

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Immanuel United Church of Christ
339 E Louisa Street PO Box 87
Darlington WI 53530

Full-Time Pastor

Wisconsin Conference - Southwest Association

July 2021

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Position Posting

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Consent and Validation

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

1. POSITION POSTING



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

1a. LISTING INFORMATION

Church name: **Immanuel United Church of Christ**

Street address: **339 E Louisa Street Darlington WI 53530**

Supplemental web links: Website: <https://immanuelucc.wixsite.com/darlington>

E-mail: immanucc@centurytel.net

Facebook:

<https://www.facebook.com/Immanuel-United-Church-of-Christ-Darlington-WI-232093520265461>

Additional ecumenical affiliations: Darlington Community of Churches

Conference: Wisconsin Conference

Association: Southwest Association

UCC Conference or Association Staff Contact Person: Rev. Lorraine Cenicerros, Associate Conference Minister (608) 630-2992 or lceniceros@wcucc.org

Summary Ministry Description:

We envision a pastor who will encourage us to listen for God’s word and to be open to the direction of God’s spirit. We are looking for a pastor who will participate in, and guide us to serve our local community with compassion. Pastor will encourage spiritual growth and education for members of all ages.





What we value about living in our area:

Darlington is a big-hearted community located in the beautiful rolling hills of Southwest Wisconsin which is nestled between Madison WI and Dubuque IA. There are abundant outdoor activities available in the area including State and local Parks. The area offers numerous festivals, theatre, and music activities throughout the year. We have outstanding educational and healthcare systems that offer a wide range of services for everyone.

Some links with more information: [City of Darlington!: Home Home Page | Lafayette County Wisconsin Memorial Hospital of Lafayette County - Memorial Hospital of Lafayette County](#)
<https://darlington.k12.wi.us/>

Current size of membership:

142 members with approximately 40 people attending Sunday services.

Languages used in ministry (*other than English*): **None**

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

Full Time

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

1b. SCOPE OF WORK

Provides an outstanding, biblically based preaching and teaching ministry that will nurture the spiritual life of the congregation and help us grow in faith as well as attract people to the church.

Plan and conduct worship services, which may include preparing related bulletins and PowerPoint.

Provides active leadership to the Council, the congregation, and its committees in developing programs that will enable the church to grow.

Visits and ministers to members in their homes, assisted living/nursing care facilities, and hospitals as needed or requested.

Conducts compassionate pastoral care such as premarital, vocational, family, bereavement, and other counseling sessions as needed or requested with referral to professionals when necessary.

Performs wedding ceremonies, baptisms, and funeral services.

Conducts Confirmation and new member classes.

Provide leadership and guidance for Sunday School and Bible Study.

Attend and/or participate in community activities which includes being an active member in the Darlington Community of Churches and serving as a representative of the church.

Cooperate with, and lead the church in cooperating with associational, state, and denominational leaders. Keep the church informed of developments within the denomination.

Adheres to the Church Bylaws and Policies and Procedures adopted by the church.

Core Competencies:

Inspirational: sparks enthusiasm and joy, delivers moving memorable sermons

Communication: good listener who has effective leadership skills

Professionalism: has a strong work ethic, flexibility and a strong faith

1c. COMPENSATION AND SUPPORT

Salary Basis: The salary range and benefit package offered is guided by Wisconsin Conference recommendations but is negotiable based on experience and qualifications. Compensation will include salary, parsonage including utilities, car travel allowance, health insurance and pension.

Benefits:

Salary plus Benefits

What is the expected living situation for your next minister - **Our church offers a parsonage and maintains utility and maintenance costs.**

Comment on the residential/commuting expectations for your next minister. **None**

State any incentives: **None**

Describe peer and professional supports available for ministers in your association/conference: **The Southwest Association offers professional and educational support. The Wisconsin Conference has a strong Community of Practice program for pastors. The pastors of the Darlington Community of Churches give support to each other.**

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

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

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

Our mission statement is: Seeking God's direction we celebrate our heritage, live for peace, and serve our neighbors with hope for the future.

We envision a pastor who will help us fulfill our mission by connecting our traditional worship style with new ideas. We are a healthy church with strong lay leadership and we look forward to our next pastor helping us to grow our presence in the community and reconnect with inactive members.

