liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.**
- **Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them**
- **Leadership development by working with people in the church to create ministry and programs**
- **Pastoral care in collaboration with lay people (at least to those who are sick, elderly, or grieving)**
- **Community engagement and leading the way for the church to be an ambassador of God's love within the local area**
- **Weddings and funerals for participants in the worshipping community**
- **Strategic planning for current and new directions in ministry with a focus on increasing membership**
- **Faithful financial development and stewardship**
- **Study and prayer to increase faith and to improve skills so as to lead, teach, preach better**
- **Energizing and deepening spiritual connections and faith understandings of others in all they do**
- **Help lead lay individuals in providing adult education opportunities and future children's programs**
- **Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations**

**For the pastor, our church feels administrative tasks will be limited in this position. The website is handled by lay leadership, our administrative assistant handles most mail, email, church supplies and other office tasks. Supervision of staff is handled by the personnel committee with input from the pastor, council and lay people.**

**Core Competencies: (based on our survey of members)**

- **Effective preacher/speaker with relatable content that encourages living a spiritual life**
- **Positive and upbeat sermons**
- **Mature person of faith and emotionally secure**
- **Sincerely compassionate and caring**

- **Someone who believes prayer can and will make a difference**
- **Someone who can make the Bible come alive for our time**

## 1c. COMPENSATION AND SUPPORT

---

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): **\$65,000**

Benefits:

**Salary includes 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*)?

**We prefer the incoming pastor live nearby so they can also be involved in the community. We do not have a parsonage.**

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

**As stated above, we prefer they live nearby.**

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

**A paid sabbatical after 5 years of service.**

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

**In the past, our pastors have participated in a weekly informal breakfast gathering of UCC current and retired pastors in the area to keep in touch, share ideas and give moral support. They have also participated in a monthly group called Vacationland Ministerial Association (VMA) that meets once a month rotating among participating churches. There were Catholic, Lutheran, Baptist & UCC pastors. It was open to any "Northwoods" churches. When Ely hosted, we'd have maybe 10-12 pastors attend. These groups have not met during the pandemic, that we are aware of. Private Spiritual Counseling was available in Minocqua (not thru UCC). UCC Pastors in the area also attend functions/retreats at Moon Beach, the UCC church camp.**

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

**We would be open to discussion regarding scheduling needs should the minister need bi-vocational employment.**

## 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 seek to find a pastor who is someone who likes to connect with the community at large, is ecumenically minded and has demonstrated a history of making church a joyful place for young and old alike. The overall continued objective is to attract new members to our church.**

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

**We would love to find a pastor that shares our vision in opening our arms to all community members and welcoming all whenever and wherever they are on their spiritual journey. We feel this can be achieved by the following:**

- **Increasing communications and visibility**
- **Being a fun church that focuses on the JOY of our faith**
- **Expanding the use of our facility**
- **Increasing our mission support within our church family and local 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.

**At this time, all of our members are English speaking and based on our demographics, it is doubtful that another language would be needed nor would there be cultural-specific issues. While open and eager to learn about all cultures, we have no specific cultural needs at this time.**

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

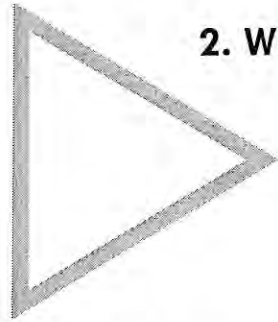
**EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE:** Guided by the Holy Spirit to live life with a commitment to nurture faith of self and others. Praying actively and nurturing spiritual practices.

**BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS:** Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.

**CARING FOR ALL CREATION:** Providing hope and healing within a hurting world.



**STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS: Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences. Living in relationships of covenantal accountability with God and the Church.**



## **2. WHO IS GOD CALLING US TO BECOME?**

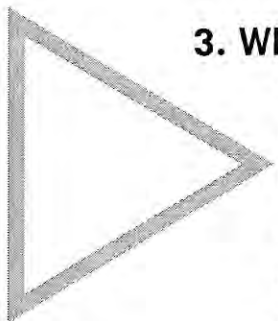
**“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)**

Who is God calling you to become as a congregation?

