

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Trinity United Church of Christ
LaCrosse, WI

Minister

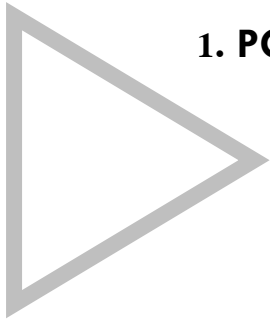
WI Conference UCC

[July 13, 2021]

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: Trinity United Church of Christ

Street address: W4888 Harvest Lane

LaCrosse, WI 54601

Supplemental web links:

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

Conference: Wisconsin Conference of United Church of Christ

Association:

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

Rev. Rob MacDougall

Associate Conference Minister

WI Conference UCC

715-308-6120

rmacdougall@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?

We are at a very exciting time in our church's life even though just closing out a very difficult and stressful year. As we end six years of growth and learning with our last pastor, we are excited for both of our new journeys to begin as neither of us could have gotten through without each other's partnership.

We are a small but energetic congregation that is family orientated and loves to make personal connections with our neighbors and larger community. We are looking to continue this journey

to increase our church's community involvement. Whether that is our congregation reaching out and making a difference in the community or other's coming to our church for events or groups making use of the wonderful building we are so lucky to have.

We are looking for a pastor that will partner with us and help us reach out to local organizations and engage them. We want someone to have the same passion to impact outreach through, for example Harvest Lane Treasures (our thrift store). We want to walk together while honoring our history by offering great programs to everyone and being passionate about community involvement. We want to grow but not to become a big church - just a small church with a big heart and legacy.

Photographs:



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

We live in beautiful God's country surrounded on each side by either the gorgeous bluffs or the great Mississippi River. God's work is all around us. We have a small but big city. It is small enough to know your neighbors but big enough to have wonderful opportunities like great schools, outstanding health care and plenty of events to keep you busy year around.

Current size of membership:

2019-102 members

Languages used in ministry (*other than English*): We are an English speaking congregation

Position Title: Pastor

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

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

Compensation Level (*choose one, delete the other options listed*): Compare our budget with current compensation guidelines

2/3 Time

We are open to different part time positions depending on the candidate.

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)

The Pastor shall be the spiritual leader of the congregation. The Pastor's duties shall include but not be limited to the following:

- Lead the congregation in worship
- Teach the Christian faith to the congregation, to include teaching or direction for Confirmation Class and Church School
- The Pastor shall be an ex-officio member of all committees to promote and maintain church programs
- Actively involved with community service/outreach within our local community
- Counsel and visit members as necessary
- Maintain contract with the Wisconsin Conference and Northwest UCC Association
- Perform and record marriages, baptisms, funerals, and confirmations
- Keep, or supervise the keeping of, a register of the members of the church, with dates and modes of their reception and removal; issue letters of transfer
- Meet with the Personnel & Pastoral Relations Committee in September to review the Pastor's job description and to ensure that mutual goals of the congregation and the Pastor and established

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.)

Conversational speaker that can relate to everyday life
Intergenerational
Relatable- empathetic-

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$42,865

Benefits (*choose one*): Open to negotiation within our compensation package

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*)? Living nearby with a housing allowance

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

We would expect our next minister to utilize the housing allowance to find suitable housing within a reasonable distance to the church.

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: The Wisconsin Conference strongly recommends that pastor participate in a Community of Practice group organized by the Conference; there is a La Crosse area UCC clergy group that meets periodically; the Northwest Association offers an annual clergy retreat and the Wisconsin Conference offers seminary debt retirement grants and several other seminars.

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

Our congregation would be open to making some adjustments to the schedule to support a minister's bi-vocational employment needs. The adjustments needed would be specific to the candidate and we would be willing to discuss and partner with the right candidate to achieve this balance.