Our congregation would describe themselves as "generally conservative" and we are looking for a pastor who will be compatible and able to communicate with our members.

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

Our pastor will support and participate in local and national mission activities. They will be an active member of the Darlington Community of Churches and provide ministerial support to local events.

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

Our language requirement is English and we have no specific cultural needs.

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

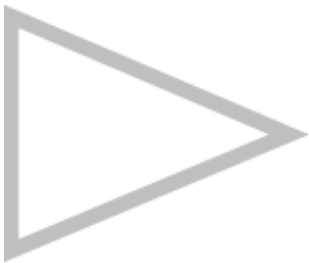
Strengthening inter and intra personal assets by demonstrating excellent communication skills.

Working together for justice and mercy by engaging in mission and outreach and to confront injustice, oppression, and implicit bias in the life of our Church. We feel this is something our congregation needs to improve on but it will be a work in progress.

Caring for all Creation by providing hope and healing to a hurting world with nurturing care and compassion for God's creation.

Exhibiting a spiritual foundation by committing to lifelong spiritual development, loving God, following Jesus Christ, and being open to the surprises of the Holy Spirit.

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?

We feel we are being called to :

- **refresh and energize our members**
- **build closer relationships within our church family**
- **reconnect with inactive members**
- **be more active in the community.**
- **grow in faith together**

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

The pandemic has taught us how to appreciate what is really important in our lives. It also made us look outside the box and learn how to broadcast worship service via Zoom and Facebook. A Worship Committee was created to review and monitor CDC guidelines and develop reopening guidelines.

We are in the process of finalizing our strategic plan which has been worked on since early 2021. The purpose of our strategic plan is to identify our goals, to focus everyone's efforts on attaining those goals, to create a better awareness of who we are, and to enhance our ability to find a settled pastor.

3.. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

We are best described by our Value Statements:

- **We strive to listen for God’s word and be open to the direction of God’s spirit.**
- **We are a faith based family inspired to live by and to spread God’s word.**
- **We show love, compassion, and kindness within God’s community.**
- **We welcome all with respect, acceptance, and fellowship.**
- **We support the spiritual growth and education for all God’s children.**

Describe several strengths or positive qualities of your congregation.

- **Friendly and welcoming family environment**
- **Financially secure**

- **Active committee participation**
- **Dedicated lay leadership**
- **Active mission team**

Describe what worship is like when your congregation gathers.

Worship is held in the Sanctuary with the exception of special services. The congregation welcomes sermons that are frequently, but not exclusively based on one or more of the recommended lectionary texts. The use of imagery and humor is helpful. Sermons that indicate the preacher’s understanding of both the content and the context of the biblical texts under consideration is appreciated. The preaching should reflect solid mainline Biblical theology that is presented in terms that are grasped with little difficulty. We project the service powerpoint which contains the scripture readings, songs, pictures, etc. We also livestream our service on Facebook. Church members volunteer to read scripture each Sunday. There usually are Children’s Sermons and the Sunday School sings monthly along with performing Christmas and Easter programs. Baptism’s are normally held during regular worship service unless specifically requested otherwise.

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

We have Sunday School for ages 3 years old through 6th grade and the curriculum is selected by the Christian Education Committee. The older youth help out with Sunday School. Adult Sunday School is held before Church and currently uses the David C Cook material. The pastor teaches and chooses the curriculum for the Confirmation class. The pastor offers group bible study for the members who are interested.

We encourage our teens and adults to participate in our mission and church activities. These activities build relationships between members of all ages and encourage our youth to be active members throughout their lives.

Describe how your congregation is organized for ministry and mission.

The Church Council and Endowment Committee are nominated by the Nominating Committee and approved at the annual membership meeting. Other committees are appointed by the Church Council. Information is communicated to the congregation by our monthly newsletter, e-mails, text messages, and phone calls. We also communicate via our website and Facebook.

Mission trips started in 1993 with pastors and youth doing service trips to Chicago, St. Louis and South Dakota. Since 2005, IUCC members of all ages have been traveling biannually to the Back Bay Mission in Biloxi, Mississippi. We help repair homes, work in the soup kitchen and help at the Micah Center. This trip allows individuals to have spiritual growth and teaches our youth about giving back to the community. It also builds a bond between team members which brings renewed energy back to the full church.