**Our congregation is being called to continue ministering to those within our church, our families, and the community. Ely church has been looked upon as a pillar in the community for our active participation and financial support in various local organizations.**

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

**Our church held an Italian Dinner for the first time in 2019. It was a community event and was very well received. The purpose of the dinner was to bring community together in a fun way while raising funds to help areas in need. Another well attended event is our annual rummage sale. Donations of items are made to the church which are then sold on the annual community rummage sale day. The funds raised from this are put back into the community. Some notable areas that we have helped are the local food pantries, the elementary school, the library, the arts, Snowflake ice rink, and many others. Each year a group of members makes comforting blankets. These are then blessed during a service of worship and then distributed by local emergency services during times of crisis.**



## **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.

**The main focus of our mission statement is "Love and Serve: God, Creation, Each Other and Community"**

**The Trinity, God, Jesus, and the Holy Spirit, is used in our liturgy. We feel the Holy Spirit calls us to be a caring, compassionate church in the Land O' Lakes area that reaches out and welcomes all to be part of our faith community. We do this by setting a good example and providing leadership, ideas and energy to this process. We continue to strive to find new ways in reaching out to others and welcoming them to our community of faith.**

Describe several strengths or positive qualities of your congregation.

**Ely Memorial United Church of Christ is a beautiful, small church nestled in the Northwoods of upper Wisconsin. We witness God's grandeur every day in our surroundings. Being in the Northwoods, surrounded by beautiful sparkling lakes, bountiful wildlife, snow glistening on the pines, and spring flowers blooming after a long winter strengthens our faith in our creator. His presence is all around us. Our love of nature and God's creation ties this congregation together. We are thankful for the beauty around us, we rejoice with each other and in times of need, we comfort and support each other. Ely is a wonderful church, and the Land O Lakes area is a little bit of heaven on earth.**

**Our church is a caring congregation, both for one another and for the community. In a recent survey, members cited the first positive aspect as kind, respectful, welcoming, and supportive.**

**We have meaningful worship services and there is informal and lively fellowship time every week after the service. Fellowship is important for creating and maintaining connections.**

**Music is a very important part of our ministry. We have an enthusiastic choir as well as an all-men choir named Ahh-men. The choir director has a doctorate in music and we have a very accomplished organist and pianist as well as other talented musicians. The church has an Ahlborn-Galanti organ, Baldwin piano and a digital piano. Many church members are active in other organizations that benefit the community such as the food pantry and local organizations that support the arts and the environment.**

Describe what worship is like when your congregation gathers.

**Our worship services are held in the sanctuary and are based on scripture. We have had no recent baptisms. Words that were mentioned during our survey to members in regard to describing preaching styles they want were: scripture based, uplifting, inspirational, relatable content, humorous, relaxed, and without “fire & brimstone.”**

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

**In recent years, we have not had regular attendance from young people. Occasionally a young family comes and some grandchildren when they are visiting. When they are present, a children’s message is given followed by Sunday school. During the summer months, our attendance of all ages increases as we are a vacation area. We have had women’s bible study groups that met on a regular basis prior to the pandemic. The area of study for that group would be determined by the group itself and often the women would take turns leading the weekly sessions. We do have a Christian education committee that oversees programming for any young people that attend. The curriculum is chosen by Pastor with input from this committee. Growth is desired in the education area of our church.**

Describe how your congregation is organized for ministry and mission.

**Decisions are communicated in many ways such as the weekly bulletins, email communications or regular mail. We have several committees that are comprised of members that have been nominated and agree to serve. When needs arise, we have no trouble getting volunteers.**

- **When it comes to decision-making, how many hours are spent in meetings per month? 1-3 hours**
- **Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?**

**During Covid-19 pandemic, lay members stepped up to lead sermons in person when the pastor was unable to do so. Lay members also encouraged the church to do virtual services and have sermons sent out to members who don’t have internet access. Lay members helped to provide alternatives to an otherwise closed church.**

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

### **3b. 11-YEAR REPORT**

---

**See attached**

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church. (as of 2020 annual report)

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	79	
Number of active non-members:	41	
Total of church participants (sum of the numbers above):	120	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	40%	X
Less than 10, more than 5 years:	25%	X
Less than 5 years:	35%	X

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
2	0	0	2	2	3	16	32	63	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0%	X
Households with minors:	1%	X
Single adults age 35-65:	0%	X
Joint households with no minors:	81%	X
Single adults over 65:	18%	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	20%	X
College:	45%	X
Graduate School:	30%	X
Specialty Training:	5%	X



Other (please specify):		
-------------------------	--	--

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	5%	X
Adults who are retired:	90%	X
Adults who are not fully employed:	5%	X

Describe the range of occupations of working adults in the congregation: **Medical, educators, farmers, professional, skilled craftspeople**