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 have identified a number of ministry goals that we envision to achieve. First, we would like to continue our growth in membership. We don't have lofty goals to be a large congregation one day, but we would like to steadily grow in numbers, giving, talents and faith. Second, we would like to increase our community outreach. We participate in many community activities that give back to the community and would like to expand these efforts. We also have a beautiful church building that we would like to see used by the community more often. Another goal would be increased involvement in youth and young adult programs. Finding ways to bring life into the youth and young adult programs would energize the entire congregation. Finally, we would like to continue to have a relationship with our minister that fosters a partnership in leadership and drives collaboration every day.

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

We are looking for a pastor that can engage the congregation to be involved in the community to promote our vision. We would like to enhance the opportunity for continuing education for children and adult members and non-members alike. The minister must be able to identify the needs of the community that allow the congregation to collaborate more effectively. Servant leadership is a must to help our members become involved in different organizations and programs.

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

The need is not for any culturally specific capacities but to be culturally open minded. We are an English-speaking congregation and would like a pastor that is proficient in the English language, but it may not need to be their primary language.

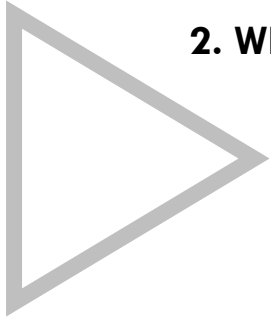
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's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

Engaging sacred stories and traditions

Strengthening interpersonal and intrapersonal assets

Building transformational leadership skills

Caring for all creation



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)

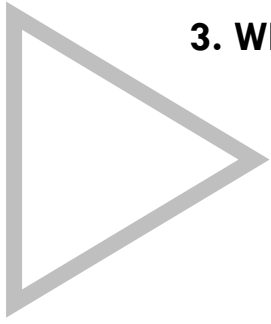
Who is God calling you to become as a congregation?

Trinity United Church of Christ extends the hospitality of Christ by faithfully conducting inspiring worship services, providing Christian education, and reaching out to the community.

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

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

As COVID has limited us this past year, we have tried some new things to keep church services available and relevant. We really tried to think outside the box for ways to worship safely and responsibly. During the spring, summer, and fall, we conducted outdoor services. We also utilized technology to engage the congregation during this trying time, such as Zoom church and communion services. Also, our previous pastor posted recordings of our services on our Facebook page. Even though we are now allowed to worship inside the building and in larger groups, our congregation has realized how valuable these variations to reaching out to other parts of the congregation can be, and plan to continue the new technologies.



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 are the hands of God that allow us the ability to give back the community in the many things we do. We are a small congregation that believes we should be here to meet the needs of the church as well as the community.

Describe several strengths or positive qualities of your congregation.

Multigenerational congregation open to all

Caring, hardworking congregation involved in community service

Friendly small congregation located in a beautiful setting

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?

We have a very informal service. If you attended service here, you may see as many people wearing jeans as dress pants. We are more traditional with the service and music. Services are based on the lectionary readings. Our services are very related to daily life. We involve our children in services. Even the adults enjoy the themes and stories at children’s time. Music is very important to the congregation. We still enjoy the organ once a month and love to host special music services a few times a year.

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?

We are like most congregations and have a Sunday school program and confirmation program. We involve our youth in worship, church fundraisers and outreach programs alongside the adult members. We also have had a few active adult Bible study programs with not only members of our congregation but also outside members of the community. These have been very beneficial to the faith formation and congregational engagement.

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?
We are a congregation that does not spend a lot time in meetings. We do have committees that meet on a regular basis like our Church Council. Since we are a smaller congregation, we can communicate and make decisions in a more informal manner.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? COVID is a prime example of the church's ability to navigate through a crisis. The church council was able to make quick decisions to keep the congregation worshiping in venues different than the normal Sunday service. We were able to partner with the county health department to ensure we were making appropriate decisions to keep the congregation safe.
- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No] Yes

3b. 11-YEAR REPORT

You can find the current 11-year report at the end of this profile.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	55	yes
Number of active non-members:	7	yes
Total of church participants (sum of the numbers above):	62	yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	74%	yes
Less than 10, more than 5 years:	16%	yes
Less than 5 years:	10%	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>
5	4	5	7	9	11	6	20	14	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	2%	yes
Households with minors:	10%	Yes
Single adults age 35-65:	20%	Yes
Joint households with no minors:	50%	Yes
Single adults over 65:	18%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	7%	Yes
College:	45%	Yes
Graduate School:	26%	Yes
Specialty Training:	18%	Yes
Other (please specify):	4%	Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	45%	Yes
Adults who are retired:	48%	Yes
Adults who are not fully employed:	7%	Yes

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

Our congregation has a wide variety of occupations. Medical providers, clerical, sales, farmers, teachers, retail, food service, etc.