As a result of the work done by the strategic planning committee, we are at the early phases of how we can better serve our local community through mission work.

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

Normal monthly Church Council meetings last approximately 2 hours. Other committees meet as needed.

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

Our pastor had not been feeling well for a few months. Then one Sunday became ill and was unable to fulfill the duties as pastor. The Pastor Parish Committee reached out to the Church Council and the decision was made to grant a leave of absence so the pastor could concentrate on health issues. During that time, the Congregation planned weekly services and took care of other pastoral duties. Unfortunately our pastor's health continued to decline and was unable to return to work.

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?

The By-laws and Annual report can be found on our website under Member Resources.

3b. 11-YEAR REPORT

See attachment

3c. CONGREGATIONAL DEMOGRAPHICS

Our criteria for an active member is anyone who has been in church, helped with an event, or made a contribution of any type in the last three years.

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	175	
Number of active non-members:	15	
Total of church participants (sum of the numbers above):	190	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	79%	X
Less than 10, more than 5 years:	9%	X
Less than 5 years:	12%	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>
23	15	7	3	16	18	25	42	41	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	7%	X
Households with minors:	16%	X
Single adults age 35-65:	7%	X
Joint households with no minors:	42%	X
Single adults over 65:	21%	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	45%	X
College:	30%	X
Graduate School:	5%	X
Specialty Training:	20%	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:	50%	X
Adults who are retired:	48%	X
Adults who are not fully employed:	2%	X

Describe the range of occupations of working adults in the congregation: **Farmers, self-employed business owners, blue collar workers, teachers, medical professionals, support staff, trades, & government.**

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 mostly of European descent due to our heritage and our location. We see more diversity when extended families attend services such as Christmas.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise: **Not at this time.**

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		
Baptisms <i>(number last year)</i>	0 due to Covid	Pastor and Parents
Children's Groups or Classes	16	Sunday School Teachers
Christmas Eve and Easter Worship	90	Pastor and Worship Committee
Church-wide Meals	40	Women's Guild, Stewardship Committee, Lay Leaders
Choirs and Music Groups	5	Choir Director and Organist
Church-based Bible Study	5	Pastor and lay members
Communion <i>(monthly)</i>	40	Monthly
Community Meals	75 - 100	Various Committees
Confirmation <i>(number last year)</i>	4	Pastor
Drama or Dance Program	16	Sunday School and Lay Leaders
Funerals <i>(0)</i>	0	None in church due to COVID
Intergenerational Groups		
Outdoor Worship	50	Pastor and Lay leaders
Prayer or Meditation Groups	5	Pastor
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings <i>(number last year)</i>	0	

Worship (time slot: 10 am - 9 am during the summer)	40	Pastor - One Service each week
Worship (time slot: __n/a__)		
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). **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: **N/A**

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
Organist	No	Part time	Council	51 years
Janitor	No	Part time	Council	New Hire 2021 Previous Janitor held position for 12 years
Secretary	No	Part time	Council	19 years
Treasurer	No	Volunteer	Council	22 years

REFLECTION

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

Our congregation consists primarily of middle aged and retired members who are very active in the life of the church. We have young families who are very willing to participate as their busy schedules allow.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 86,161
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 0
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$ 0
Fundraising Events	\$ 0
Gifts Designated for a Specific Purpose	\$ 0
Grants (Pandemic)	\$ 4,250
Rentals of Church Building	\$3,900
Rentals of Church Parsonage	\$ 0
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$ 2,100
Transfers from Special Accounts	\$ 0
Other (specify): Sunday School Support	\$360
Other (specify): Misc	\$302
TOTAL	\$96,803

Current annual expenses (dollars budgeted for most recent fiscal year): **\$ 82,696**

Attach most recent church budget - See Attached

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **54% (does not include parsonage expenses)**

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?

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

We are a 5 for 5 church except for 2020 when the quarterly special offerings were not collected due to the Pandemic.

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

Our 2020 offering envelopes included a breakout for OCWM giving, so members contributed as they desired.

What is the church’s current indebtedness?