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

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

Please note the date. Comment after the exercise:

**We tend to be theologically moderate to conservative and tend to be quite diverse theologically. Our church has always welcomed people of all races, different faith backgrounds, sexual orientations, etc. We have never felt the need to participate in a specific program about diversity.**

### 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	10	Couples took turns leading the gatherings
Baptisms <i>(number last year)</i>	0	
Children’s Groups or Classes	5	Sunday school teachers

Christmas Eve/Easter Worship	125/65	Pastor and worship committee
Church-wide Meals	50	Men plan and work Father's day breakfast Lay members - Easter breakfast Summer Picnic – Outreach Committee
Choirs and Music Groups	16-20	Music director
Church-based Bible Study	8 avg.	Pastor and attendees
Communion ( <i>served how often?</i> )	monthly	Pastor with help of lay person
Community Meals	151	2019 Italian Dinner
Confirmation ( <i>number confirmed last year</i> )	0	
Drama or Dance Program	0	
Funerals ( <i>number last year</i> )	0	
Intergenerational Groups	0	
Outdoor Worship	40	Pastor and moderator
Prayer or Meditation Groups	4	Lay leadership
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	0	
Worship (time slot: 10:00am)	40	Pastor, music director, worship committee
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
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)
Bob Rice			Pastor (pulpit supply)	Y

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

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Administrative Assistant	No	Part-time	Personnel Committee	16 years
Choir Director	No	Part-time	Same as above	16 years
Cleaning	No	Part-time	Same	16 years
Pianists/Organist	No	Part-time	Same	10 years

## REFLECTION

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

**Ely members are active and welcoming. Absent from the data above are many activities that are organized by the Phun committee such as going to movies, bowling, dinners/lunches, sporting events, and nature field trips, etc. A rather comprehensive list of activities and area offerings outside the church is also provided as Attachment A.**

### 3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year) 2020

Source	Amount
Annual Offerings and Pledged Giving	\$114,130
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$ 7,700
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$ 0
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$ 4,100
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$ 5,025
Transfers from Special Accounts	\$
Other (specify): Yoke relationship with Phelps UCC (2020)	\$ 15,258
Other (specify): Misc.	\$ 210
<b>TOTAL</b>	<b>\$146,423</b>

Current annual expenses (dollars budgeted for most recent fiscal year): \$146,063

**See Attachment B.**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **50%**

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

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

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



- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

**\*Due to Covid-19, church was closed much of the year. All were supported in the prior year.**

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

**Recently \$3,000 is funded with Endowment Funds.**

What is the church's current indebtedness?

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

Reason for debt:

Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. **None projected**

If the church has had capital campaigns in the last ten years, describe: **N/A**

If a capital campaign is underway or anticipated, describe: **N/A**

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

What is the market value of the assets? **\$313,416 on 12/31/2020**

Are funds drawn as needed, regularly, or under certain circumstances? **See Insert #1**

What is the percentage rate of draw (last year, compared to 5 years ago)? **5% of the average of the last three years' market value of the investments. No change from 5 years ago.**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **None**

At the current rate of draw, how long might the endowment last? **In perpetuity unless there is an extraordinary event involving the church or its property.**

Please comment on the above calculations or estimates: **n/a**

## Other Assets

Reserves (savings): **\$157,373 which includes savings, memorial, checking and debit card accounts.**

Investments (other than endowment): \$

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

Describe all buildings owned by the church: **See Insert #2**

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

Which spaces are accessible to wheelchairs? **Everything except the basement.**

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

**The Treasurer, in consultation with committee chairs and staff, drafts budget for approval by church council and then the membership. A major budget change was made for 2021 due to Phelps Church ending our yoke relationship. See budget comments. The budget for 2021 was approved.**

## 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.

- 1. Sanctuary burned to the ground in 2000**
- 2. Hired a part-time secretary and choir director in 2005**
- 3. Formed a men's choir in 2017**
- 4. Phelps UCC yoked with Ely Memorial UCC in 1969, unyoked in 2020.**

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

**Handling all the aspects of the pandemic was a large undertaking. With the demographics of our church, having members need to become more techno savvy was a challenge that they embraced.**

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.

