
Date

Pastor

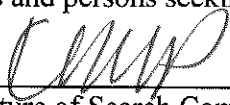
Position to be filled

United Church of Christ
LOCAL CHURCH PROFILE
FOR LOCAL CHURCHES SEEKING NEW LEADERS

Local Church
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 a 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 opinion 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.



Signature of Search Committee Chairperson



Date

Church

Name: First Congregational United Church of Christ

Address: 110 E. Hancock Street

City, State, Zip: New London, WI 54961

Search Committee Chairperson or Contact Person

Name: Kaylene Kloehn-Pluger

Address: N5060 Rexford Rd

City, State, Zip: Shiocton, WI 54170

Telephone: 920-538-2499

E-Mail: k.kloehn@yahoo.com

LOCAL CHURCH PROFILE
FOR LOCAL CHURCHES SEEKING NEW LEADERS

Please return the completed document to your conference or association office.

1. **Church:** First Congregational United Church of Christ

2. **Address:** 110 E. Hancock Street
City, State, and Zip: New London, WI 54961
Church Website: Facebook.com/UCCNL

3. **Name of Search Committee Chairperson/Contact Person:** Kaylene Kloehn-Pluger
Address: N5060 Rexford Rd.
City, State, and Zip: Shiocton, WI 54170
Telephone: 920-538-2499
Email: k.kloehn@yahoo.com

4. **Conference/Association Staff Person Assisting Our Church:** Jane Anderson
Address:
City, State, Zip:
Telephone:
Email: FAX:

MEMBERSHIP INFORMATION

5. Membership: (as reflected in the eleven-year UCC Statistical Report for our church; "est." indicates the figure is an estimate.)

	Last Year	5 Years Ago	10 Years Ago
a. # Church members	460	342	377
b. Average attendance at worship	140 (2019)	190	164
c. Average participation of children/youth in C.E.	30	72	70
d. Average weekly participation in adult education	15	18	15
e. # Members who are ordained clergy	1	1	-----

6. Profile of Congregation

Estimate percentage of congregation. Each category should add up to 100%.

a. Age:

5.0 % ages 0 - 5

15.4 % ages 6-18

17.9 % ages 19-34

20.5 % ages 35-49

22.1 % ages 50-64

53.4 % ages 65-74

14.4 % ages 75 +

c. Family units:

21.1 % couples with children at home

65.8 % couples without children at home

7.9 % single

5.3 % single parent with children at home

b. Education level of adults:

1.0 % completed less than high school

25.6 % high school graduates

46.2 % some college/vocational school

45.2 % college graduates

25.6 % graduate school

d. Occupation of adults:

21.1 % business

3.0 % clerical

7.9 % farmer/rancher

10.5 % laborer/manufacturing

57.9 % professional

7.9 % student

5.3 % tradesperson

3.8 % other

"So we who are
many, are one body
in Christ ..."

Romans

12:5a

e. Employment:

47.4 % employed

5.0 % not currently employed

63.4 % retired

f. Describe the racial-ethnic makeup of your congregation:

98% Caucasian, 2% Other

CHURCH FINANCES

(Figures reflect the eleven-year UCC statistical reports as well as the church's annual reports.)

	Last Year	5 Years Ago	10 Years Ago
7. Total Church Income	\$179,203	\$211,276	\$212,704
a. Members offerings and pledges	178,694	202,941	156,283
b. Interest from investment or endowments	6,079	2,763	
c. Principal reduction (endowments or investments)			
d. Rentals	510	370	125
e. Special Fundraising	25,000	29,000	26,383
f. Other	0	90,000	0

If the church has conducted an annual stewardship campaign, list results for the past two years:

2020-Goal: \$143,278 Pledges: \$126,000

Actual Received: \$132,414

2019-Goal: N/A Pledges: N/A

Actual Received: N/A

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget	\$179,203	\$211,276	\$212,704
a. Our Church's Wider Mission Basic Support	10,845	Unknown	19,999
b. Our Church's Wider Mission Special Support	6,170	5,000	3,000
c. Other gifts	0	0	0
d. Current local expenses	181,988	203,406	234,413
e. Annual capital payments	0	0	0
f. Other debt	0	0	0

9. Identify UCC special offerings the church receives throughout the year and the amounts from last year:

One Great Hour of Sharing

Neighbors in Need

Christmas Fund

Strengthen the Church

Basic Support for Our Church's Wider Mission (only if received through special offerings and not included as a regular budget item in #8 above.)