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

Our church is not ethnically diverse, but we do find diversity in many other categories. Our diversity comes in the range of different backgrounds our members have as they have made their journey through life. We also have a diverse range of ages that are active in our church. We have evolved significantly over time as a more diverse congregation. If you were to look back 50 years, you would see a group of farmers and their families as the entire congregation. Now we see occupations that range from the farmer to the doctor to the unemployed along with all the diverse interests and opinions that fill the church to make it prosper with many new and different ideas.

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: During our process to become an open and affirming, we discussed and opened our eyes to how we can be more welcoming. We have many identifiers of being a welcoming congregation from the rainbow symbol by the door to the

smiling faces in the pews. If you were to ask any member, visitor or pastor of Trinity, they would tell you that our number one attribute is how welcoming we are in our congregation. Diverse or not you are welcome at Trinity and you can feel it walking in the door.

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	15 per offering	Pastor
Baptisms (<i>number last year</i>)	1	Pastor
Children's Groups or Classes	10 avg weekly	Christian Ed
Christmas Eve and Easter Worship	50 avg/service	Pastor and Worship Committee
Church-wide Meals	25	Women's Fellowship
Choirs and Music Groups	6	Pastor
Church-based Bible Study	15	Pastor
Communion (<i>served how often?</i>)	40 monthly	Pastor and Worship Committee
Community Meals	300 annually	Potato Pancake Supper- Stewardship Committee
Confirmation (<i>number confirmed last year</i>)	5	Pastor and co-lead
Drama or Dance Program	n/a	
Funerals (<i>number last year</i>)	0	Pastor
Intergenerational Groups	n/a	
Outdoor Worship	20	Pastor
Prayer or Meditation Groups	n/a	

Public Advocacy Work		Pastor provides leadership
Retreats	n/a	
Theology or Bible Programs in the Community	n/a	
Weddings (<i>number last year</i>)	0	Pastor
Worship (time slot: ___10am___)	35-40	Pastor and Worship
Worship (time slot: _____)	n/a	
Young Adult Groups or Classes	n/a	
Youth Groups or Classes	n/a	
Other		

Additional comments: For a small congregation, we have very active members that are open to trying new ideas. COVID has definitely taken a toll on the groups and activities this past year.

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
None				

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
Secretary	Council	Part-time	Personnel Committee	15 years
Janitor	Council	Part-time	Personnel Committee	2 months
Accompanist	Music Committee	Part-time	Personnel Committee	1 year

REFLECTION

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

Our congregation is diverse in both age, educational achievement and work experience which has helped us connect better with our community. We have a small congregation and an even a smaller number of active members, but if help is needed even the less active members will come together. Our congregation has evolved within the last 10 years to be more outward looking and providing opportunities to assist the greater community.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$60434
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$6765
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$1418
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$1645
Grants	\$1000
Rentals of Church Building	\$250
Rentals of Church Parsonage	\$0

Support from Related Organizations (e.g. <i>Women's Group</i>)	\$3755 Harvest lane treasures
Transfers from Special Accounts	\$0
Other (specify): Paycheck Protection Program Forgivable Loan(COVID)	\$ 12512
Other (specify):	\$
TOTAL	\$

Current annual expenses (dollars budgeted for most recent fiscal year): \$83638

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

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 59%

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

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

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*) \$1310- budgeted amount – gathered through designated giving and matching funds from ViBerg

What is the church's current indebtedness?

