

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

First Congregational United Church of Christ
Oconomowoc, Wisconsin

Senior Pastor (Settled)

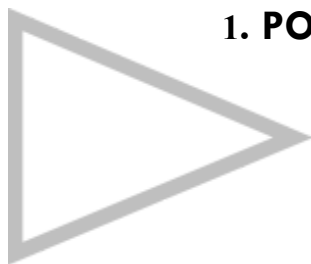
Wisconsin Conference, Southeast Association

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




1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name:	First Congregational UCC Oconomowoc
Street address:	815 S. Concord Rd., Oconomowoc WI 53066
Supplemental web links:	Our Church Website
Additional ecumenical affiliations:	None
Conference:	Wisconsin Conference
Association:	Southeast Association
UCC Conference or Association Staff Contact Person:	Rev. Rachel Bauman, Associate Conference Minister, Wisconsin Conference UCC, 608-630-2992, rbauman@wcucc.org
Summary Ministry Description:	We are looking for a Pastor who will inspire the congregation to grow in our relationships with God, each other, and our community through example as well as through meaningful sermons. We seek energetic pastoral leadership to bring us a sense of renewal and reignite our enthusiasm for involvement in church activities and volunteerism in the church and in the community. With a refreshed congregation, we hope to work with our pastor and attract new members to journey with us to accomplish our mission and goals.

<p>Photographs:</p>	 <p>Click here to view our photos</p>
<p>What we value about living in our area:</p>	<p>Oconomowoc is located between Wisconsin's two largest cities: Milwaukee and Madison. Both cities have universities, theaters, sports complexes, musical/concert opportunities, restaurants and more. Oconomowoc has great schools with recent investments into school buildings and programs such as a new, state-of-the-art elementary school, new technology center at the high school, and two new intermediate schools. Downtown Oconomowoc is a vibrant and thriving city center with shops, restaurants, musical entertainment, and special events. The downtown Village Green hosts an annual German Christmas Market, beer gardens, Fall Fest, Chili Fest, and other community gatherings. A farmer's market operates downtown in summer and in an indoor space during the winter. Oconomowoc offers a rich cultural experience with a historical museum, children's museum, performing arts center, art festival, and outdoor band shell. The annual Festival of Arts in Fowler Park is widely known as one of the best art festivals in the state. The Oconomowoc Arts Center provides the community with theater, comedy and musical performances. The outdoor band shell at City Beach offers weekly concerts in summer and fall, enjoyed by people on land and on water. Adjacent to City Beach, located on beautiful Lac La Belle, is the Oconomowoc Community Center where one can attend a variety of classes, rent water sports equipment, and rent space for special events. Oconomowoc offers a plethora of sporting opportunities, many centered on the numerous lakes in and near the city with public access for fishing, swimming, boating, kayaking, paddleboarding and all types of water sports in the summer as well as ice rinks in the winter. There are numerous city, county, and state parks nearby that provide many different ways to enjoy being outside in Wisconsin, no matter what season.</p>

Current size of membership:	400
Languages used in ministry (other than English):	First Congregational UCC of Oconomowoc makes an effort to use inclusive language as part of its services of worship.
Position Title:	Senior Pastor
Position Duration:	Settled
Compensation Level:	Full-time
Does the total support package meet conference compensation guidelines?	Yes

1b. SCOPE OF WORK

The Senior Pastor is responsible for the overall worship experience, leadership and direction of church staff ministries, and active participation and leadership in all functional areas in the accomplishment of our church mission. As Senior Pastor of the Church, he or she is authorized to perform functions such as teaching of beliefs; leading services; administering rites and sacraments and otherwise providing spiritual guidance to the Church membership and the community. In the role of Senior Pastor, he or she facilitates strategic planning, leads the church mission efforts, and performs other duties that are necessary for the Church's success.

Core Competencies:

- Is engaging and inspiring
- Is effective at planning and leading worship
- Encourages people to relate their faith to their daily lives
- Is accepting of people with divergent views
- Deals effectively with conflict within the church
- Has a sense of direction for his/her ministry

1c. COMPENSATION AND SUPPORT

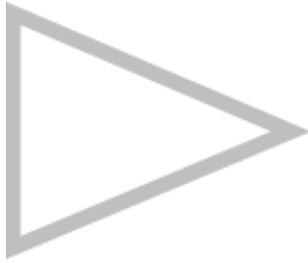
Salary Basis:	\$70,000-95,000 (based on experience and education).
Benefits:	Salary plus benefits: <ul style="list-style-type: none">• Pension Contribution• Health including dental and Life Insurance• Continuing Education Allowance• Auto Allowance
Expected living situation for your next minister:	A housing allowance is provided as part of the salary.
Residential/commuting expectations for your next minister:	Residence should be within the geographic limits of the greater Oconomowoc Area School District, which covers more than 120 sq miles, 13 municipalities in Jefferson, Dodge and Waukesha Counties
Incentives:	Sabbatical after five years of service, and then five year increments thereafter.
Peer and professional supports available for ministers in your association/conference:	<p>The Wisconsin Conference has support opportunities that include a Clergy Continuing Ed Scholarship, the Communities of Practice and a Coaching Initiative. See more information at:</p> <p>Coaching Initiative - Wisconsin Conference UCC (wcucc.org)</p> <p>Communities of Practice - Wisconsin Conference UCC (wcucc.org)</p> <p>The church has a Pastoral Relations Committee which is available to support the Pastor and other staff members in their relationships with congregation members and each other. In addition to the sabbatical leave described above, the congregation provides pulpit replacements, administrative support and crisis intervention support for congregation members while the Pastor takes sabbatical leave.</p>
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?