10. Mission

- a. Beyond your contributions through the UCC, name the most significant local or global missions/ministries or agencies that were financially supported by your local church last year and the amount of support:

Name	Amount
1. Community Food Pantry – Leadership, workers – food and cash donations	\$3,000
2. Shoes for Belize – Collected 262 pairs of shoes	\$2,400
3. Souper Bowl Sunday – Money collected for Camp Awesome & Harbor House – donations for food pantry	\$452
4. Funds donated to UCCI Youth Camps	\$13,000
5. Christmas Dinner – canceled due to Covid	
6. Donations to Harbor House	

- b. What mission project has excited your church the most in the past three years? Why?
 Community Food Pantry – During a time of great need, our congregation not only contributed to the Food Pantry, but took over operations and staffed it with our congregants.

11. Indebtedness

- a. Total amount of outstanding mortgages/capital debt: \$0
 b. Total amount of other debt: \$0 Describe: No debts.
 c. Are payments current? N/A

12. Capital Campaigns:

- a. If the church has had capital campaigns in the last ten years, note goal and results:
 Goal: \$ _____ Outcome: \$ _____
 Goal: \$ _____ Outcome: \$ _____
- b. What projects were undertaken as a result of your capital campaign?

“God is able to provide you with every blessing in abundance.”

II Cor. 9:8a

2014 – Capital campaign to refurbish sanctuary, roof, and carpets. Also updated sound equipment, installed T-Coil and added video equipment to allow online streaming.

- c. Was there a mission or outreach component to the campaign? Yes X No
- d. If a capital campaign is underway or anticipated, describe it:
 Goal: \$ _____ Beginning _____
 Date: _____
 Purpose: _____

13. Assets held by the Church:

- a. Reserves (savings): \$364,012
- b. Endowments/Investments: \$249,597
- c. Describe buildings and property of your church except the parsonage:

Church & Property -	\$1,203,070
Washington St. Property	\$30,000
Total	\$1,233,070

- d. Is the church building (including sanctuary and offices) handicapped accessible?
Yes Partially (specify) _____ No

Is the pulpit handicapped accessible? Yes No

- e. If a building program is projected or underway, describe it, including estimated date of completion:

- f. If the church owns a parsonage, describe it:

Address:

City, State, Zip:

Number of Rooms: Number of Bedrooms:

Number of Bathrooms: Description:

Distance from Church Handicapped Accessible? Yes _____ No _____ Partial

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

14. If your conference has compensation guidelines, do you follow them?

yes yes for some compensation items but not all no

Does the church consider this position to be full time or part time?

Full Time Part Time (specify) _____

How will church members be supportive of a part time or bivocational pastor who may need another job to supplement the church salary? Not applicable

15. Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers' tenure. Do not include interim positions. If a parsonage is provided, insert the letter "P" in the space provided. *Provide information for the last 3 leaders or the last ten years.*

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	2007	\$33,500	\$20,500		2020	\$,40,358	\$21,704	
b. Previous	1997	\$31,748		\$11,000	2006	\$44,000	\$13,200	
c. Next previous								

16. During the above period, has your church ever failed to fulfill its financial obligations to its pastor? yes no If yes, please comment:

17. Salary, Benefits, and Expenses Offered

- a. Cash salary offered \$ 55,000 – 63,800
Conference recommended salary range: \$ 55,000 – 63,800
- b. Housing: \$ Negotiable within salary range
 Housing allowance only Parsonage only Would consider offering either
- c. Customary benefits:
 - Vacation: 4 weeks annually
 - Maternity/paternity leave
 - UCC Retirement Annuity (14% of salary and housing)
 - UCC Life and Disability Insurance Benefits
 - UCC Health Benefits (other health benefits)
 - UCC Dental Benefits (other dental benefits)
 - Social Security/Medicare Offset
 - Continuing Education Funds
 - Continuing Education Time
 - Sabbatical Leave
 - Other benefits (specify) _____
- d. Ministry Expenses
 - Travel Reimbursement
 - Meeting Expense Reimbursement
 - Books and Periodicals
 - Reimbursement of Criminal Background Check Fee
 - Moving Expenses (negotiable)