**Based on UCC and CDC recommendations along with the health concerns of our members, the council decided to close the church to services and all activities. After a few months, some members wanted to have in-person services and requested from council to be permitted to reopen. Ultimately, the council agreed to allow church to open for Sunday worship while following specific guidelines that they set. In October, virtual services were started for those not attending to fill most members needs. The differences temporarily hurt our sense of unity but we have persevered and overcome.**

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Mary Snell Willis	4.5	Y
Rev. Nancy Zorn-Micke	8	Y
Rev. Ann Pearson Wahlers	5	Y
Rev. Ronald McDuffie	8	Y

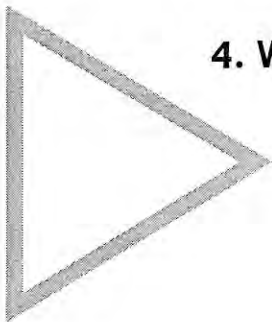
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

**The congregation learned that each pastor provides their ministry in unique ways. Some methods fit better with our church than others, but all have value and can be appreciated. Together, the congregation and the minister, can work to achieve a balance that is fulfilling for both.**

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

Has your church been involved in a Situational Support Consultation? N

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



#### 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? **Globally, we have members that normally travel to the Bahamas each year and they reached out to our congregation to help via donations to rebuild following the hurricane that had hit. Our members gave as they were able, and the mission and outreach matched up to a certain dollar value also. In addition, we have a member that travels each year to Biloxi, Mississippi to do**

mission work with the Back Bay Mission. Our church supports her in this endeavor. We also donated to the Bali support group that Rev. Bob Rice had talked to the Council about following the time he and his wife, Bev, spent there. This is another example of how we help children and families in a global outreach.

Locally we donate to our food pantry both financially as well as through food donations. Our Outreach Committee has made strides to help at our local elementary school. Most recently, we held a craft booth at the end of year field day. We also donate financially to many local organizations that work with youth, seniors, nature lovers, and the arts. Helping Hands, a church fund, overseen by a committee, is used to confidentially help local individuals with specific needs like rent, utilities, repairs, supplies or medical issues.

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting). **The congregation is composed of people from many different faith traditions so there is little history with being part of the UCC. Being remote in the North Woods further hampers interest in and connection to the UCC.**

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](http://ucc.org).) Check any statements below that apply to your UCC faith community.

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

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?

**It seems all of the above are programs that the UCC has offered to congregations. We just never felt the need to participate. Our little church participates in local community events. One big way we make a difference in the community is through our endowment fund and our rummage sale. We use those funds to support local projects, activities, organizations, etc. We also welcome community-use of our facility.**



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

**Each year we host Trunk or Treating and have members of other churches that join in providing this fun activity for the young members of our area communities. We participate in World Day of Music which brings members of other choirs together as well as people attending to participate in the music. On several occasions our own choir sang in the church to celebrate World Day of Music along with the community. We participate in local community events such as the 4<sup>th</sup> of July parade, scarecrow decorating contest, snow sculptures, etc.**

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

**Our mission statement focuses on connecting, nurturing and practicing the language of Ely which we strive for in everything we do. We are small in numbers but we spend a majority of our time finding ways to welcome all and integrate our church into the community.**

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

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

#### **4b. MISSION InSite**

---

Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown? **We have not formally put a MissionInsite report together due to our small size.**

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

**Our congregation is primarily comprised of settled retired people while the area adjacent to the church is mostly working families, some of which are struggling.**

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

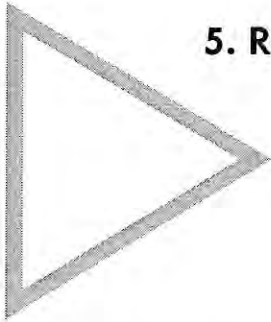
**Most of our members live on the many lakes in the area. Of the working families in our area, many work in the hospitality service industry or in retail. This can make it difficult for attending church.**

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

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

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

**People are welcoming and friendly. Many say now that they are retired, they have more time to be involved.**



## 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

Prudence Caudill, Member of St. Albert’s Catholic Church  
906-544-2346 [pcaudill@alphacomm.net](mailto:pcaudill@alphacomm.net) Friend of Ely

### REFERENCE 2

Dave or Sue Zick  
262-955-9214 [zick.dave@gmail.com](mailto:zick.dave@gmail.com) Former members – moved away

### REFERENCE 3

Rev. Bob or Bev Rice  
405-406-6617 (Bev) [beverlyrrice@hotmail.com](mailto:beverlyrrice@hotmail.com)  
405-642-6118 (Bob) [robertsrice@msn.com](mailto:robertsrice@msn.com) Friends of Ely