<p>Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.</p>	<p>As in any organization, we are goal-focused. Three specific goals our congregation identified in a 2021 all-church survey that we want to grow and strengthen include:</p> <ul style="list-style-type: none">● Focusing on growth through meaningful sermons and faith education programs that engage and connect through multiple generations.● Increasing our membership through reaching out to the community and those searching for a church home.● Finding ways to increase our congregation's involvement through church activities such as volunteering on a committee and assisting with weekly needs. <p>“But as for you, be strong and do not give up, for your work will be rewarded.” - 2 Chronicles 15:7</p>
<p>Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.</p>	<p>We seek a minister who can help us to accomplish our goals in unity and with joy. We recognize that there will always be differences in opinion and perspectives among members. We are looking for pastoral leadership that can help us to work together to achieve our goals, despite our differences. We participate in many programs and community activities beyond our walls yet we feel called to find ways to increase our visibility and service and to extend extravagant hospitality to everyone.</p>
<p>Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.</p>	<p>First Congregational UCC of Oconomowoc makes an effort to use inclusive language as part of its services of worship. While we are a congregation that reflects our area's white European heritage, we recognize the importance of different world and cultural perspectives</p>

	<p>and views. We have engaged in efforts to enlarge our views by bringing international students to our church to teach us about other cultures and religious views, by taking confirmation students to worship services at synagogues, mosques and temples, by having bi-lingual and multilingual individuals read to us in different languages as part of worship, and by hosting a Ugandan children's choir. We desire to have a pastor that values diversity and can challenge the congregation to open itself to think about different perspectives on global and local issues.</p>
<p>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 <i>The Marks of Faithful & Effective Authorized Ministry</i> that your next minister will display to further equip the congregation's ministry in these areas.</p>	<ol style="list-style-type: none"> 1. Building Transformational Leadership Skills 2. Strengthening Inter- and Intra-Personal Assets 3. Working Together for Justice and Mercy 4. Engaging Sacred Stories and Traditions

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?

The **Vision Statement** adopted by the congregation in 2019 is:

“ENGAGE AND INSPIRE ALL GENERATIONS TO CONNECT WITH GOD THROUGH LOVE AND SERVICE”

The **Mission Statement** adopted by the congregation is:

“We are a welcoming Christian community who joyfully unite to love, honor, and worship God. We gather to share God’s word, seek the ways of Christ, be renewed through the Holy Spirit, and are sent out as Christ’s disciples to serve others.”

Our Vision Statement and Mission Statement reflect who we are and who we believe God is calling us to become. We feel called to engage and inspire people of all ages and all walks of life to connect with God and join us in serving as Christ’s disciples. We feel called to do this by loving God, showing concern and love to all people, and being a good steward of God’s creation. We seek pastoral leadership that can assist us to unite and work joyfully with each other so that we can fully realize our dreams and visions of becoming the congregation that we believe we are called to be.

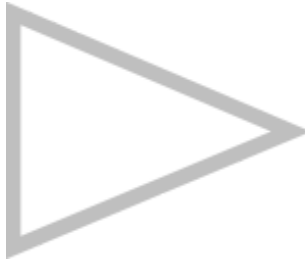
DESCRIBE HOW GOD IS CALLING YOU TO REACH OUT TO ADDRESS THE
EMERGING CHALLENGES AND OPPORTUNITIES OF YOUR COMMUNITY AND
CONGREGATION.

In a church survey completed in 2021, the congregation overwhelmingly agreed that the biggest challenges facing our community are:

- “Division among people holding different political and social views”
- “Addiction/mental health issues”
- “Lack of diversity”

Our congregation already participates in programs and community outreach to address some of these concerns and the congregation indicated a desire to continue to support these programs including Family Promise of Waukesha County (homeless shelter), the Food Pantry, and Habitat for Humanity. We make our facility available to AA for weekly meetings. Many in the congregation would like to see more resources devoted to mental health/addiction issues, lack of affordable housing, an increase in homelessness, racial and social injustice, and rising economic inequity. The survey responses show a strong desire by our congregation to address the tough issues in our church and community in an open and safe space that will allow us to walk the path we are meant to follow and to make positive waves in our community.

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

OUR VALUES AND BEHAVIORS:

Welcoming - Welcome and value all people

Christianity - Live a Christ centered life

Relationships - Connect with our church family and those we serve

Outreach / Mission - Generously offer our time, talent, and treasures

Youth Centered - Embrace, inspire, and engage our youth on their faith journey

Multi generational - Respect and appreciate everyone’s needs and contributions

Music - Praise God through song

DESCRIBE SEVERAL STRENGTHS OR POSITIVE QUALITIES
OF YOUR CONGREGATION.

- **Relationships and Fellowship** - We are all on this faith journey together, so we value any and all opportunities we have to share in fellowship and communion with each other. We encourage active participation within the life of our church - planning and attending worship services, serving on church ministries and project groups, volunteering at church fundraisers and service projects, and promoting our church in the local community and beyond.
- **Youth Programming** - We recognize that the future of our congregation rests in the hearts and minds of our youth, so we invest heavily in providing a solid God-centered foundation for the youth and their families to build on. The Hearts and Hands Preschool, Sunday School program (3 year old through 12th grade), age-based youth group activities, 9th grade Confirmation program, and inter-generational mission outreach trips all play a part in the spiritual formation of the very young through high school-age youth.
- **Music** - We praise God in many ways, but doing it through song is especially important to our congregation. We offer a beautiful medley of musical instruments and musicians to sing our praises to God - our classic organ, a grand piano, a full assortment of handbells, choir-sung hymns, contemporary Christian worship music, frequent special-music selections, and many talented voices and musical artists. Like a woven tapestry, these elements all combine in harmony so worshippers truly feel and hear the mighty presence of God.
- **Emphasis on Community and Mission Outreach** - We recognize that God's work cannot be done from within the walls of our church building, and that it must be carried out into the community and the world beyond our doors. We actively partner with other social organizations to help those who are less fortunate and struggling. We make it a priority to annually plan an intergenerational mission trip within the United States, donating our time and our talents to help others who have been affected by natural disasters or economic challenges. We have a history of offering an international mission trip every 5 years.
- **Welcoming** - We begin each worship service by saying "No matter who you are or where you are on life's journey, you are welcome here".....and we pray that our actions live out that phrase each and every day.