COMMUNITY CHARACTERISTICS

18. Population

- a. Population of total city or town in which your church is located: 7,464
- b. Describe the population by racial-ethnic category and identify the source of the information:
US Census Data

White –	89.1%
Hispanic –	6.6%
Asian –	2.3%
2 or more –	1.4%
Black -	.8%

19. Economic Factors

Identify major sources of employment/income in your community:

- a. Tyson Foods – Approx. 1200 employees
- b. Amcor – Approx. 700 employees
- c. ThedaCare – Physicians and Hospital – Approx. 300 employees
- d. School District of New London – Approx. 400 employees

Median Household income \$48,326

20. General Description *(Add *** if the information came from a survey of the congregation)*

- a. Describe three distinctive attributes of your community:
 - Blue-collar community that has been able to prosper thanks to many stable industries and a community hospital.
 - A unique population with many residents coming from families who have lived in the community for generations while also a significant number of transient residents.
 - A rural community in which the population has remained steady for a considerable period of time (something that is a rarity in Waupaca County), thanks to a strong school district and multiple recreational opportunities.
- b. Identify major trends you envision in your community during the next five years:
 - An increase of housing developments along the perimeter of the community, with the need of lower income housing also continuing to rise.
 - A revitalization of the downtown area of the community, highlighted by the community mural project.
 - An increase of students into the school district.
- c. List three or four problem areas confronting your community that members feel your church should address:
 - Serving an increasingly aging population.
 - A growing number of households that live below the poverty line.
 - While there is a great desire for the community to expand and develop new projects, there is also a need for leaders who are willing to take on the responsibilities to make that happen.
 - The need for additional affordable housing for renters and first-time home owners with lower income.

d. Indicate Mission Activities in which your church participates as a part of its mission in the community:

- Food Pantry
- Thanksgiving and Christmas Dinners
- Bell Choir performances outside of the congregation
- School supplies for children in need
- Adopt-A-Family at Christmas and Christmas for Kids programs
- Nursing home outreach
- Assist chemical dependent support groups with use of our facilities

e. In which your church expects the leader you are now seeking to participate:

- To take part in community concerns where their strengths lie.
- To provide support of projects that the Church Council and the congregation as a whole choose to undertake.
- To bring leadership and vision to the needs of our community.
- Provide ceremonial services, such as funerals, baptisms, and weddings, to non-members.

f. Describe how your church building is now being used by the community:

- Alcoholic Anonymous and other chemical dependency support groups
- The New London Food Pantry Collection and Emergency Distribution Site
- Polling and Elections
- Traumatic Brain Injury Support Group

g. Indicate the number of school districts from which members of your church are drawn:

_____ one _____two X three or more

CONGREGATIONAL LIFE

*(Add *** if the information came from a survey of the congregation)*

20. Identify major trends you envision in your church in the next five years

- ***Expand our outreach to the community for all members of the community to feel welcome and have a place in our congregation.
- ***After some fluctuation in our congregation's membership during the COVID-19 lockdown, we look for our congregation to not only return to pre-pandemic numbers, but expand our outreach in the community.
- ***We aim to be a congregation where families will want to raise their children so that they may have a relationship with God.

21. Planning

- a. All churches do planning. How would you characterize the way planning is done in your church?

***Congregants are encouraged to identify their passions. From there they seek out like-minded individuals within the congregation to create committees to help strengthen the church. A church council is in place to oversee activities and provide support where needed.

- b. What expectations do you have of the person you are seeking in relation to the planning that takes place?

***Our future pastor will need to be a leader who can challenge the congregation with their teachings, embrace a community with a wide range of needs, connect with the youth of our congregation, and motivate the congregation to be more involved in the church's various operations.

- c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way?

In regards to large financial decisions that would impact the cash flow of the church, 2018, when the church was considering how to use a sizable donation from two congregants to build a physical expansion.

