

LOCAL CHURCH PROFILE



Community United Church of Christ
Medford, WI

Pastor

Wisconsin Conference UCC,
Northwest Association

04/10/2023

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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)

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WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Community United Church of Christ

Street address: 510 E. Broadway Ave, Medford, WI 54451

Email address: cuccofmedford@gmail.com

Phone number: (715)748-3391

Supplemental web links: uccmedford.org

Additional Ecumenical Affiliations:

Medford Clergy Association

Community Mission with Jesus

Conference: Wisconsin Conference UCC

Association: Northwest Association

UCC Conference or Association Staff Contact Person:

Name: Rev. Michael Jones

Title: Associate Conference

Minister Phone: 608-419-7509

Email: mjones@wcucc.org

Summary Ministry Description: We have a strong commitment to helping others in need around our community. We are looking for a Pastor who will continue to lead our congregation spiritually, promote community outreach, and help us grow in faith and numbers.





What we value about living in our area:

The heart of life in Medford is home and family. Medford has a community-wide commitment to the issues that touch us all: progressive education, safety, quality health care and abundant leisure and recreation activities centered in our spacious, well-maintained parks. A drive down any of Medford's city streets will convey, far better than words alone, the old-fashioned values of pride, hard work and selflessness that have found a permanent home in our very progressive city.

Current size of membership: 111 with about 50% active in the life of the church

Languages used in ministry: English

Position Title: Pastor

Position Duration

Settled – a called position intended for longer-term ministry.

Compensation Level

The Pastor would be employed at a $\frac{3}{4}$ time level.

Does the total support package meet conference compensation guidelines?

The total support package will meet the Wisconsin Conference Guidelines.

SCOPE OF WORK**Core Competencies:**

There is potential for growth within our congregation, so we are seeking a minister who is sociable and willing to be visible in the community. We are open to a pastor who will lead us in a variety of ministries, leading with grace and compassion. Our faith formation programming is building and we look to a pastor to continue to build programs for all ages.

COMPENSATION AND SUPPORT

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

Benefits

Salary plus Benefits as stated in the Wisconsin Conference Guidelines.

What is the expected living situation for your next minister?

The Church Parsonage is available on the property.

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

Living arrangements will be expected.

Describe peer and professional supports available for ministers in your Association/Conference:

Medford Clergy Association, Merrill District UCC Clergy, and Community of Practice

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

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 envision our next minister serving our congregation so that it will grow and become more diverse in membership; worship will continue to be passionate; opportunities for intentional faith development will be provided and we will continue to expand our community outreach.

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

Our vision of the minister is to help educate and communicate the needs of our wider community, including local, state, national and global affiliates.

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

English is required; knowledge of Spanish would be a plus. Medford has a growing Hispanic community.

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.

Spiritual foundation, Devotion to God, Individuality and Community.

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

We are an “Open and Affirming” congregation and would like to expand our “all are welcome” reputation! *As Community United Church of Christ*, community outreach is our natural passion.

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

We have a Blessing Box outside the building making food and toiletries available for the less fortunate.

In 2021, we started Pride Tribe Committee and we hosted Medford's first Pride Stride. We continue to support this mission.

The congregation works with Stepping Stones, the local domestic abuse shelter, providing them with monetary support, office and household supplies and volunteering when there is a need. We support several local groups such as the Taylor House (homeless shelter), Community Mission With Jesus (ecumenical church group), and Mitten Tree.

WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

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CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

In 2020, we added online services and continue today. We are uplifted and excited to attend Worship and seek to grow together in our knowledge of the Bible and to intentionally embrace spiritual disciplines such as meditation and prayer.

Describe several strengths or positive qualities of your congregation.

We are a safe place for all and enjoy diversity of the congregation. We are excited to be a part of the United Church of Christ. We keep updated with the United Church of Christ, its mission, and its ministries.

Describe what worship is like when your congregation gathers.

We enjoy getting together for fellowship coffee time before and after our Worship services each Sunday. The Pastor follows the Revised Common Lectionary and plans the service so that the Scripture, hymns, and prayers coordinate with the theme of the day. The bulletin is printed for those attending in the church.