DESCRIBE WHAT WORSHIP IS LIKE WHEN YOUR CONGREGATION GATHERS.

We have one worship service at 9:30 each Sunday morning. Our worship seeks to ENGAGE, INSPIRE, and CONNECT in a modern service that is rooted in our church's history. It reflects the deep richness of God's grace and good news, and always points us to service in the world and life in God's creation.

Service Highlights:

- Music styles that include adult and youth choirs, organ and handbell accompaniment, contemporary music, guest vocalists, and traditional hymns interspersed throughout the service. Worshippers are invited to sing along to most selections.
- A Children's Sermon takes place on most Sundays, just prior to the youth being dismissed to their Sunday School classrooms. This occurs within the first 15 minutes of the service. It provides a simple lesson and often laughter for both the kids and adults in attendance.
- The Rite of Communion takes place the first Sunday of each month. All are welcome to participate if they profess a belief in Jesus Christ our Savior. On Communion Sundays, Sunday School youth return to the Sanctuary to participate in the Rite with their families. Youth are invited to partake in the Communion Elements with their family's permission.
- Fellowship hour will immediately follow most services.

On one Sunday each of June, July, and August, we offer a late afternoon outdoor worship service in the pavilion. For smaller gatherings, the outdoor chapel area offers a more intimate setting in which to connect with nature.

Upon request, our Pastors perform baptisms, weddings, and funerals for members of our church and their families, or for those with a connection to our church. While baptisms ideally take place during a Sunday worship service where our congregation serves as witnesses to the Rite, requests for private services are also honored per the family's wishes.

Here are some links to different types of music we offer on a given Sunday during our service: [Chancel Choir](#), [Handbell Choir](#), [Brass Ensemble](#), and [Praise Team](#).

DESCRIBE THE EDUCATIONAL PROGRAM/FAITH FORMATION VISION OF YOUR CHURCH

For our children and youth who are three years old through fifth grade, our Sunday School uses a rotation model which provides for repetition and allows the biblical stories to be retained. A rotation model also allows for children to learn through multiple learning styles, movement, music, literacy, science etc. Our Sunday school year mirrors the academic year, September through May. Each month the curriculum focuses on a particular Bible story. During that four-week rotation the children's age group rotates once every week between an Art, Game, STEM and Story room. There they engage in an activity to help learn and grow in their faith and Biblical knowledge.

Our middle school (5th - 8th grade) and high school (9th - 12th grade) students meet weekly to develop and enrich their relationship with God through a curriculum that relates biblical teachings to their everyday lives and current events. They come together to build relationships and support one another as a Christian family.

Our Youth Groups - Junior (3rd - 8th grade) and High School (9th - 12th grade) - meet monthly to engage in activities that allow them to learn and explore how to put their faith into practice through community outreach and engaging fellowship time.

Adult Bible studies are offered throughout the year and are led by a Pastor or lay leader. They have been held at different times of the day and days of the week, to be accessible to more members and guests. It is unique to have a congregation where members inspire and drive one another through these studies, sometimes even choosing or having input into the study topic/materials chosen. In the studies, participants became more familiar with God's word and share their appreciation for God's overwhelming love.

DESCRIBE HOW YOUR CONGREGATION IS ORGANIZED
FOR MINISTRY AND MISSION.

Our congregation members work with the Pastor, Director of Children and Youth Ministries, and other paid staff through a Moderator, Leadership Team, and six Ministries: Administrative, Education, Mission, Spirituality, Stewardship, and Welcoming. The Leadership Team and each ministry meet separately and spend approximately 1 - 2 hours/month making decisions about the church's programs. In addition, we have committees and project groups that include Caring Connection, Memorial Garden Association Committee, Memorial Fund, Personnel Committee, Hearts and Hands Christian Preschool Committee, and Nominating Committee. Members are nominated and elected to serve defined terms for these positions, ministries, and committees. Project groups invite all members of the congregation to participate in their projects. We have spring, fall, and annual congregational meetings. Through this structure we work together to accomplish the mission and goals that we establish. See Appendix A for our organizational structure.

THINK OF A TIME WHEN ACTION HAD TO BE TAKEN QUICKLY, FOR EXAMPLE
WHEN A CRISIS OR DISASTER OCCURRED. HOW WAS THAT ACCOMPLISHED?

In February 2020, our Senior Pastor suffered a stroke. Immediately thereafter, in March 2020, the COVID pandemic caused significant changes to the church's operations. Please see Section 3f below for an explanation of how the church managed these back-to-back events.

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?

See Appendix A.