- d. What were the outcomes of your intentional long-range planning?

In the matter of the financial situation in 2018, our congregation's leadership did a great deal in providing information in regards to construction, financial impact, and community need, to the congregants. After lengthy deliberation and conversation, the congregation decided to pass on the expansion.

- e. Does your church have any plans to undertake a period of intentional long-range planning in the future?

We are continually open to God's call of who we should be as a congregation and member of our community. With that in mind, there is currently no long-range planning in the works.

22. Reflections on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. If more space is needed, use additional pages. (Add * if information came from a survey of the congregation.)**

- a. Identify the three most important faith experiences or events in the history of your church and the year each took place:

<u>Event</u>	<u>Year</u>
1. The first church in New London.	1857
2. During pastor's three month sabbatical, no interim pastor was called, but instead the congregation relied on the skills and abilities of its congregants to lead and support while still abiding by UCC bylaws, such as lay licensed one of our congregants. During this time, New London was struck with six tornadoes, resulting in massive damage to citizens and other churches. We opened our doors to other churches to continue their services and programs and also provided aid to the community clean-up.	2013
3. The church took over responsibilities of New London's Community Cupboard making sure that services to those in need went uninterrupted in the community.	2018

- b. Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it:

The COVID-19 pandemic occurring at the exact same time when the congregation lost its pastor, Christian Education Coordinator, and Choir Director was a one-two punch that was a struggle for many congregants. The lack of leaders in multiple roles during a time when the church was torn on how to address the pandemic caused some to stop attending and others disengaging from the church's regular activities. While this is very much a learning process, as we are still in the midst of this situation, we have learned as a congregation to move forward and step up to adversity to maintain the health (both physically and spiritually) of the church.

c. What is God calling your church to do/become over the next few years?

To be the congregation that invites everyone and anyone to come to worship and reconnect with God. To continue to be a congregation that accepts all without reservation. We also look to be leaders within the community and provide support to those in need, regardless of what their need may be.

d. Describe how the church expects the person you are seeking to help your church reach these goals:

To recognize the nature of our community and to be able to navigate the multiple viewpoints in order to create an atmosphere that is accepting of all.

Choose the statement that most accurately describes the theological/faith stance of your church:
You may check more than one.

- We tend to be theologically conservative.
 We tend to be theologically moderate to conservative.
 We tend to be theologically moderate.
 We tend to be theologically moderate to liberal.
 We tend to be theologically liberal.
 We tend to be quite diverse theologically.
 Other

Comments:

Describe the educational program of your church:

Kids Connection, Sunday School, Confirmation, Lent and Advent Workshops, Book Study, Bible Study, Prayer Group, and various small groups.

Identify the curriculum /a used in your church school and the person or committee responsible for selection of curriculum/a:

The Christian Education Coordinator, with input from the pastor, selects the curriculum to be used. The Adult Bible Study Group picks a topic to research and books to read and discuss.

Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:

The previous pastor created his own curriculum using various resources, such as reform.

Are there educational opportunities for all ages?

Yes. The church provides opportunities for those of all ages that wish to study their faith. From preschool age to adult, there are opportunities and programs throughout the week available to our congregants.

Does your church have a written Safe Church Policy?

Yes No (If No, has a group worked on this issue in the past? What was the outcome?)

Describe how the church expects the person you are seeking to participate in the congregation's educational programs:

While our church will have an Christian Education Coordinator as a paid member of its staff, the influence and connection that our future pastor can have on these programs will be very much appreciated.

Describe how programs or ministries of your church are evaluated:

At this present time, there is no structured evaluation in place. This is a process that the church council is currently constructing.

Describe the strengths or positive qualities of your church: (Add *** if information came from a survey of the congregation.)

Our support of UCC Church Camp programs is second-to-none. Volunteerism at the camps, members of our congregation being on the board of directors at multiple camps within Wisconsin, scholarship opportunities for youth and families to participate in camps, and overall participation in the camps is one of the highest in the state.

The musical offerings at our church, whether it is our Praise Choir, our traditional services, or our Bell Choir, are vehicles that both encourage participation from our congregation and also have been a phenomenal way of welcoming new members into our church. In a community that prides itself in the musical arts, our church is a shining example of that pride. We are friendly, caring, and welcoming congregation

9. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity take primary initiative and responsibility; 4 = the pastor's presence is expected periodically/occasionally.