Members and friends of the Church of all ages are invited to be greeters, bell ringers, and readers. We celebrate the Sacrament of Holy Communion on the first Sunday of the month and during other special services. We use the *Worship and Rejoice* (2001) hymnal. The church is equipped with a hearing loop.

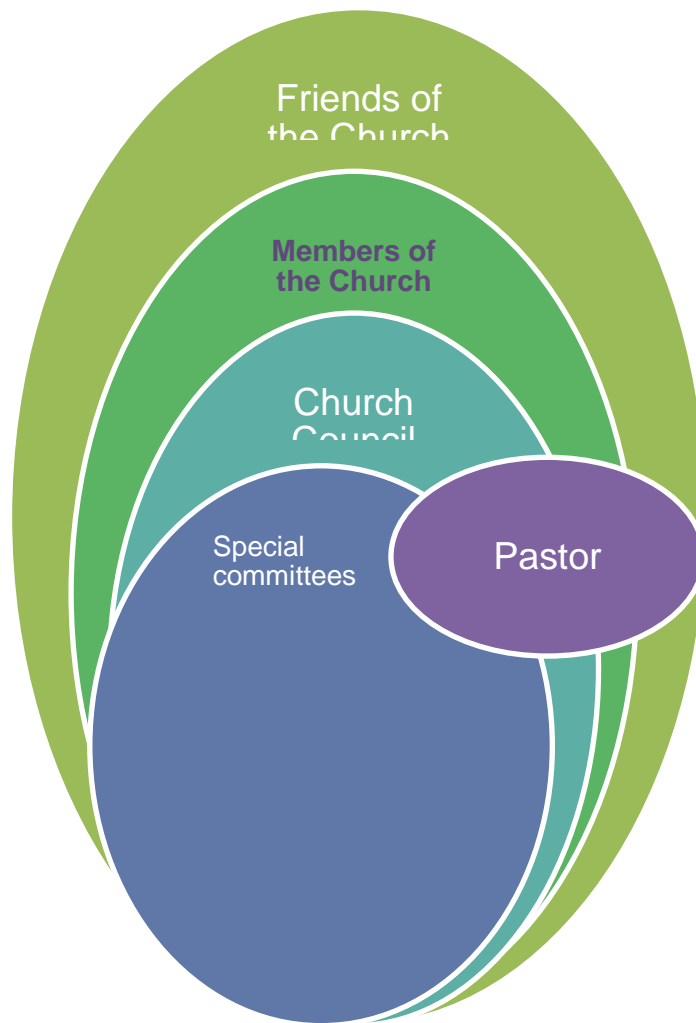
We broadcast our Sunday service live on Facebook and it's added to our webpage. We also have the ability to use various technology to diversify our services.

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

A time of faith formation with the children is held prior to the worship service.

Plans are being made to develop adult and youth Bible studies, book studies, and various fun activities.

Describe how your congregation is organized for ministry and mission.



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

Our Church Council meets once a month for 1 ½-2 hours.

Our Pastor spends 10-15 hours in meetings every month.

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

Our committees have the ability to work quickly and make decisions to effectively resolve any situation. Emergency Council meetings can be called within 24 hours, if needed. We have been fortunate to avoid catastrophic disaster.

- **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, we have all above reports available.



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

Church#: 861630 Schedule: 0 Community United Church of Christ Medford WI 54451

Assec: 828

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	121	45	23	1	0	0	1	2	-2
2011	124	48	19	0	0	5	2	0	3
2012	120	45	10	2	0	3	2	7	-4
2013	119	30	6	2	0	2	5	0	-1
2014	98	30	5	1	0	1	5	18	-21
2015	100	29	14	3	0	3	4	0	2
2016	102	40	5	0	0	8	6	0	2
2017	98	43	12	0	0	6	4	0	2
2018	117	54	30	3	0	8	7	0	4
2019	110	56	30	0	0	3	8	2	-7
2020	109	24	28	0	0	3	4	0	-1