Total amount of loan debt: 0

Reason for debt:

Are capital and other payments current? Yes

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

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

Year(s)	Purpose	Goal	Result	Impact
2017	Entire church flooring	\$10000	\$20000	Spent \$20000 with ViBerg match – upgrade look and feel – safety with type of flooring in narthex
2018	Well	\$5000	\$10000	With ViBerg match- drilled new well when old one failed

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.

Our most recent capital campaign was for the replacement of our well. Without water, we would not be able to keep the building open along with our annual Potato Pancake Supper and normal programming.

Does your church have an endowment?

What is the market value of the assets?

\$105,226

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

Matching fund with specific stipulations for use

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

Varies, depending on capital campaigns. Typically under 10%.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:0

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

start-\$123,000 current \$105,000 spent \$159,000

Please comment on the above calculations or estimates: Actual number- this is an unusual matching fund.

Other Assets

Reserves (savings): \$

Investments (other than endowment): \$

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:

Trinity Center – currently used as a thrift store

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

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

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

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?

Before our last search for a pastor, we found that it was necessary to search for a part time pastor. We were no longer a congregation that could support a budget for full time ministry and continue with the other expenses of keeping our church doors open. Looking back on what seemed to be a drastic change now was a positive change for our congregation. We use past budgeting information to build the upcoming year's budget. We discuss the budget at our annual congregational meeting. Our congregation has a strong commitment to hard work and

making ends meet each year. A number of years ago we started the ViBerg Sharing Fund from a bequest from a member. We have funded many initiatives and capital improvements by working diligently to match the funds for these goals. Because of these frugal decisions and hard work, this fund continues to grow and benefit not just our congregation but other charitable organizations as well.

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. Building new church -1968
2. Expanded Community Outreach – 2016-current - Trinity Center, Thanksgiving dinners, food pantry, Holiday dinner, warming center meal, mobile meals, Red Cross blood drive
3. Major Capital Improvements on properties – 2019-2020

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

In 2016, Trinity became an Open and Affirming church that welcomes all.

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 are dedicated to having open and honest conversations about issues and resolutions. We then develop plans and policies to ensure these resolutions to the conflict are continued and the conflict does not grow. We have a committee structure and church council that provide a hierarchy of whom to go to if there is conflict and it cannot be solved easily within the affected group.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Milton Staskal	1992-1994	Yes

Wayne Lura	1994-2001	Yes
Amy Sullivan	2002-2004	No
Diane Martin	2004-2008	Yes
Dixie Laube	2011-2013	Yes
Brandon Perrine	2015-2021	Yes

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: We have found that we need to be partners in leadership with the pastor. We also need to evolve and change with our congregation.

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

Y/N/Ask us

NO

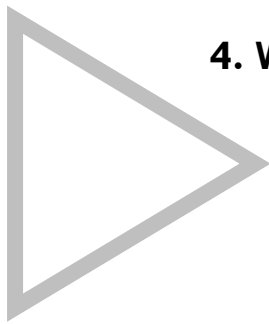
Has your church been involved in a Situational Support Consultation?

Y/N/Ask us

NO

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

Y/N/Ask us NO



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

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?

Sunday School- global donations

Heifer International

Meals on Wheels

Red Cross Blood Drive

Lion's Club Pancake Breakfast

Lion's Club partner food pantry-located at the thrift store

Harvest Lane Treasures – donations throughout community and make essential items affordable for families in need

jail ministry

meals for warming center

Depressed Anonymous

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

5 for 5 church

OCWM

Representation at association/conference

Annual meeting representation

Previous pastor participated in a LaCrosse area clergy group and other UCC groups

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using

language shared with other UCC congregations. (Find more information as desired at ucc.org.)
Check any statements below that apply to your UCC faith community.

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

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

WISE Congregational for Mental Health

Inter-cultural/Multi-racial (I:M)

Accessible to All (A2A)

Faithful and Welcoming

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

Church Women United- meeting this week at our church with one of our current church members featured as the guest speaker

Our pastors have always been active in local pastor group

Vacation Bible school has drawn people from various denominations-

Adult Bible study – is open to various neighbors of the church

Campus ministry to UW-LaCrosse

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 aligns quite well with time spent on activities. Our actions match our mission statement.