Board/Committee	Purpose	# Members	Frequency	Leadership
Church Council	Governing Body	7	Monthly	2
Ministry Support Team	Works with Pastor	5	As Nec.	2
Missions	To take active responsibility for our world, nation and local communities needs	5	Monthly	2
Fellowship	Plan social and fellowship events	Various	Quarterly	3
Worship	Planning the special worship services & works with the pastor in many aspects of worship.	6	Quarterly	2
Christian Education	Concerned with all aspects of the church's programs which focus on education and serves all age groups	6	Quarterly	2
Stewardship	Promotes planned giving, primarily for operating budget and time & talent commitments	Various	Seasonal	2

Ongoing Small Groups	Purpose	# Members	Frequency	Leadership
Camp Scholarships	To raise funds for camp scholarships	100+	As Nec.	3
Food Pantry	To oversee & run the Community Cupboard	10+	As Nec.	3
Praise Band & Singers	Provides leadership & music ministry during Contemporary Worship Service	16	Weekly	3
Handbell Choirs	Several hand bell choirs – music ministry	34	As Nec.	3

25. Conflict

Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes

your church: **C** = closely; **S** = somewhat; **N** = not at all.

S as a church, we respect and listen to each other and work things through without generating divisiveness

C as a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides

S some have left our church because of conflict

N conflict hurts our sense of unity, but we tend not to talk about it

C painful experience with conflict has been present, but it has been worked through, and we have learned from the experience

S we have had some painful experiences with conflict, and they linger in the background

N open conflict is present, and we need a minister who can help us deal with it

___ other Specify:

Comment: The COVID-19 pandemic created a good deal of conflict in the past year. The church's stance was to remain closed to guests for several months and to conduct services virtually. The desire of some to come and worship in person during this time resulted in them leaving the congregation. While the church has re-opened for services in late March of 2021, the process has been slower than desired for previous members to return. This event, combined with our church losing its pastor during the early months of the pandemic and the uncertainty of the church's direction during that time, resulted in some members looking for other options.

26. Worship

- a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphasis such as healing services, contemporary worship, etc.)

During the summer months, worship is on Sundays at 9am, with a Fellowship Hour an hour prior. From the first Sunday after Labor Day until June, a contemporary worship service takes place on Sundays at 8am, followed by a Fellowship Hour at 9am (with Sunday School taking place from 9:15am-10am), followed by a traditional service at 10:10am.

- b. Are your worship services or church gatherings sign language interpreted?

___Yes X___No

Are there particular ministries with persons with developmental disabilities or mental illness?

No Comment: NA

- c. Identify how worship is planned on a regular basis in your church

X___ by a worship committee

X___ by the pastor

X___ by the pastor in consultation with the church musician

___ other – specify:

d. Describe the style and content of preaching valued by your congregation:

Based on information gathered in surveys and in cabin meetings, our congregation greatly appreciates messages that challenge the listener. They appreciate a message that doesn't just placate the audience by commending them for being members, but instead make the congregant evaluate whether they are fulfilling their duties as a follower of Christ. This by no means is to say that the message should be negative or to scold the congregation, but instead to inspire them to live in the way that Christ has led us to do so.

e. Describe the role in worship of the person you are seeking:

Our church is looking for a spiritual leader that not only constructs a strong sermon, but practices the words that they preach. Leading by example and being a servant leader is essential for our congregation. We hope that our future leader can embrace both their and our flaws and be able to use them to educate and connect with their congregants and establish our relationship with God.

f. What hymnal(s) are currently used by your congregation in worship?

We are using The Hymnal for Worship and Celebration by Word Music (Copyright 1996)

g. Have you considered using another hymnal?

We use other music outside of the listed hymnal frequently.

h. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as "mankind". Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize "traditional" hymns.) How important is this issue to your church?

Our congregation is in the process of forming its understanding of Inclusive Language.