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

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. **n/ap**

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

Year(s)	Purpose	Goal	Result	Impact
2017	Recarpet Fellowship Hall	\$15,000	\$15,000	
2014	Narthex Renovation	\$ 15,000	\$15,000	
Many other updates have taken place over the last 10 years, but capital campaigns were not necessary to fund them. Some examples include new front entrance doors installed to the church building and Fellowship Hall, and waterproofing the Parsonage Basement.				

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

What is the market value of the assets? **\$117,909**

Are funds drawn as needed, regularly, or under certain circumstances? **No**

What is the percentage rate of draw (last year, compared to 5 years ago)? **0**

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

Other Assets

Reserves (savings): \$ **\$61,000** **These monies are in non-designated accounts.**

Investments (other than endowment): \$ **100,000 (CD's)**

Does your church have a parsonage? **Yes**

Fair market rental value of the parsonage: **\$900**

How is the parsonage used? **as a residence for the settled pastor**

Address: **424 Ohio Street Darlington, Wi 53530**

Finished square footage: **2100 square feet with an additional 3 season sunroom**

Number of Bedrooms: **4**

Number of Bathrooms: **2**

Assessed real estate value: **n/ap it is not on the tax roll. Estimated FMV \$125,000 - \$150,000**

Available for minister residence: **Yes**

Expected minister residence: **Yes**

Condition of structure, systems and appliances - **Good**

The parsonage is a well maintained two-story structure, located on a nice city lot with a spacious lawn. The home has hardwood flooring, detailed crown molding, and a fireplace. On the first floor are the kitchen, dining room, living room, a den/office, ½ bath, and the sun-room. The second floor has 4 bedrooms and a full bath with tub/shower. The laundry is located in the basement, accessed from the interior. There is a 1-Car attached garage that leads to the kitchen or the basement. Stove & refrigerator are provided and are less than 10 years old, washer and dryer are not provided.

Entity in the church responsible for review and needed repairs - **Our Building Committee is responsible for overseeing the upkeep of the parsonage.**

Describe all buildings owned by the church:

The church is an ornate Brick structure in the Western Gothic style with beautiful Stained Glass and an 80 ft. Steeple/Bell Tower. The church was constructed in 1917 by the

founding families who were immigrants of Switzerland. It can seat approximately 150 people for worship, and the basement contains classrooms and office space. A 1974 addition to the church features a Pastor's office and Fellowship Hall with a spacious kitchen. The church is located in a residential neighborhood.

See the above note for the description of the parsonage.

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

Which spaces are accessible to wheelchairs? **Worship space, fellowship space, restrooms.**

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

We are blessed to have members who give generously in ways that allow us to grow our mission and ministry.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

We celebrated the 100 year anniversary of the building of our church with a special service and luncheon. There was a special recognition of the founding families and their descendants who are still active today.

We implemented a new church management software (Churchtrac) which allowed us to update all of our active members information to make sure it was accurate and current. This web-based software allows authorized users to access it from anywhere instead of having to use the church computer. It has given us the capability to send email and text messages to our members which offers fast and more complete communication. The custom report feature allows us to design reports that meet our needs completely. We also are able to email our monthly newsletter to many members which has saved time and expense. The giving module has allowed us to implement online giving. The Church Connect feature offers all members the ability to log into their account to update their demographics, see their giving record and access the member list which shows the names and addresses of all current members. We feel this change has made our church family feel more connected and informed which was especially important during the time we were unable to meet in person.

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

A formal strategic plan was developed and is in the process of being implemented.

When the Covid 19 pandemic was announced the council acted quickly and worship services were put on hold. However, after several weeks we felt that we somehow needed to find a way to reconnect with God and each other. This is when our real work began and we adapted the best we could with what little we knew. Working with our settled pastor at that time we began services on the radio and added printed and audio sermons to the website. We worked on safety guidelines and reopened our building for services during the summer when numbers were low in our region. When our settled pastor resigned we were able to find an interim pastor within a few weeks. Unfortunately Covid 19 was increasing and we no longer felt in person services were safe to continue. Several lay leaders had experience with Zoom and Facebook Live and with the help of our interim pastor we successfully brought services online. We started 30 minutes prior to worship for fellowship which offered time to reconnect with each other. All council meetings, Bible studies, Confirmation, and Sunday School classes continued via Zoom. We were able to celebrate confirmation in early June. Families pulled together to help their elderly family members connect online. We also updated our online membership listing for each member's phone number and email addresses to enhance communication.