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 expect our pastor to be involved in the community to bring connections available for congregational action. We don't question our pastor's time spent out in the community.

4b. MISSION InSite

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

Our population has increased along with the amount of households and families while the income level has stayed consistent. This gives us the opportunity to grow with more families. It is also an opportunity to help impact the community as incomes have become stagnant.

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 demographics in our neighborhoods adjacent to our church are very comparable. The other neighborhoods that we connect with are more diverse.

How are the demographics of the community currently shaping ministry, or not? More diverse. More creative to meet our needs and the needs of potential new members.

What do you hear when you talk to community leaders and ask them what your church is known for? Meals on wheels – small but mighty

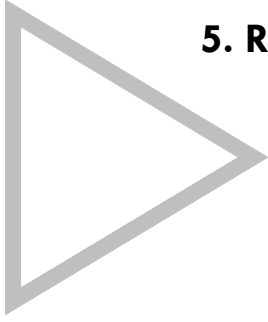
Potato pancake suppers-look forward to it every year

Small church in size but big impact to the community

Harvest Lane Treasures- love coming here to shop and donate

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

A favorite question always asked of new members or visitors is What did you like about our church that made you want to come back? The common answer heard is "I just felt so welcome here". Everyone is so warm and friendly. The answer you can hear a million times and it never gets any less heart warming than the first time.



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

Betty Alderman

(608)769-3768 / adlersb116@gmail.com / Past Member and Church Neighbor

REFERENCE 2

Rev. Thomas Uphaus / Retired Pastor

(507)895-2152/ tuphaus@acegroup.cc/ Interim supply pastor 2010-11

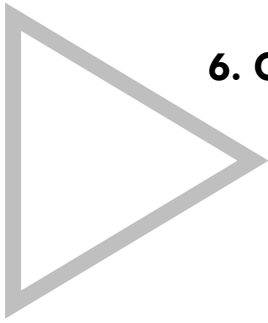
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

May God's Sheltering Wings – hymn that has inspired our congregation for years

May God's sheltering wings, her gathering wings protect you.

May God's nurturing arms, her cradling arms sustain you

And hold you in her love, and hold you in her love.

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

Church Council

All members of the congregation were invited to give input through a survey

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

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: July 13, 2021

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church’s Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22

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



Church#: 861360

Assoc: 828

Schedule: 0 Trinity UCC

La Crosse

WI

54601

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	113	35	5	0	0	0	1	33	-34
2011	117	35	8	4	0	0	1	0	3
2012	115	35	19	0	0	7	1	6	0
2013	114	32	11	2	0	0	1	2	-1
2014	102	38	8	0	0	0	12	0	-12
2015	101	35	13	0	0	1	0	2	-1
2016	92	34	15	0	0	2	2	9	-9
2017	99	34	15	0	0	9	1	1	7
2018	102	45	32	0	1	9	7	0	3
2019	102	41	25	0	1	2	3	0	0
2020	102	25	32	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2010	\$42,347	\$29,276	\$2,084	\$3,220	\$5,304	\$0	\$5,304	4.92	\$76,927	\$52,773
2011	\$81,007	\$0	\$4,014	\$2,304	\$6,318	\$407	\$6,725	4.96	\$87,732	\$51,681
2012	\$118,568	\$0	\$5,745	\$784	\$6,529	\$100	\$6,629	4.85	\$125,197	\$64,826
2013	\$60,904	\$0	\$3,686	\$663	\$4,349	\$0	\$4,349	6.05	\$65,253	\$44,077
2014	\$61,148	\$0	\$3,116	\$3,722	\$6,838	\$0	\$6,838	5.10	\$67,986	\$54,657
2015	\$53,726	\$0	\$2,683	\$399	\$3,082	\$0	\$3,082	4.99	\$56,808	\$0
2016	\$75,054	\$0	\$1,528	\$1,318	\$2,846	\$0	\$2,846	2.04	\$77,900	\$0
2017	\$71,380	\$0	\$1,570	\$1,082	\$2,652	\$0	\$2,652	2.20	\$74,032	\$59,828
2018	\$74,748	\$0	\$1,275	\$1,210	\$2,485	\$0	\$2,485	1.71	\$77,233	\$57,917
2019	\$77,616	\$0	\$1,310	\$1,322	\$2,632	\$0	\$2,632	1.69	\$80,248	\$0
2020	\$72,057	\$0	\$1,310	\$1,690	\$3,000	\$0	\$3,000	1.82	\$75,057	\$59,404