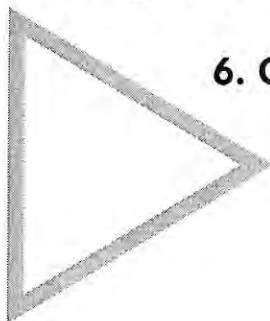
## PROMPTS FOR REFERENCES

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

---

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

### 6b. STATEMENT OF CONSENT

---

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

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so,

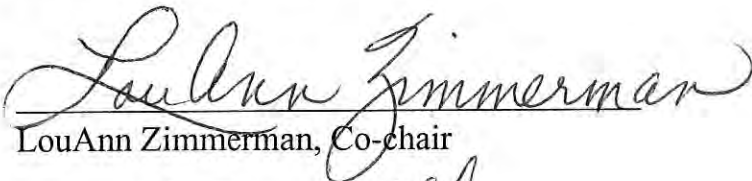
recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

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

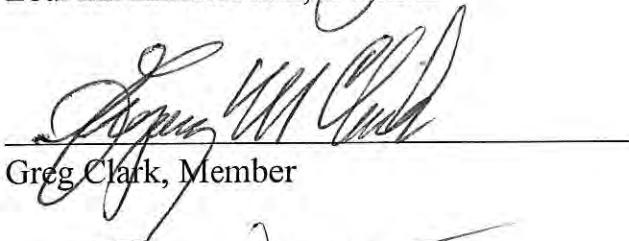
Signed on May 18, 2021 by:



Kathy Hirvela, Co-chair



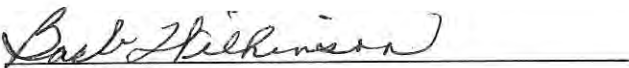
LouAnn Zimmerman, Co-chair



Greg Clark, Member



John Oliver, Member



Barb Wilkinson, Member

Ely Memorial UCC Search Committee



## **6c. VALIDATION BY CONFERENCE/ASSOCIATION**

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:



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

Email: rmacdougall@wcucc.org

Phone: 715-308-6120

Date: June 24, 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***

#### INSERT #1

Endowment Fund established in 2005 to increase our mission and outreach ministries in the community and the world, as well as maintain stewardship over the buildings and property when specific capital improvements or extraordinary maintenance is necessary. Annual spending is based on 5% of the average of the last three years' ending market value of the investments. 2020 authorized spending was \$13,200. Spending of these funds is approved by the membership based on the recommendation of the Endowment Ministry Committee. W/O the approval of a super majority of the members and associate members, the endowment is not to be used to fund annual operating expenses. Interest, dividends and changes in market value of the endowment are not included in the financial statements. Funds are invested in a UCC sponsored balanced fund.

#### INSERT #2

Describe buildings and property of your church except the parsonage.

Following a fire which destroyed the church building, the current church was completed in 2001. It includes a spacious Sanctuary, a slightly smaller Fellowship Hall, a Pastor's office and adjacent lounge/conference room, an office for the administrative assistant, a fully equipped kitchen, four restrooms and a basement with multiple rooms for activities. There is a fully enclosed attached drive-through garage used for handicap drop-off and an unattached garage used for storage of maintenance equipment and other materials. The church is located near the center of downtown Land O' Lakes on about two acres of well landscaped property, half of which is woodland. Very adequate and adjacent paved parking is available in the front of the building and a larger adjacent parking lot is to the west of the church building.

## Attachment A

**Land O' Lakes Chamber of Commerce** <http://www.landolakes-wi.org>

### **1. Outdoor Activities** <http://www.landolakes-wi.org>

- Dog Sled Races <http://www.3bear.org>
- Snowflake Skating Rink
- Downhill Skiing
- Camping
- Snowmobiling & ATVing
- Cross-country Skiing
- Bike Trails/Wilderness Lakes Trails <http://www.wildernesslakestrails.org>
- Resorts
- Fish and Game Club <http://www.fishandgameclub.org>
- Hiking Trails/Ottawa National Forest & Sylvania Wilderness  
<http://www.fs.fed.us/>

### **2. Arts & Education**

- Excellent School System <http://www.npsd.k12.wi.us>
- Land O' Lakes Artisans (LOLA) <http://www.lolaartswi.com>
- Land O' Lakes Historical Society <http://www.landolakeshistory.org>
- Artistree Museum <http://www.artistreegallerywi.com/>
- Headwaters Council for the Performing Arts <http://www.hcpapresents.com>
- Northwoods Singers
- Art Impressions