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWMI	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2010	\$100,136	\$0	\$1,925	\$769	\$2,694	\$0	\$2,694	1.92	\$102,830	\$78,071
2011	\$85,806	\$0	\$1,708	\$543	\$2,251	\$139	\$2,390	1.99	\$88,196	\$77,966
2012	\$8,837	\$0	\$361	\$304	\$665	\$0	\$665	4.09	\$9,502	\$70,936
2013	\$78,220	\$0	\$645	\$219	\$864	\$0	\$864	0.82	\$79,084	\$63,918
2014	\$75,004	\$0	\$355	\$35	\$390	\$35	\$425	0.47	\$75,429	\$55,899
2015	\$65,315	\$0	\$105	\$423	\$528	\$0	\$528	0.16	\$65,843	\$69,414
2016	\$76,589	\$0	\$425	\$1,002	\$1,427	\$0	\$1,427	0.55	\$78,016	\$71,414
2017	\$66,237	\$0	\$740	\$822	\$1,562	\$0	\$1,562	1.12	\$67,799	\$74,468
2018	\$59,338	\$0	\$520	\$507	\$1,027	\$0	\$1,027	0.88	\$60,365	\$58,049
2019	\$78,773	\$0	\$500	\$585	\$1,085	\$0	\$1,085	0.63	\$79,858	\$65,949
2020	\$79,000	\$0	\$705	\$395	\$1,100	\$0	\$1,100	0.89	\$80,100	\$62,000

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWMI	TOTAL EXPENDITURE
2015-2020	9.00	-17.24	100.00	-50.00	0.00	20.95	108.33	21.65
2010-2020	-9.92	-46.67	21.74	200.00	33.33	-21.11	-59.17	-22.10

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.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (Check if yes)</i>
Number of active members:	111	
Number of active non-members:	20	
Total of church participants (sum of the numbers above):	131	

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (Check if yes)</i>
More than 10 years:	67	√
Less than 10, more than 5 years:	31	√
Less than 5 years:	16	√

Number of total participants by age:

0-11	12-17	18-24	25-34	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (Check if yes)</i>
6	3	4	2	34	17	40	8	√

Percentage of adults in various household types:

		<i>Is this percentage an estimate? (Check if yes)</i>
Single adults under 35:	10	√
Joint household with minors:	10	√
Single adults aged 35-65:	51	√
Joint household with no minors:	24	√
Single adults over 65:	19	√

Education level of adult participants by percentage:

		<i>Is this percentage an estimate? (Check if yes)</i>
High school:	64	√
College:	20	√
Graduate School:	20	√
Specialty Training:	10	√
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (Check if yes)</i>
Adults who are employed:	40	√
Adults who are retired:	50	√
Adults who are not fully employed:	24	√

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

Our congregation consists of a variety of business owners, general laborers, financial professionals, healthcare professionals, teachers, farmers, retail workers, and office workers.

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 a mostly Caucasian congregation. Our diversity comes in the form of age, sexual orientation, and member backgrounds.

List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results.

In January 2019, we consulted with the ONA coalition and then we became an Open and Affirming Congregation.

PARTICIPATION AND STAFFING

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	25	Pastor/ Coordinator
Baptisms <i>(number last year)</i>	3	Pastor
Faith formation	6	Pastor / Teacher
Christmas Eve and Easter Worship	200	Pastor
Church-wide Meals	0	Candlelight Guild
Choirs and Music Groups	0	Music Committee
Church-based Bible Study	10	Pastor
Communion <i>(served how often?)</i>	30 to 40	Once a month during worship
Community Meals	100	Soup suppers 2x/year
Confirmation <i>(number confirmed last year)</i>	4	
Drama or Dance Program	0	
Funerals <i>(number last year)</i>	5	Pastor
Intergenerational Groups	0	
Outdoor Worship	20	Pastor
Prayer or Meditation Groups	0	
Public Advocacy Work	0	

Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	0	
Worship (time slot: 9:00 AM)	30	Pastor
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).

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Bookkeeper/Secretarial	Staff	Part time	Council	11/2016 to present

REFLECTION

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

In reflection of our congregation, we feel that our congregation is a small, vibrant congregation, willing to grow and change with God's guidance.