WIDER CHURCH CONNECTIONS

27. United Church of Christ

- c. Association, conference, or other denominational programs and activities in which church members participate:

Do you send delegates to association and conference meetings? Regularly X Occasionally _____ Never _____

Have members of your church ever served as delegates or visitors to General Synod? Yes X No _____ Not Sure _____

- d. Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate: We expect our pastor to attend and be active in our N.E. Association and Wisconsin Conference meetings. We also encourage our future pastor to follow where their passions lie.

Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:

X closely _____ moderately _____ nominally _____ other

Comment:

28. Ecumenical and Interfaith Activities

- a. Describe ways your church participated in ecumenical and interfaith activities during the past three years:

We share worship services with the United Methodist Church and Trinity Lutheran Church (both also located in New London) on Ash Wednesday, Good Friday, Thanksgiving Eve service. We also contribute to a Thanksgiving day dinner, hosted at the Methodist Church, and we host a Christmas meal for the community to those in need.

- b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:

We expect our future pastor to participate in ways that they feel comfortable. In the past the minister has been involved in an ecumenical network.

RELATIONSHIP WITH MINISTERIAL LEADERS

10. Relationship With Prior Leaders

- a. Characterize your church's experience with pastoral leaders over the past 15 years.

You may check more than one response:

In general, our lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership.

We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.

We have had some tough times and things did not always work out.

Other. Specify:

Comment:

- b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:

Name	From	To
1. Greg Watling	2007	2020
2. Luke Bocher	1988	2006
3. Bruce Morrison	1982	1987

- c. If a previous pastor or pastor emeritus/a is currently a member of the church, describe his or her involvement in the life of the congregation:

We have one past pastor that participates solely as a member in our congregation.

- d. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:

We have provided emotional and social support.

e. Involuntary Terminations:

Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure?

_____ yes no: If "yes," respond to the following:

- Choose all the issues that may have contributed to the involuntary termination. *You may check more than one or indicate "not applicable."*

_____ conflict of personalities in the church
_____ inadequate performance
_____ pastoral style inappropriate for this church
_____ ethical issues or issues of fitness for ministry
_____ financial stresses
_____ other. Specify:

- Indicate, if you can, which of the following best describe the congregation's behavior toward
- that person prior to her or his leaving: *You may check more than one.*

_____ civil	_____ kind
_____ compassionate	_____ supportive
_____ harsh	_____ indifferent

- Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:

30. Does the church have a Pastoral Relations Committee? yes _____ no

31. Is there periodic assessment/evaluation of the nature of the work and of the performance of that work for the position you are seeking to fill? Describe it:

Members of the Ministry Support Team mediate between the congregation and the pastor as needed.

32. Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation?

There is nothing at this time.

11. Leadership Expectations

A list follows of 45 items which represent a range of qualities in the ministry of the church. Place an "X" beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

1	X	is an effective preacher/speaker	24		regularly encourages support of Our Church's Wider Mission
2		continues to develop his/her theological and biblical skills	25		reaches out to inactive members
3		helps people develop their spiritual life	26		works regularly in the development of stewardship growth
4		helps people work together in solving problems	27		is active in ecumenical relationships and encourages the church to participate
5	X	is effective in planning and leading worship	28	X	is a person of faith
6	X	has a sense of the direction of his/her ministry	29		writes clearly and well
7		regularly encourages people to participate in United Church of Christ activities and programs	30		works well on a team
8		helps people understand and act upon issues of social justice	31	X	is effective in working with youth
9		is a helpful counselor	32		organizes people for community action
10	X	ministers effectively to people in crisis situations	33		is skilled in planning and leading programs
11	X	makes pastoral calls on people in hospitals and nursing homes and those confined to their homes	34		plans and leads well-organized meetings
12		makes pastoral calls on members not confined to their homes	35	X	encourages people to relate their faith to their daily lives
13		is a good leader	36		is accepting of people with divergent views
14	X	is effective in working with children	37		encourages others to assume and carry out leadership
15		builds a sense of fellowship among the people with whom he/she works	38		is mature and emotionally secure
16		helps people develop their leadership abilities	39		has strong commitment and loyalty
17		is an effective administrator	40	X	maintains confidentiality
18		is effective with committees and officers	41		understands and interprets the mission of the church from a global perspective
19		is an effective teacher	42	X	is a compassionate and caring person
20		has a strong commitment to the educational ministry of the church	43		deals effectively with conflict
21		is effective in working with adults	44	X	demonstrates a sense of humor
22		inspires a sense of confidence	45		
23		works regularly at bringing new members into the church			

GENERAL

33. Does your governing body or your search committee have a well-defined policy against discrimination? Yes No Comment:

34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process?
 Yes No Comment: Our congregation is currently in the process of evaluating our options.