Our Evangelism, Faith and Growth Committee reached out to all members to check in with them. We continue to make weekly calls and provide printed sermons and worship bulletins upon request.

Continuing our online worship service was determined to be important for our members and the spiritual growth of our Church, therefore, we made the investment to upgrade computers, sound systems, and the wireless capacity.

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. **Due to the Covid pandemic, there were many differing views on in-person church services and the Wisconsin Council of Churches guidelines. We formed a worship committee to tackle this difficult situation. Through conversation and prayer, the committee was able to develop our own guidelines that were acceptable to most.**

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

Staff member's name	Years of service	UCC Standing (Y/N)
Barbara Brakey	4	Y
Connie Peake	5	N (Presbyterian)
Kathleen Rinear	2	Y
Kristofer Avis-Rouse	1	Y
William Kapp	8	Y
Richard Pleva	6	Y

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

We have learned how important communication is and that an active pastor parish committee is vital to maintain a successful relationship.

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

Y/N/Ask us

Yes. Shortly after hiring a pastor we were hearing about behavioral concerns from our members. We connected with our conference minister to seek advice on how we could work out our differences. It was mutually agreed that this was not a good match and the Pastor relocated.

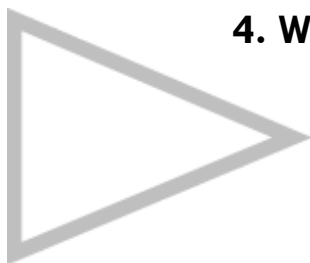
Has your church been involved in a Situational Support Consultation? **No**

Has a past pastor been the subject of a Fitness Review while at your church? **No**

4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite



4a. COMMUNITY VISION

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

- **Humpty Dumpty** - This preschool group has rented our church basement at a reduced rate for over 40 years and it now includes 4 year old kindergarten.
- **Meals on Wheels** - Our members volunteer to deliver Meals on Wheels to the elderly and disabled which is approximately 2 -3 months per year
- **Christmas Bazaar** - The Women's Guild does an annual bazaar which sells a large variety of goodies specializing in ethnic baking. This is always well attended with people coming early and waiting in line for the doors to open.
- **Food Pantry** - There is a basket always available in Fellowship Hall to drop off food which is then donated to the local food pantries. Monetary donations are also given.
- **Salvation Army Bell ringing** - Our members volunteer to do bell ringing one week-end during the holiday season.
- **Lafayette Manor** - Our Sunday School children sing annually at the Manor and members also help with bingo and provide the prizes.
- **Church suppers** - We have a couple community meals during the year which members volunteer to make the food and help serve. This is open to the public and we average around 100 people.
- **Ecumenical Services** - Ecumenical services are held at each church during the Lenten season which includes planning and serving a light dinner before worship.
- **Donations to local service organizations** - The Women's Guild and Mission Team donate to many different service groups and people in need throughout the year.
- **Apple Pie Mission Fundraiser** - Over 700 pies are made in our Fellowship Hall. Church members and friends participate in this day-long event.
- **Pack em in Sunday** - A fun football themed service where everyone wears their favorite team attire and is encouraged to bring guests.
- **Riverside Reflections** - We participate in the local drive through Christmas light display.

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

Members are encouraged to attend the UCC Wisconsin conference annual meetings. The Church will cover the costs for any member or child who would like to attend the UCC Church camps.

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 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 checked="" type="checkbox"/> None |

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

We feel this is an area that we need to be more educated on.

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

Darlington has a Community of Churches which includes the Baptist, IUCC, Lutheran, Methodist and Catholic Churches. The pastors meet periodically and support each other as backup when needed. They also plan the Ecumenical Lenten Services which are held on Wednesday evenings. The service is held at a different church each week which includes a light dinner before worship and they are very well attended. This group organizes the Salvation Army Bell ringing with each Church signing up for a week-end from Thanksgiving to Christmas. The group also rents the high school each year (for \$1) to be able to hold Baccalaureate the Sunday night before graduation with the pastors taking turns each year to deliver the message.