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year 2019 because 2020 was the year of the pandemic)

Source	Amount
Annual Offerings and Pledged Giving	\$65,949.91
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 (<i>Separate account Candlelight Guild checking</i>)	\$ 6,230.51
Gifts Designated for a Specific Purpose (<i>Hearing loop</i>)	\$400.00
Grants	\$1,000
Rentals of Church Building (<i>meeting rooms</i>)	\$1,442.00
Rentals of Church Parsonage	\$5400
Support from Related Organizations (<i>e.g., Scrip, and Five Practices</i>)	\$2,928.00
Transfers from Special Accounts (<i>Time Federal</i>)	\$11,523.05
Other (specify): (<i>Building Trust and Memorials Left to church by person</i>)	\$22,146.28
Other (specify): (<i>OCWM, flowers, and interest</i>)	\$491.77
TOTAL	\$117,511.52

INCOME	BUDGET 2020	ACTUAL 2020	BUDGET 2021
OFFERING			
Envelope Offering	60,000.00	46,393.01	60,000.00
Electronic Offering (Vanco)	8,400.00	15,393.00	8,400.00
Offering Subtotal	68,400.00	61,686.01	68,400.00
RENTAL			
Organization Room Rental	1,300.00	372.00	1,300.00
Rental Subtotal	1,300.00	372.00	1,300.00
INCOME TOTAL	69,700.00	62,058.01	69,700.00

Community United Church of Christ 2020 budget, Actual 2020 and 2021 budget

EXPENSES	BUDGET 2020	ACTUAL 2020	BUDGET 2021
PASTOR COMPENSATION			
Gross Salary (Pastor)	29,100.00	29,100.00	*29,100.00
Housing	0.00	0.00	0.00
Pension	4,074.00	4,074.00	4,074.00
Pastor Compensation Subtotal	33,174.00	33,174.00	33,174.00

*The Pastors budget was approved before we knew we were starting search and call.

PASTOR REIMBURSEMENT	BUDGET 2020	ACTUAL 2020	BUDGET 2021
Mileage	1,000.00	171.93	1,000.00
Books/Continuing Education	550.00	100.98	550.00
Pastor Reimbursement Subtotal	1,550.00	272.91	1,550.00
COMMUNITY OF PRACTICE	BUDGET 2020	ACTUAL 2020	BUDGET 2021
Community of Practice	250.00	250.00	250.00
Community of practice Subtotal	250.00	250.00	250.00
PULPIT SUPPLY	BUDGET 2020	ACTUAL 2020	BUDGET 2021
Substitute Pastor Compensation	1,000.00	220.00	1,000.00
Pulpit Supply Subtotal	1,000.00	220.00	1,000.00
SECRETARY COMPENSATION	BUDGET 2020	ACTUAL 2020	BUDGET 2021
Gross pay (Secretary)	13,000.00	12,048.75	13,000.00
Secretary Compensation Subtotal	13,000.00	12,048.75	13,000.00
MUSICIANS	BUDGET 2020	ACTUAL 2020	BUDGET 2021
Musician Fees	5,200.00	125.00	5,200.00
Musician Fees Subtotal	5,200.00	125.00	5,200.00

UTILITIES & GAS	BUDGET 2020	ACTUAL 2020	BUDGET 2021
Church Utilities	3,500.00	2,693.58	3,500.00
Church Gas	3,000.00	2,231.68	3,000.00
Parsonage Utilities	2,200.00	1,316.28	2,200.00
Parsonage Gas	1,400.00	997.36	1,400.00
Utilities & Gas Subtotal	10,100.00	7,238.90	10,100.00
WEBSITE / INTERNET	BUDGET 2020	ACTUAL 2020	BUDGET 2021
Spectrum	1,400.00	1,425.35	1,400.00
Website Hosting	680.00	540.00	680.00
Website/Internet Services Subtotal	2,080.00	1,965.35	2,080.00
INSURANCE	BUDGET 2020	ACTUAL 2020	BUDGET 2021
Property Insurance	3,100.00	2,918.40	3,100.00
Workman's compensation	470.00	436.00	470.00
Insurance Subtotal	3570.00	3,354.40	3,570.00