3b. 11-YEAR REPORT

See Appendix B.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

	<i>Is this number an estimate? yes</i>
Number of active members:	400
Number of active non-members:	11
Total of church participants (sum of the numbers above):	411

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	41%	estimate
Less than 10, more than 5 years:	29%	estimate
Less than 5 years:	30%	estimate

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>
54	45	52	32	32	34	58	37	67	estimate

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	18%	estimate
Households with minors:	20%	estimate
Single adults age 35-65:	7%	estimate
Joint households with no minors:	45%	estimate
Single adults over 65:	10%	estimate

Education level of adult participants by percentage: **We do not track this information.**

	<i>Is this number an estimate? (check if yes)</i>
High school:	
College:	
Graduate School:	
Specialty Training:	
Other (please specify):	

Percentage of adults in various employment types: **We do not track this information.**

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

**DESCRIBE THE RANGE OF OCCUPATIONS OF WORKING ADULTS IN THE
CONGREGATION.**

We have members engaged in “professional” occupations, i.e. physicians, lawyers, business owners and leaders, members engaged in middle management positions, members engaged in skilled trades and laborers of many types.

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?

The demographic area from which we draw members is very mono-cultural with 91% of individuals identifying as white, 5% as Hispanic/Latinx, 2% as Asian, 1% as Black/African American and 1% as other. Our congregation’s ethnic and racial make-up reflect this demographic. We do not describe our congregation as diverse. We recognize the value of diversity and would like to become more diverse but it is a challenge considering the demographics in the area from which we draw members. We desire to be challenged by our pastor to view issues from different perspectives.

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.

We have not had a recent conversation, but the responses of our 2021 all-church survey indicate that the members recognize the importance of engaging in this type of discussion with the leadership of our settled pastor.

3d. 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	50/week average (2020)	Pastor, Director of Children and Youth Ministries, Education Ministry, lay leaders
Baptisms <i>(number last year)</i>	1 (2019) 2 (2020) 6 (2021)	Pastor, Director of Children and Youth Ministries
Children's Groups or Classes	128 (2019) 92 (2020) 61 (2021)	Education Ministry Director of Children and Youth Ministries
Christmas Eve and Easter Worship	267 (2019 Christmas) 270 (2019 Easter) 332 (2020 Christmas) 193 (2020 Easter) 300 (2021 Christmas) 177 (2021 Easter)	Pastor, Director of Children and Youth Ministries, Spirituality Ministry, Education Ministry, Praise Team Director, Handbell/Chancel Choir Director
Church-wide Meals	5 (2019) 1 (2020) 3 (2021) outdoor worship <i>75-150/meal depending on the event</i>	Director of Children and Youth Ministries, Mission Ministry, Welcoming Committee, lay leaders
Choirs and Music Groups	Contemporary Special Music: Varies Handbell Choirs (youth, teen and intergenerational): 20-22 musicians Brass/instrumental choir: 6-8 musicians Chancel Choir: 7- 9 vocalists	Music Director, Spirituality Ministry, lay leaders, musicians
Church-based Bible Study	27 (2019) 20 (2020) 20 (2021)	Pastor, lay leaders
Communion <i>(served how often?)</i>	Communion is served 1x/month with participation similar to attendance figures.	Pastor, lay leaders

	We allow any individual who feels moved to receive communion to participate.	
Community Meals	0	
Confirmation (<i>number confirmed last year</i>)	13 (2019) 2 (2020) 5 (2021)	Director of Children and Youth Ministries, lay leader, Pastor
Drama or Dance Program	Annual Christmas pageants average 45-50 participants. The pageants are written and produced by a talented writer and producer in the congregation in collaboration with teens involved in school music productions. In 2021, our church collaborated with a local school drama director to produce Godspell Jr. with approximately 20 youth, teen mentors and adults.	Director of Children and Youth Ministries, Education Ministry, lay leaders, performers, musicians.
Funerals (<i>number last year</i>)	8 (2019) 8 (2020) 11 (2021)	Pastor, Director of Children and Youth Ministries, lay leaders
Intergenerational Groups	Annual mission trips in 2019, 2020 and 2021 included 30-35 intergenerational participants. Some music groups including handbell choirs and praise team are intergenerational.	Director of Children and Youth Ministries, Education Ministry, Mission Ministry, Music Director, lay leaders
Outdoor Worship	1 (2019) 2 (2020) 3 (2021)	Pastor, Director of Children and Youth Ministries, Spirituality Ministry, Music Director, lay leaders
Prayer or Meditation Groups	15 (2019) 0 (2020) 24 (2021)	Pastor, lay leaders
Public Advocacy Work	Family Promise: 56 volunteers/month; Habitat for Humanity: 5-10 volunteers/month	Lay leaders
Retreats	1 confirmation retreat with 15 participants in 2019. No retreats in 2020 due to the	Director of Children and Youth Ministries, lay leaders

	pandemic. No retreat in 2021 due to low number of confirmands.	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	2 (2019) 0 (2020) 0 (2021)	Pastor
Traditional Worship	<p>2019: 63/week average attendance .</p> <p>2020:</p> <ul style="list-style-type: none"> - In-person traditional services were conducted from January - March 8, with an average of 40/week. - One virtual service from March 15 - May 31, with an average of 123/week. - One service available for in-person or online worship from June 7 - December 27, with an average in-person attendance of 39/week and average online attendance of 95/week. <p>2021: average attendance 33.</p>	Pastor, Director of Children and Youth Ministries, Choir and Handbell Director, Organist, Spirituality Ministry
Contemporary “Connections” Worship (Sunday School takes place during part of this service)	<p>2019: 68/week average attendance in</p> <p>2020:</p> <ul style="list-style-type: none"> - In-person contemporary services were conducted from January - March 8, with average attendance of 100/week. - For the remainder of 2020, we had one service - see explanation above under Traditional Worship. <p>2021: average attendance 92</p>	Pastor, Director of Children and Youth Ministries, Praise Team Leader, Spirituality Ministry, Education Ministry
Young Adult Groups or Classes	8 (new in 2020) 20 (2021)	Director of Children and Youth Ministries