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 "Seeking God's direction we celebrate our heritage, live for peace, and serve our neighbors with hope for the future" was recently created by our strategic planning committee and is in the early phases of implementation.

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?

It is important for our pastor to have a known presence in the community but we feel that working with the community is a shared responsibility between the pastor and members. The pastor should be able to balance their time with the help of the Church Council.

4b. MISSION InSite

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

The report shows that we will have a moderate population growth with a moderate decline in school age children. The Community Diversity is very homogeneous with the largest ethnic group being white. The report does not reflect our growing hispanic population. The median income will remain about the same and we are somewhat below the state average of families living in poverty. The blue to white collar occupations are closely split. Additional report information is available upon request.

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

Our church's internal demographics are very comparable to the demographics of the community. We do not presently have any hispanic members due to language barriers, and there are two hispanic churches located in Darlington.

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

Currently our demographics are not shaping our ministry.

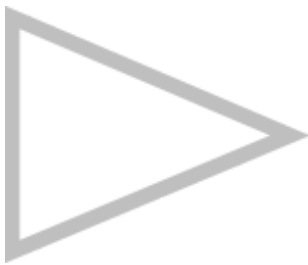
What do you hear when you talk to community leaders and ask them what your church is known for?

- **Warm, kind, and inviting**
- **Wonderful to work with**
- **Welcoming and friendly**
- **Creative with their fundraising activities**
- **Members play an active role in the community**
- **Allow nonprofits to use their facilities at no cost**
- **"Swiss Church" due to our heritage**
- **Multi-generational**
- **Annual Church Bizarre and Apple Pie Fundraiser**
- **Mission trip to Biloxi**

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

- **Invited by a member and liked the family atmosphere**
- **Not pushy and allow people to become involved as they feel comfortable**
- **Family member attended**
- **Active lay leadership**

5. REFERENCES



REFERENCE 1

Lawrence Balleine /Retired Pastor/Zwingli UCC, Monticello WI

Home phone 608-938-4367 / Cell phone 608-426-1898 / Email balleine@tds.net

Former Interim Pastor

REFERENCE 2

Linda Colbeck / Retired Teacher

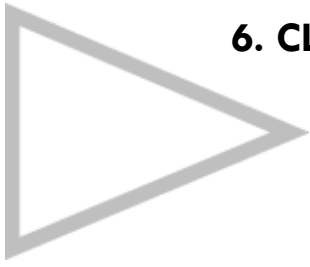
Telephone 608-325-3344 / Email fishnthyme@gmail.com / Friend and previous member

REFERENCE 3

Brent Erickson / Retired Owner/Operator / Erickson Funeral Home

Telephone 608-482-3542 (leave message if no answer) / Email

brenterickson@centurytel.net



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

1 Peter 5:2-3 “Shepherd the flock of God that is among you, exercising oversight, not under compulsion, but willingly, as God would have you; not for shameful gain, but eagerly; not domineering over those in your charge, but being examples to the flock.”

Lord, you have spoken through scripture the qualities needed for a pastor to lead a congregation and we believe we have been chosen to find the one that can guide us on our spiritual journey. We pray for patience and endurance as we await your timing and settle for nothing less than your perfect will. We ask your mercy in giving us a true person of God and a great leader and we pray that we will be prepared to make any changes necessary to embrace a new ministry.

Lord, we pray for a sense of love and unity among all members of our church and heal any indifferences that may have happened during the pandemic and search process. We understand that a new pastor always means change. Help us to be prepared to change and grow with graciousness and unity so we can be the church You are calling us to be.

Lord, help us to receive our new pastor and their family with deep love and renewed commitment. We pray that all church members will set aside individual expectations and decide in unity who God is calling to lead Immanuel United Church of Christ.

We pray this in your name, Amen.

6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

The Search Committee with input from the congregational survey.