MAINTENANCE SERVICES	BUDGET 2020	ACTUAL 2020	BUDGET 2021
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Piano	180.00	0.00	180.00
Organ	200.00	0.00	200.00
Fire and Safety	50.00	45.00	50.00
Chairlift	225.00	200.00	225.00
Snowplowing	1,200.00	936.00	1,200.00
Janitorial	600.00	450.00	600.00
Property Maintenance	3,200.00	123.30	3,200.00
Maintenance Services Subtotal	5,655.00	1,754.30	5,655.00

CHURCH ADVERTISING	BUDGET 2020	ACTUAL 2020	BUDGET 2021
Newspaper	500.00	300.75	500.00
Advertising Subtotal	500.00	300.75	500.00
CHURCH OFFICE	BUDGET 2020	ACTUAL 2020	BUDGET 2021

Printer Lease and Usage	1,800.00	1,780.49	1,800.00
Postage	600.00	1,120.20	900.00
MS Office Subscription	110.00	105.49	110.00
Office supplies	300.00	607.22	300.00
Church Office Subtotal	2,810.00	3,613.40	3,110.00
EVENT FEES / ASSOCIATION DUES	BUDGET 2020	ACTUAL 2020	BUDGET 2021
WI Conference Annual Meeting	1,000.00	0.00	1,000.00
NW Association Per Member Dues	600.00	526.50	600.00
Fees/Dues Subtotal	1,600.00	526.50	1,600.00

MISCELLANEOUS EXPENSES	BUDGET 2020	ACTUAL 2020	BUDGET 2021
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Direct Deposit	20.00	0.00	20.00
Gaming Licenses	25.00	25.50	25.00
Check re-order	95.00	0.00	95.00
Vanco service charge	75.00	112.55	75.00
Offering Envelopes	200.00	149.73	200.00
Direct Deposit Fee	160.00	161.27	160.00
Miscellaneous Expenses Subtotal	575.00	449.05	575.00
EXPENSES TOTAL	83,564.00	65,293.31	83,864.00

MISSIONS	BUDGET 2020	ACTUAL 2020	BUDGET 2021
Our Churches Wider Mission (OCWM)	500.00	655.00	500.00
Strengthen the Church (STC)	25.00	10.00	25.00
Neighbors in Need (NIN)	25.00	15.00	25.00
Christmas Fund (CF)	25.00	305.00	25.00
One Great Hour of Sharing (OGHS)	25.00	55.00	25.00
Missions Subtotal	600.00	1,100.00	600.00

BUDGET SUMMARY	BUDGET 2020	ACTUAL 2020	BUDGET 2021
TOTAL INCOME	69,700.00	62,058.01	69,700.00
TOTAL EXPENSES	81,064.00	65,293.31	81,364.00
DIFFERENCE	11,364.00	323.53	11,664.00
MISSIONS TOTAL	600.00	1,100.00	600.00

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

Total ministerial support, including benefits, is currently 35%

of the total budgeted expenses for the year, for our current part-time pastor.

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

The congregation has never failed on any financial obligations to any ministers or staff.

Is your church 5-for-5, i.e., does it include each of the following contributions during the church year? Yes!

- 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?

The funding is budgeted each year with Church Council approval. Individual donations are also given.

What is the church's current indebtedness?

Total amount of loan debt: 0

Reason for debt: N/A

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. There are no building programs projected at this time.

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

Year(s)	Purpose	Goal	Result	Impact
2014	Furnace and AC in Church	\$15,000	\$15,000	Lowered church heating bills
2017-2018	Replaced all roofs on property	\$80,000	\$80,000	Steel roof, no short-term replacement.

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

Does your church have an endowment? We have a 21st Century Foundation, which are funds being saved for future building needs.

What is the market value of the assets? \$48,000

Are funds drawn as needed, regularly, or under certain circumstances?
Funds are drawn as needed after a special meeting and vote of the congregation.