Youth Groups or Classes	54 (2019) 48 (2020) 48 (2021)	Director of Children and Youth Ministries, Education Ministry, lay leaders
Other		

Additional comments: none

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Charles Lowder		lives in Tennessee		Retired

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
Pastor, Director of Children and Youth Ministries	No	Full Time	Senior Pastor	9 Years
Office Manager	No	Full Time	Senior Pastor	2 Years
Music/Choirs Director	No	Part Time	Senior Pastor	24 Years
Choir Accompanist	No	Part Time	Senior Pastor	11 Years
Bookkeeper	No	Part Time	Senior Pastor	2 Years
Custodian	No	Part Time	Senior Pastor	21 Years

REFLECTION:

AFTER REVIEWING THE CONGREGATIONAL DEMOGRAPHICS AND ACTIVITIES ABOVE, WHAT DOES THIS INFORMATION REFLECT ABOUT YOUR CONGREGATION'S OVERALL MINISTRY?

Our congregation is relatively uniformly distributed across the age scale with slightly higher numbers of children/youth and adults 55+. We are very tight knit and have somewhat of a familial relationship, this is apparent in our fellowship hours, and all programs/events outside of the regularly scheduled Sunday church service. Many church members have developed deep and meaningful relationships with each other that extend well beyond the church walls. As a church we used to be incredibly service based, but with lack of consistency in leadership and reduction in new members, there's been a decline in volunteering.

A group of men from our church started meeting as a service and social group in 1964. This group still meets weekly for breakfast and continues to serve the church in meaningful ways. In 2020 the Administrative Ministry identified a dire need to repair or replace the siding on our church and solicited bids for this project. Estimates were received for \$250,000. The men's group stepped up and led the re-siding project. The result was that the project came in at \$20,000 and all those who donated time and funds felt blessed to serve. In the last ten years this group also led the charge to have a digital sign ordered and installed on church property, and solicited funds and provided the material and labor to build a large garage on church property.

Prior to March, 2020, a monthly women's group met for a potluck and special programming that included a variety of speakers, game nights, musicians, and art activities on a monthly basis. The topics were determined by the hostess(es) and often the group met in people's homes. It was a wonderful way to bond and to invite friends who were not members to join in the fellowship as well. The group also organized special events including style shows, mother/daughter tea parties, and holiday events. Since the start of the pandemic, the group has been on hiatus.

Beginning in approximately 2018 there was also a Women's Connections group that met after services once or twice a month. It covered a variety of topics from various Christian women's studies to outreach efforts like bags for the homeless filled with toiletries, snacks, socks, etc. They also experimented with yoga, interpretive dance and meditation. This group was led by lay leaders. They met via zoom during the worst of the pandemic and offered each other hope, strength and fellowship which was particularly important to the group members who live alone. The group has not yet resumed activity after the return to in-person services.

Because we have had such a strong past in volunteering/service, we have many rich outreach programs: Family Promise, Habitat for Humanity, Food Pantry (which we started in our local community), Bake sale, HUGE Rummage sale, Car show, and Community Garden. Many of these programs directly benefit our local community, but some also benefit our local church family as part of the fundraising done from some of these is given directly back to help fund youth opportunities like annual mission trips, outings, and confirmation retreats. The Hearts and Hands Preschool tithes 10% of its annual profits to the church.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$294,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$24,000
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$15,000*
Gifts Designated for a Specific Purpose	\$30,000
Grants	\$45,000**
Rentals of Church Building	\$10,000
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$5,000
Transfers from Special Accounts	\$0
Other (specify): Miscellaneous	\$3,000
Other (specify):	\$0
TOTAL	\$426,000

*Excludes fundraising for designated youth mission trip (roughly \$20,000) and golf outing revenue that was a “pass through” to Family Promise in 2021. ** COVID PPP funds recognized as a grant in 2021.

Current annual expenses:	\$384,000 (excludes youth and golf outing pass through expenses)
Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?	25%
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, One Great Hour of Sharing, Strengthen the Church, Neighbors in Need, Christmas Fund)	Yes
In what way is OCWM (Basic Support) gathered? If calculated as a percentage of the operating budget, what is that percentage?	3%
What is the church’s current indebtedness? Total amount of loan debt: Reason for debt: Are capital and other payments current?	\$0
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.	One of the heating and air conditioner units gave out in 2021. There was a need to have it replaced as it heats and cools classrooms, including GED and Sunday School rooms. A campaign for additional funds has raised \$17,000 of the \$18,500 cost. The new unit is now in place.

See 2022 budget in Appendix C.

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

Year(s)	Purpose	Goal	Result	Impact
2013	Pay down mortgage	\$300,000	\$300,000	Mortgage paid in full
2018	Digital church sign	\$35,000	\$35,000	Enhanced visibility in the community

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2021	Furnace/AC replacement	\$18,500	\$17,000	Ongoing

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

<p>Does your church have an endowment? What is the market value of the assets?</p> <p>Are funds drawn as needed, regularly, or under certain circumstances?</p> <p>What is the percentage rate of draw (last year, compared to 5 years ago)?</p> <p>Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:</p> <p>At the current rate of draw, how long might the endowment last?</p> <p>Please comment on the above calculations or estimates:</p>	<p>Yes. \$256,978</p> <p>Annually (earnings only)</p> <p>8%, same as 5 years ago</p> <p>Yearly, interest income, applied to budget. This applies to the most recent year and the past five years.</p> <p>Unending</p> <p>Annuity on life insurance benefit</p>
Other Assets	\$0