35. Is there a position description of the pastor's role and responsibilities?
 Yes No If "yes," please attach a copy.

Does your church have a personnel policy covering this position? Yes No

36. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).

The pastor will have the freedom to choose their level of involvement in an advisory role for staff, our congregation does have the following paid positions:

Title: Church Secretary	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title: Christian Education Coordinator	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title: Music Director	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title: Bookkeeper	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title: Custodian	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT

37. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church, e.g., conference staff, person in community, neighboring pastor:

Name	Telephone	Relationship to Your Church
a. David Rusch	920-585-2349	Cline Hanson Funeral Home
b. Gidget Blank	920-982-5354	Executive Director, St. Joseph's Residence
b. Nathan Athorp Center	920-946-3585	Former Camp Director, Pilgrim

38. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?

Input received from congregants via cottage meetings and surveys. We have also received feedback from church councils and leadership committees.

STATEMENT ON LEADERSHIP IN MINISTRY

Using this page, and one additional page if needed, write a statement that will help a candidate better understand the relationship of clergy and lay leadership in the life of your congregation. Candidates will be interested to know whether your lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership. If your church organizational structure is based on intentional lay-led ministries, describe how that structure functions in relationship to the pastor; if your organizational structure is dependent on clergy leadership, describe what will be expected of the pastor.

If you wish, this statement can provide an opportunity for you to elaborate on the list of committees/boards/groups that you identified in Question 24. (For example, in some churches the expectation is for mutual involvement of pastor and finance committee in the financial matters of the church; other congregations have a clear expectation that the pastor will be focused on "spiritual matters" and will be excluded from settings where financial decisions are made.)

Include in the statement reflections on leadership styles that work well for your church. What do you hope/expect that your new pastor will understand and value in your particular style of lay leadership? What would a new pastor need to know in order to work smoothly with your established leaders? If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks:

Ours is a vibrant, caring church that supports each other in many ways. We care for each other and give emotional and spiritual support whenever it is possible. We have weathered common ups and downs of church life and have come through the process a stronger and more caring community.

Our church is blessed with many volunteer lay leaders. We have a strong Church Council, a passionate Stewardship Committee, Worship Committee, an energetic Mission Committee, a tireless Fellowship Committee and very talented Music Directors. We have lost our Christian Education Chair due to retirement, and our Choir Director moved to Colorado. We are advertising to replace these two individuals.

We sometimes suffer from committees being overburdened because of other job commitments but generally new people step in to replace them.

The pastor works closely with the music directors in planning the service and we hope that the sermons will make us think about what it means to be a Christian and challenge us to become better. Generally the Church Council will deal with supervision of staff, financial planning and various details of running the church although the pastor's input will be valuable.

We see the pastor as the hub of the wheel and the church council and each committee as a spoke in that wheel. Each spoke is needed to give the wheel ultimate strength, but without the hub to attach to, the wheel is useless. The pastor serves as the connector to each dimension of the lay leadership. The pastor needs to always see the big picture and assist the council and each committee to also see how they fit into the big picture. The pastor must be an effective communicator and leader to help orchestrate and collaborate with council, staff and committees in a constructive manner for the betterment of the church.

**Conference or Association
Descriptive Reference**

Church Name: First Congregational United Church of Christ

Location: 110 E. Hancock St., New London WI 54927

Conference: Wisconsin Conference of the United Church of Christ

Association: Northeast Association of the United Church of Christ

Name of Staff Assisting in the

Search: Staff Comments:

Signature of Staff Assisting in the Search

Date

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. Jane B. Anderson/Associate Conference Minister

Email: janderson@wcucc.org

Phone: 920-540-2586

Date: August 25, 2021

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