What is the percentage rate of draw (last year, compared to 5 years ago)?
Over the past 5 years we have drawn \$12,000 from the foundation.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: In 2021 we withdrew \$25,000 and it is currently in the general fund.

Please comment on the above calculations or estimates:
These are accurate calculations, not estimates. Additional money has not been needed due to cost savings projects done. For example, the new furnace has lowered our heating bills by 50 percent.

Other Assets (*account balances as of 8-3-2021*)

Reserves (savings, cd's, and money market): \$218,008.60

General Fund checking: \$27,780.53

Candlelight guild checking: \$6,230.51

Candlelight guild savings: \$11,390.45

Investments (other than endowment): \$9,500.12

Does your church have a parsonage?

Yes, it is located next door to the Church.

How is the parsonage used?

The parsonage is currently rented with a 60 day vacancy clause.

Finished square footage: 1800

Number of Bedrooms, Number of Bathrooms:

4 bedrooms 2 baths.

Assessed real estate value: \$100,000.00

Available for minister residence: Yes

Expected minister residence: Yes, but open to negotiation.

Condition of structure, systems, and appliances: good

Entity in the church responsible for review and needed repairs:

Building and Grounds Committee

Describe all buildings owned by the church: The parsonage is a 1.5 story home with a living room, kitchen, dining room, 4 bedrooms, 2 full baths, and a full basement. The property also includes a 2-car unattached garage. and a 300 square foot storage building.

Is your church handicap accessible?

We do not consider our church handicap accessible, but we do have a ramp into our Fellowship Hall that can be used by wheelchair and a chairlift into our sanctuary.

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

Our church budget is dictated by our donations. We have a strong savings mindset and a congregation that is willing to support the immediate needs of the facility.

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.

Significant happenings in the history of our church (a brief history of the challenges we have faced as a congregation):

1. Our Church became Open and Affirming in 2019.
2. We have worked with being in the community.
3. We have 5 members attended the 5 practices study by the Wisconsin conference. Our members were moved to create a 5 Practices Team. This team meets regularly to work on the mission and adopted the 5 practices of a fruitful community such as, Radical hospitality, passionate worship, intentional faith development, risk taking mission and service and extravagant generosity.

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

During Covid, we had to re-invent our services. We started Zoom meetings, online services, and mailing services. We developed the following to include not only our local community but also the greater community of Christians by using internet resources. Services are recorded and posted on the website.

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.

Our congregation has requested assistance from the Conference, to work with a counselor/moderator in a time of profound need, so that we could come together to heal and learn to move forward in a positive and productive manner. In times of conflict, we have learned to speak kinder to one another in order to settle differences, to give each one an opportunity to express their viewpoint and to keep any “conflict talk” inside these walls.

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

Staff member’s name	Years of service	UCC Standing (Y/No)
Mary Jo Laabs	6	Yes
Cathy Burbury Hinman	6	No
James Briney	5	Yes
Ron and Dorothy Francey	5	unknown
Steven Rohloff	5	retired

Pastor Sam Robbins retired from 20 years of service to our congregation

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

The congregation has learned to communicate better with our Pastor. We need to develop and maintain an open and positive relationship with our ministerial leadership. We need to keep open communication.

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

Please ask us.

Has your church been involved in a Situational Support Consultation?

Please ask us.

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

WHO IS OUR NEIGHBOR?

COMMUNITY VISION
MISSION INSITE

COMMUNITY VISION

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

We participate in the World Day of Prayer with local churches.
We have a Blessing Box for outreach into the community.
We provide a meeting place for local meetings of AA, NA, ALON, EDA
We help with the Community Mission with Jesus.
We help local Kiwanis club collect and distribute coats.
We held the first annual Pride Stride in Medford.

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

We have sent delegates to the NW Association, WI Conference meetings, Open and Affirming Coalition Gathering and General Synod 32-2019. We have one member who has attended the Lay Academy.
We have an active Five Practices of Fruitful Congregations team.

Check all the following "statements of witness" that apply to your UCC faith community. (Find more information on these statements at ucc.org.)