Reserves (savings):	\$0
Investments (other than endowment):	No
Does your church have a parsonage?	No
<p>Fair market rental value of the parsonage:</p> <p>How is the parsonage used?</p> <p>Street / City / State / Zip:</p> <p>Finished square footage:</p> <p>Number of Bedrooms, Number of Bathrooms:</p> <p>Assessed real estate value:</p> <p>Available for minister residence: Y/N</p> <p>Expected minister residence: Y/N</p> <p>Condition of structure, systems and appliances</p> <p>Entity in the church responsible for review and needed repairs</p> <p>Describe all buildings owned by the church:</p>	<p>In 1985, on a beautiful and large plot of land on the outskirts of Oconomowoc, our current church building opened its doors for the first time. Initially the building consisted of a Fellowship Hall on the main level, and Sunday School classrooms and church offices in the lower level. A few sheds were also built on the grounds to hold lawn and garden equipment. It was envisioned that a Sanctuary would eventually be built adjacent to Fellowship Hall, but for the first 21 years, a portion of Fellowship Hall was carved out to be the interim Sanctuary. An outdoor chapel area was constructed in the early 1990s. In 1993, the first expansion of the original building occurred with the addition of a music room on the main level and dedicated church staff offices right below the music room. An elevator was also added at that time. A few years later, a covered entrance and bell tower were added to the facility, followed by a large outdoor pavilion. In 2006, the long-awaited Sanctuary was added to the front of the original building, and below it the Hearts and Hands</p>

<p>Describe non-owned buildings or space used or rented by the church:</p> <p>Which spaces are accessible to wheelchairs? (<i>worship space, pulpit, fellowship space, facilities, etc.</i>)</p>	<p>preschool classrooms and nursery space were added. The aged sheds were replaced with a large garage shortly after the Sanctuary was completed. Even with all of these improvements and expansions, the grounds are still immense and offer a beautiful blend of woods, open fields, and mowed lawn. An outdoor worship chapel provides a peaceful and beautiful setting for occasional outdoor summer and fall worship services. A walking path around the perimeter of the property highlights these varied landscapes and allows participants to become one with God's creation using all senses. During various times of the year, there is a self-guided prayer walk using the path. In 2010, a Memorial Garden was established near the outdoor chapel as a respectful place to honor the memory of our families and loved ones. The garden also offers a respite to pay tribute, meditate, find comfort and to celebrate the lives of those we love. We also maintain a Community Garden on our grounds that is open to all who enjoy vegetable and flower gardening.</p> <p>None</p> <p>All areas of the church building are accessible to wheelchairs - the Sanctuary and Communion Table area, Fellowship Hall, Kitchen, and thanks to an elevator the entire lower level is as well. The pavilion is paved, as is the approach to it from the parking lot drive. The outdoor worship area and Memorial Garden are down a slight grade that would be difficult to access with a wheelchair.</p>
<p>Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?</p>	<p>We use our finances and assets to maintain the church and improve its operations and programs and to accomplish our mission and vision to reach out to the wider community. In some years, fundraisers are incorporated into the annual budget to meet needs. In other years, the proceeds are donated to specific missions. In 2018, a car show fundraiser was established with the proceeds donated to youth mission programs. In 2020 and 2021, the annual golf outing donated its proceeds to Family Promise of Waukesha County to assist in its mission to house homeless families. We donated approximately \$65,000 to Family Promise in those two years.</p>

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.

The most recent significant event and change in our church was the impact of the Covid 19 pandemic starting in March of 2020. Unfortunately our Senior Pastor had also recently experienced a significant health issue and was on medical leave for the first months of the pandemic leaving our Leadership Team to navigate the immediate pandemic crisis without pastoral direction. The Director of Children and Youth Ministries and lay leaders took on added responsibilities to ensure the continued operation of church programs during this unprecedented crisis. The Leadership Team continued to serve in this extended capacity after our Senior Pastor resigned in November 2020.

DESCRIBE A SPECIFIC CHANGE YOUR CHURCH HAS MANAGED IN THE
RECENT PAST.

We responded to the pandemic shut down by offering online services beginning in March and continued these services on Zoom and YouTube until April of 2021. Zoom Bible studies were offered, youth groups met virtually and ministries continued to meet and plan for the future. The Women's Connections Group met weekly throughout the most isolated times during the pandemic via Zoom to support each other and share how they were getting through the difficult times. The men's breakfast group met as they were able and continued to provide support to the church. A telephone tree was put into operation to ensure the well-being of our elderly and shut-ins. Members were thrilled to be able to gather in person the week before Easter of 2021 and to begin offering more and more in-person services per CDC guidelines and protocols.

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 church has a history of being conflict avoidant. Failing to deal directly and openly with conflicts between members, as well as staff, when they arise has created an environment where sides are chosen and issues tend to fester. One of the goals of our Leadership Team is to deal directly with conflict as it arises. We hold ourselves accountable and ask that all members do the same.