2. Additional comments for interpreting the profile:

Signed:

Marjean Sutherland

Search Committee Chairman

July 23, 2021

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Lorraine Cenicerros/Associate Conference Minister

Email: lcenicerros@wcucc.org

Phone: 608-630-2992

Date: July 28, 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#: 860560

Assoc: 836 Schedule: 0 Immanuel UCC Darlington WI 53530

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2009	236	95	58	4	0	4	2	0	6
2010	227	90	53	2	0	4	15	0	-9
2011	228	80	34	6	0	5	10	0	1
2012	231	70	61	0	8	0	5	0	3
2013	231	70	61	0	0	0	0	0	0
2014	239	70	59	5	4	0	4	0	5
2015	234	67	50	0	0	0	5	0	-5
2016	232	69	30	0	0	3	5	0	-2

In 2017 the active member requirements were modified by the Church Council and some members were moved to inactive status.

2017	155	65	35	4	0	5	6	80	-77
2018	132	61	31	5	0	1	7	21	-22
2019	125	46	23	0	0	0	7	0	-7

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
2009	\$93,294	\$0	\$9,001	\$5,500	\$14,501	\$268	\$14,769	9.65	\$108,063	\$92,728
2010	\$90,431	\$0	\$10,933	\$1,684	\$12,617	\$1,580	\$14,197	12.09	\$104,628	\$93,825
2011	\$101,633	\$0	\$8,324	\$427	\$8,751	\$0	\$8,751	8.19	\$110,384	\$96,409
2012	\$102,495	\$0	\$7,920	\$1,551	\$9,471	\$2,150	\$11,621	7.73	\$114,116	\$104,061
2013	\$102,495	\$0	\$7,500	\$145	\$7,645	\$0	\$7,645	7.32	\$110,140	\$0
2014	\$102,595	\$0	\$7,500	\$381	\$7,881	\$0	\$7,881	7.31	\$110,476	\$95,800
2015	\$85,921	\$0	\$7,500	\$3,200	\$10,700	\$0	\$10,700	8.73	\$96,621	\$91,756
2016	\$104,879	\$0	\$7,980	\$6,911	\$14,891	\$0	\$14,891	7.61	\$119,770	\$0
2017	\$98,660	\$0	\$6,740	\$3,355	\$10,095	\$0	\$10,095	6.83	\$108,755	\$88,877
2018	\$94,365	\$0	\$8,265	\$4,826	\$13,091	\$0	\$13,091	8.76	\$107,456	\$96,752
2019	\$92,987	\$0	\$8,235	\$795	\$9,030	\$0	\$9,030	8.86	\$102,017	\$81,285

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	-47.70	-34.29	-61.02	-100.00	75.00	-9.36	14.58	-7.66
2009-2019	-47.03	-51.58	-60.34	-100.00	250.00	-0.33	-37.73	-5.59

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.

**IMMANUEL UNITED CHURCH OF CHRIST
PROPOSED GENERAL FUND BUDGET**

	Budget 2021
Receipts	
Contributions - Regular	\$82,000
Interest - Checking Acct	30
Miscellaneous	0
Rent - Humpty Dumpty	4,050
Rent - Other	200
Sunday School	100
Women's Guild - Janitor	2,100
Total Receipts	<u>\$88,480</u>
 Expenses	
Accidental Death & Life Insurance	698
Advertising	0
Association Expenses	840
Auto/Professional Expense	3,000
Book Allowance	0
Building Maintenance/Supplies	4,000
Christian Education	1,200
Christmas & Easter Flowers	150
Church/Office Supplies	4,000
Confirmation Expenses	100
Electricity & Gas - Church	6,500
FICA - Employer's Share	869
Flowers & Gifts	500
Guest Speakers	0
Health Insurance - Pastor	0
Insurance - Bldg/Workers Comp	5,600
Janitor	3,684
Miscellaneous Expenses	0
Music Services- Other	300
Music Supplies	0
Organ & Piano Repair	0
Organist	4,506
Pastor's Salary	46,500
Pastoral Search	1,500
Pastor's Pension	6,510
Postal Expenses	1,000
Secretary	3,167
Social Security - Pastor	3,557
Special Events/Fundraising Exp	0
Stewardship Expense	450
Telephone Expense	1,368
Utility Allowance - Parsonage	1,800
Water & Sewer - Church	750
Total Expenses	<u>\$102,549</u>
Net Surplus/Deficit	<u>-\$14,069</u>

Letter of Recommendation for Immanuel United Church of Christ, Darlington, Wisconsin

To: Potential candidates

My experience with Immanuel United Church of Christ of Darlington was as a part-time interim pastor from August of 2015 through November of 2016. During this time I found the congregation to be extremely welcoming and quite responsive to any ideas and/or suggestions I offered.