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Immigrant Welcoming
- Inter-cultural/Multi-racial (I'M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Other similar designations in affiliated denominations

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 want to be accessible to all, however, we feel that our older building limits the ability to be completely accessible. We have studied “Becoming Welcoming Communities: Immigration in the Light of Biblical Faith” and the “Doctrine of Discovery”

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

Our Pastor is active in the Medford Clergy Association and thus, we take part in an Ecumenical Thanksgiving Eve service, the World Day of Prayer service and a Good Friday service each year.

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.

MISSION STATEMENT

We are the church – an open and affirming community in which diversity is celebrated as an asset and fully embraced into our life, leadership, ministry, community, worship, rites, sacraments, responsibilities, and blessings without qualification or discrimination because of ability, age, ethnicity, gender, race, or sexual orientation, gender identity or gender expression.

It is our mission to serve, to pray, to love, and to hold true to these words:

“No matter who you are and where you are on your life’s journey, you are welcome here.”

We gather for worship, bible study, and fellowship. We are living our new role in the community as an Open and Affirming Congregation. Our governance is spent in council meetings and special committee meetings. We have stepped out into the community of Medford and have created the Pride Tribe, gave gifts to the Christmas “giving tree”; we have collected mittens and coats for the “Mitten Tree” and “Coats for a Cause.”

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 believe that an effective pastor will have the interest to be involved in the Northwest Association, the Wisconsin Conference UCC, the Medford Clergy Association, the Merrill District UCC Clergy; will be familiar with the UCC missions and publications; and will be knowledgeable of UCC in the news. An effective pastor will be caring and compassionate to members and friends of our congregation as well as those in the community.

Mission InSite

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

We are known as the "Red Brick Church," centrally located in the community of Medford, WI on State Highway 64.

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

Our congregation clearly reflects the lower-to-middle class demographics of our neighborhood, our community, and surrounding communities.

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

The community demographics are diverse. Medford is an aging community but, also has a wide variety of youth activities. Sunday activities in the Church often take a "back seat" to sports and weekends "Up North."

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

Community United Church of Christ in Medford is well-known for accepting all, its bi-annual Soup Suppers and its friendly, welcoming demeanor.

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

Visitors and new members have responded to the warm and sincerely welcoming environment here. A willingness to incorporate new people with new ideas into the official governance and functions of the church has been transforming. New families have recently joined because of our Open and Affirming Status.

REFERENCES

REFERENCE 1

Jill Christopherson (licensed in NW Association)
2113 7th St.
Eau Claire, WI 54703-2825
Phone: 715-514-7361

REFERENCE 2

Teri Hanson (First UCC Colby)
111 S. 2nd Street
Colby, WI 54421-9429
Phone: 715-7223-2712

CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Loving God, who journeys alongside each of us, lead us in our ministries so that we may grow to be the church that you intend us to be. Let one who walks another path in another place, feel your nudge to come our way and serve with us here at Community United Church of Christ. Whether it be now or in your perfect timing, we trust in you, Holy One and thank you for each twist and turn in our journey to you. There is no way that we can change where we have been. Forgive the failures of our past and let there be light and learning and hope in the future that you have set before us.

Jeremiah 29:11 (The Message) “I know what I’m doing. I have it all planned out —plans to take care of you, not to abandon you, plans to give you the future you hope for. “We pray in Jesus’ name with thanks and praise! Alleluia! Amen!

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.

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

Search Committee, with reviews by our Church Council
and Rev. Rob MacDougall, NW Association Conference Minister

1. Additional comments for interpreting the profile: none

Signed:

Jerry Goen-Penney / Search Committee Chair

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

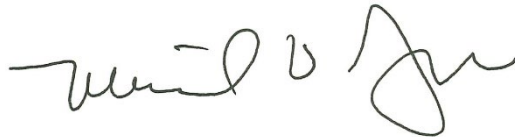
To the best of my knowledge, ministerial history information is complete.

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. Michael D. Jones/Association Conference Minister

Email: mjones@wcucc.org

Phone: 608-419-7509

Date: April 17, 2023

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