Ministerial History:

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. David J. Schnepf	5 years	Y
Rev. Steve W. Welch	25 years	Y
Rev. Charles H. Lowder	20 years	Y
Rev. John R. Lepke	9 years	Y

COMMENT ON WHAT YOUR CHURCH HAS LEARNED ABOUT ITSELF AND ITS

RELATIONSHIP WITH THE PERSONS WHO PROVIDED MINISTERIAL LEADERSHIP:

Our Church members are family, and our pastor is an integral part of that family. We develop deep, meaningful relationships, friendships and trust. We celebrate together and are there for each other in times of need. Recently one of our retired pastors turned 100 years old. The congregation sent him cards, messages of congratulations and prayers for this monumental milestone in his life. Additionally, when our most recent pastor suffered a stroke, the congregation provided meals and transportation to him, helped as needed at his home, and gave him and his family moral support and prayers. Just as with any family, when a significant challenge arises, it puts a great deal of stress on all. The departure of previous Pastors has led to a degree of division among the members of the congregation. Some members left the church as a result. Through it all, good and bad, we remain optimistic and look forward to establishing a positive relationship with our new pastor.

HAS ANY PAST LEADER LEFT UNDER PRESSURE OR BY INVOLUNTARY

TERMINATION?

In 2013, our Senior Pastor of 25 years decided to retire. During the last six months of his time with us there were increasing tensions within the church between various groups of church members, often with members “choosing sides” with the Senior Pastor or Associate Pastor. Conflicts revolved around issues such as traditional services vs. contemporary styles of worship, ONA vs. “All Are Welcome”, Safe Sanctuary issues, social justice issues, and planning on ways to reduce church debt. The Associate Pastor also decided to leave in 2013 due to the increased tensions.

Our most recent Senior Pastor resigned under pressure from the Leadership Team. There were issues of integrity and refusing to deal with conflict resolution with staff as well as a “go it alone” attitude. When given the opportunity to seek help and guidance from our Conference or from other professional counseling opportunities, he decided to immediately resign. The Leadership Team offered to allow him up to a year to transition to a new pastoral opportunity. He declined this offer.

First Congregational UCC commissioned a thorough study of our church in 2019. This report made many specific recommendations that can help our church to flourish. The Leadership Team has worked hard to implement many of the recommendations including the development of a church vision, more effective two way communication with members, increased presence in social media and dealing effectively with conflict. Our bridge Pastor has been very well received by our church members and is helping the congregation to heal and look forward.

HAS YOUR CHURCH BEEN INVOLVED IN A SITUATIONAL SUPPORT

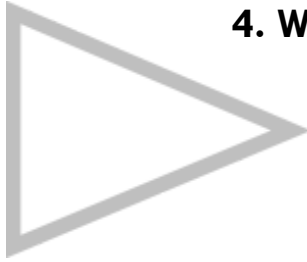
CONSULTATION?

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?

Our congregation has a long history of extending our hearts and hands outward in service. We have annual youth mission trips and have organized many inter-generational mission trips over the years. Our church building and grounds are not quiet during the week. We have Hearts and Hands Christian Preschool, a state-licensed preschool and child care center, established to address the need for quality child care in our community. Hearts and Hands has grown consistently through many years of operation to become a high quality center with a wonderful reputation in the community. The relationships formed with the young families that attend the preschool have led to a number of them joining our church.

We extend the use of our facilities to various organizations who need space to accomplish their missions. The Oconomowoc Area School District uses our building during the school year for students in an alternative high school environment. A Head Start Preschool operates in our building during the school year. We sponsor regular blood drives for the American Red Cross and Versiti. Other organizations that have consistently used our building during the week for various activities include AA, Family Promise, and boy/girl scout troops. We established a Community Garden on our grounds which is open to all. Our congregation's clergy and members were instrumental in establishing the Oconomowoc Food Pantry, Silver Streak (taxi service for elderly/disabled individuals), Cooperating Churches of Oconomowoc, a community Helping Hand fund, and weekly Community Meals. We continue to support the food pantry, Silver Streak, Family Promise, Habitat for Humanity, and New Hope Bible Church with donations of money, volunteer time, and other support.

We maintain a Helping Hand fund that is used at the pastor's discretion to assist individuals in crisis. We are a 5-for-5 Church in the Wisconsin UCC Conference. Each month, our singing collection donates coins to various local, national and international charitable organizations.

For 17 years, members have organized a golf outing with proceeds benefiting church programs and local organizations, including Family Promise. In 2021, over 200 golfers, volunteers,

sponsors, and other participants raised \$40,000 to benefit Family Promise. We have a long history of an annual Rummage Sale that extends back in time longer than anyone is aware. We typically have more than 125 people from inside and outside our congregation who come together for an intense week or two-long preparation to transform the entire church into a sales area. Hundreds of shoppers in the area await the opportunity to come and peruse the items they can buy for their families at rummage prices. Previously the funds raised were used for child and adult education, but a decision was made about 10 years ago to have the proceeds, which are typically \$10,000-\$13,000 go to our overall church budget. It is a wonderful time of fellowship where so many come together to work for a unified cause. Due to Covid, we did not have a rummage sale in 2020, but were thrilled to have great success with a special edition Rummage Sale in the fall of 2021, which generated more than \$15,000! We followed this success a quick-six months months later with a spring of 2022 Rummage Sale that was our highest grossing sale ever, earning more than \$16,000!

DESCRIBE YOUR CONGREGATION'S PARTICIPATION IN MEETINGS, RELATIONSHIPS

AND ACTIVITIES CONNECTING THE WIDER UNITED CHURCH OF CHRIST

(ASSOCIATION/CONFERENCE/NATIONAL SETTING).

Each year we send delegates, the Pastor, and the Director of Children and Youth Ministries to participate in the Southeast Association and Wisconsin Conference Annual Meetings. The Pastor and Director of Children and Youth Ministries also have the option to participate in a Community of Practice through the Conference. The Director of Children and Youth Ministries is on the Board of Directors.

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"/> Global Mission Church |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Open and Affirming (ONA)* |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Border and Immigrant Justice | <input checked="" type="checkbox"/> None (though we believe there is interest |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | among some members to explore some of these |
| <input type="checkbox"/> Just Peace | designations) |

*Our Leadership Team is actively investigating the ONA process - see below.