### **3. Clubs, Organizations & Activities**

- Fish and Game Club <http://www.fishandgameclub.org>
- Quilting Bees
- Knitting and rug hooking clubs
- Northern Footnotes Book Club
- Frosty Snowmobile Club
- Santa's Weekend
- Dog Sled Races and Musers' Ball
- Colorama Weekend
- Klondike Days (Eagle River)
- Christmas Belles (gifts for the needy)
- Fourth of July Celebration with Parade
- Ely Church Italian Dinner

## Attachment B

### PROPOSED 2021 BUDGET

	Budget 2020	Proposed Budget 2021
<b>Ordinary Income/Expense</b>		
<b>Income</b>		
300 · Pledges	94,000	90,000
301-18 · Prepaid Pledge for 2018		
302 · Loose Collections /Donations	18,000	15,750
303 - In-Kind Donations		
307 · Women's Fellowship Support	5,450	600
309 - Outreach Income	2,000	2,000
310 · Phelps Church	14,700	120
313 · Memorial Fund Reimbursement		
317 · Misc. income	4,800	9,000
320 · Interest - Income	50	50
325 - Endowment Outreach Activities	7,600	8,050
326 · Rent - Income	500	250
367 · Heifer Project / Outreach Proj.	100	100
<b>Total Income</b>	147,200	125,920
<b>Expense</b>		
400AA · Pastoral Services	75,955	68,425
500A · Administration	37,550	36,550
600A · Operating Expenses	8,350	8,200
6300 · Repairs	1,600	1,600
700A · Building Expenses	12,100	11,050
800A · Insurance	4,259	4,250
900A · Gifts, Benefits & Wider Church	7,050	8,050
913 · Mission trip	300	300
<b>Total Expense</b>	147,164	138,425
<b>Excess or deficiency of income over expenses</b>	36	-12,505



UNITED CHURCH OF CHRIST

ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS



God is still speaking,  
**UNITED CHURCH OF CHRIST**

Church#: 861430

Assoc: 828

Schedule: 0 Ely Memorial UCC

Land O Lakes

WI

54540

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	114	60	6	1	0	1	3	0	-1
2011	94	52	10	0	0	0	0	16	-16
2012	93	45	13	0	0	2	3	0	-1
2013	96	54	11	0	0	4	0	1	3
2014	85	45	9	0	0	0	9	2	-11
2015	79	40	9	0	4	0	2	8	-6
2016	71	40	9	0	0	4	5	7	-8
2017	71	46	12	0	0	8	4	4	0
2018	84	50	17	3	0	11	1	0	13
2019	84	52	18	0	2	0	2	0	0
2020	78	24	0	0	0	0	5	1	-6

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	\$119,600	\$0	\$2,808	\$5,563	\$8,371	\$6,200	\$14,571	2.35	\$134,171	\$104,215
2011	\$99,367	\$2,000	\$2,808	\$1,191	\$3,999	\$2,732	\$6,731	2.83	\$108,098	\$98,144
2012	\$122,858	\$0	\$2,808	\$2,000	\$4,808	\$3,888	\$8,696	2.29	\$131,554	\$103,818
2013	\$135,340	\$0	\$5,800	\$7,333	\$13,133	\$1,500	\$14,633	4.29	\$149,973	\$115,902
2014	\$130,107	\$0	\$0	\$235	\$235	\$5,510	\$5,745	0.00	\$135,852	\$99,015
2015	\$122,649	\$0	\$3,000	\$820	\$3,820	\$0	\$3,820	2.45	\$126,469	\$111,004
2016	\$122,649	\$0	\$3,000	\$8,627	\$11,627	\$0	\$11,627	2.45	\$134,276	\$113,548
2017	\$165,691	\$0	\$3,000	\$10,547	\$13,547	\$5,058	\$18,605	1.81	\$184,296	\$120,595
2018	\$138,231	\$0	\$3,000	\$3,120	\$6,120	\$4,445	\$10,565	2.17	\$148,796	\$116,947
2019	\$151,685	\$0	\$3,000	\$0	\$3,000	\$4,700	\$7,700	1.98	\$159,385	\$124,091
2020	\$146,163	\$0	\$3,000	\$0	\$3,000	\$9,572	\$12,572	2.05	\$158,735	\$78,473

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-1.27	-40.00	-100.00	-100.00	-40.00	19.17	-21.47	25.51
2010-2020	-31.58	-60.00	-100.00	-100.00	100.00	22.21	-64.16	18.31

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