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	0.99	-28.57	146.15	-100.00	-100.00	34.12	-2.66	32.12
2010-2020	-9.73	-28.57	540.00	0.00	-100.00	70.16	-43.44	-2.43

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.

W4853 Harvest Lane
La Crosse, WI 54601

April 20, 2021

In Re: Reference for Trinity UCC, La Crosse, WI

To Whom It May Concern:

When my husband and I first moved to our current home in the winter of 1990, we were curious about the church across the street from our property and how it impacted the neighborhood. Our first welcome surprise was the wonderful music bells that played periodically and the beautiful nativity scene during the Christmas season.

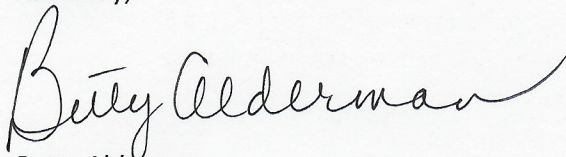
We soon learned that the church offered a bible study for any children (even if not members) in the summer and helped the local 4-H club by allowing meetings at the church. Our two children attended both for several years.

Over the years, while my husband and I are Catholics and attend a church in the city, we found it nice to walk across the road and attend Trinity services from time to time and members were always warm, friendly and inviting. This is their strength. Any stranger can walk in and be welcomed right away. And the gathering in the lunch room after services to mingle and get to know each other is really great. We've met neighbors and friends through this church because of this.

A significant change for the area was when members turned an empty building on the church property into a thrift store where donations are taken in, sold cheaply or given away to those in need. Last year, a free food "library" was added outside the building. Anyone can leave food donations and anyone in need can take food items. As we go for walks in the neighborhood, we see people leaving or taking items so it appears it is helping others. Ministering to the poor is definitely another strength.

It's hard to think of an area for improvement members of this church can make. Like all churches, I suspect getting new members is always a challenge. I don't know what they've done to recruit more members, but this could possibly be an area for improvement. I'm sure it doesn't help to now have a Minister vacancy, especially with a smaller church. Hopefully this vacancy can be filled quickly.

Sincerely,



Betty Alderman

Harvest Lane neighbor

Phone: (608) 769-3768 E-mail: aldersb116@gmail.com

Rev. Thomas Uphaus, retired pastor

Phone: 507-895-2152

Email: tuphaus@acegroup.cc

Relationship to Congregation: Interim supply pastor 2010-11

When I was serving part time at the church, I enjoyed the sense of family that the church had developed over the years. They were very sociable and welcoming to me and to others. There are members who have a strong desire to serve the community at large, which is part of reason they maintain a thrift shop next door. The store helps support the church financially, but it has also allowed them to be generous in helping out the homeless population in La Crosse. I was also impressed by their willingness to open their cemetery to the wider community, which was especially important several years ago when the local Hmong population was having difficulty finding any place to bury their dead according to their rituals. The church is modern, well maintained and handicapped accessible. They have benefitted from the leadership of the recent pastor, Rev. Perrine and during his pastorate have become an open and affirming congregation.

Due to the church's location on the far south side of La Crosse they have some difficulty attracting new members. There are limited nearby neighborhoods and I suspect knowledge of their congregation's presence in the larger community will continue to be a challenge to address. There are strong family and friendship ties within the church but the ability to reach out to new folks will need some careful encouragement. Due to being a smaller congregation they have been wise to look for part time ministry. That seems to have worked well for them the past few years and hopefully the right person will come along again to provide loving and inspiring leadership for the future.