The lay leadership was especially strong during this time of pastoral transition. For example: If I had to be away during the interim period, they quickly and willingly made sure “all the bases were covered.”

I fondly recall that children and youth were warmly welcomed and given the opportunity to help out in many of the church's activities.

Although Immanuel Church is moderate in size and is located in a small town/rural setting, this should not be a deterrent to pastoral candidates; for the congregation has an established and respected place in the Darlington area, and it cooperates fully with other churches in the community.

I do not hesitate to recommend Immanuel Church to fully credentialed pastoral candidates. Immanuel Church offers an opportunity where one can rather quickly make an impact upon both the church and community.

In gratitude,

Lawrence Balleine
(Retired Congregational/UCC clergy)

May 4, 2021

To Whom It May Concern

I am happy to respond to a request to write a reference letter for the Immanuel United Church of Christ, Darlington, Wisconsin

Church Strengths

Although small, the church is strong. A mix of people, the congregation has third and fourth generations of the founders of this church. There is great respect and admiration for their forefather's and what they did to organize and build the church and congregation. Because of the intergenerational relationships, there is a desire for the church to succeed.

The church building is beautiful. It is maintained to preserve the beauty the founders worked to create. It is a tribute to their desire to worship the Lord. Tradition is strong but has blended with modern ideas and thinking.

There is wonderful service to the youth. There is encouragement as well as expectations that are placed upon the youth. Kids are welcome at worship service and have a children's sermon. Kids grow up knowing they are an important part of the church. Kids and teens know the pastor personally, and he knows them. The Sunday School is prepared for the age and number of participants. They often share their talents during worship service. Children learn that faith makes life better.

Members service in encouraged Members may be called upon to use their gifts and talents to build up the church. There are opportunities to teach Sunday School, provide special music, sing in the choir, read at church, serve as leaders of committees, women's group, men's group, paint, clean etc. These tasks not only enhance the church but also reaches out to the community. There are many opportunities to serve. No matter the occasion there is always a warm and friendly fellowship.

The church has a good mission program. Locally, needs are identified and provided for. Youth and adults work together to establish and prepare for the Mission Trip to Back Bay Mission in Biloxi. This is an amazing trip for all who prepare for and those who attend and work for the week in Biloxi.

Improvements

As time marches on the area for improvement in the church's ministry is to find a pastor who will lead the church with growth and inspiring worship.

My Experience

My experience with "The Swiss Church" goes back to my childhood. I am proud to have attended church there for the first 20 years of my life. It is a church my Grandpa and Grandma worked to organize and build. We attended Sunday School regularly, followed by church. I sang in the Jr Choir and then Sr. choir. I was baptized, confirmed, and married in the church. I love the church, the building, and the people I still know who attend there. I love to visit and worship with them. I was my sister's caregiver on a Mission Trip to Biloxi during her fight with cancer. It led to 9 more trips to Biloxi with IUCC. The church and its people will always be special to me.

I sincerely hope they find a pastor who will be a blessing to them.

Sincerely,

Linda Colbeck

May 11, 2021

To whom it may concern

I am responding to a request to write a reference letter for Immanuel United Church of Christ in Darlington WI

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

The parishioners of IUCC Darlington are multi generational, and I have always found them to be warm, kind and inviting. They are also very creative with their fundraising activities.

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

Not being a member of the church I am not qualified to make suggestions, as to how the church's ministry could be improved. But I can say that many of the parishioners play a very active role in the community.

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

As funeral director I have worked with them and their clergy for over 40 years. The Pastor's who served there have also been wonderful to work with.

Anything else you wish to share.

Darlington has always been a closely knit community and that holds true with IUCC. It is active in Darlington's Community of Churches and are an important part of the Lenten season where the clergy of different denominations get together to preach at each other's church. IUCC also has an active annual mission trip group.

Submitted by
Brent Erickson
608-482-3542