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?

A 2021 all-church survey of our congregation brought forward a number of areas that our church members have concerns with regarding social justice issues. Chief among these is the division among people holding different positions and opinions; concerns for those with mental health issues; the lack of diversity in our community; racial and social injustice and the Open and Affirming designation. This is a significant opportunity for a pastor in cooperation with church leaders and guidance from our conference to make an impactful change in our church and wider community. We desire to be the leader in societal change in Oconomowoc and surrounding communities.

DESCRIBE YOUR CONGREGATION'S PARTICIPATION
IN ECUMENICAL AND INTERFAITH ACTIVITIES (WITH OTHER DENOMINATIONS
AND RELIGIOUS GROUPS, LOCAL AND REGIONAL).

- Prior to 2020, we regularly planned and participated in ecumenical worship services for Ash Wednesday and Maundy Thursday with Good Shepherd UMC.
- Beginning in 2021, we have partnered with Emmanuel UCC in the neighboring community of Dousman to offer Blue Christmas Services, Ash Wednesday services, Holy Thursday services, and Good Friday services. Our youth pastor, Amy Drewa, has partnered with the pastor of Emmanuel to host a monthly “Home Brewed Faith” event, an open-ended faith-based conversation in a local pub/restaurant.
- We are a host church for Family Promise of Waukesha County. Family Promise provides shelter and care to homeless children and their families as well as single women. Twenty eight congregations in Waukesha County participate in this mission by hosting the families and/or providing meals or other care.
- We regularly send teams to assist Habitat for Humanity in its mission.
- We have mission teams that participate at least once/year in a weeklong mission activity. These activities often involve working with mission teams from other churches and religious faiths.
- Our Confirmation classes attend worship services of other faiths including Jewish synagogues, Islamic mosques, Hindu temples and other Christian faiths.
- Additional interfaith/ecumenical activities we have done in the past include hosting a church team for the Lake Walk for Cancer, hosting and participating in Community Meals, and participating in Cooperating Churches of Oconomowoc.

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 (see Section 3a) calls us to unite to love, honor, and worship God, gather to share God's word, seek the ways of Christ, be renewed through the Holy Spirit, and go out as Christ's disciples to serve others.

Because of recent events, we have focused inward for many years to try to resolve conflicts. The congregation feels ready to move forward and come together through service to others. As a church that has historically tried to improve our local and wider community, and with the many challenges currently facing our community and nation, the congregation wants to heal and move forward with our newly-adopted vision statement to engage and inspire through love and service to others. With the pandemic challenges of 2020, we were unable to practice many of the outreach activities that we might otherwise have engaged in. We were required to focus on continuing to provide worship and operate in a virtual world. We are hoping that we can move forward with a new settled Pastor and find ways to engage and inspire in a world that continues to be impacted by the pandemic and a myriad of divisive issues.

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?

The tasks of our senior pastor are many and varied. We realize the importance of being available to staff, members and friends and also to be a visible presence in our community. These expectations have to be tempered by the fact that our pastor needs to have the ability to take time away from the church and the responsibilities of the position. To ensure the pastor can take full advantage of continuing education and time off, the church arranges for pulpit supply and for on-call pastoral care. First Congregational has a standing and functional committee with the title of Pastoral Relations. The primary responsibility of this committee is to support a healthy relationship between the pastor and the congregation in order to enhance the effectiveness of the church's ministry.

4b. MISSION InSite

COMMENT ON YOUR CONGREGATION'S MISSION InSITE REPORT

WITH DATA FOR YOUR NEIGHBORHOOD(S) OR AREA.

WHAT TRENDS AND OPPORTUNITIES ARE SHOWN?

The reports indicate that the area from which we draw members will see moderate population growth over the next 10 years. While the reports from 2017 indicate there will be little change in the number of families with children and little change in the number of school-aged children, we believe that there will be growth in the number of families and children based on the new subdivisions that are already started or have been proposed in and around the church and the city. These new homes, families and children are an opportunity for the church to reach out and attract young families. The Oconomowoc Area School District is geographically large, including 5,100 students from 13 municipalities in three different counties.

The reports also indicate our area will have an increase in single parent households and in the number of individuals “never married” or “divorced”. This presents an opportunity for the church to engage in support groups for people looking for a community to connect and support each other.

The average age of individuals in our area will increase at a rate faster than the state average. This also presents an opportunity for programming to address issues affecting older age groups.

Our area currently has and will continue to have higher levels of educated adults than the national average with households having a higher than average income as compared to state and national averages. The largest household income increases will occur in households making \$200,000 or more. There will be a decrease in the number of households earning less than \$100,000. Individuals in our area have a lower than average concern about the future than the national average with the most significant concerns related to personal health and life, home and family, and finances.

Our area has a very homogenous racial demographic with 91% of individuals identifying as white.

The primary reasons identified for non-participation in religion are that it is “boring” and a “lack of time.” Other reasons include “not relevant to my life” and “no longer believe”. It is interesting to note that the number of individuals finding religion is not relevant to them or that they no longer believe is higher than the national average.

There was a significant decrease from 2012 to 2017 in the number of people who cited “worship/music style” as a reason for non-participation. There was also a significant decrease in people who said they didn’t feel welcome at churches as a reason for non-participation.

The primary reason cited by individuals for participation in religion is “warm friendly encounters” and “quality sermons”. Also important to individuals in our area for church participation are opportunities for volunteering and adult social activities.

The top ministry preferences identified by individuals in our area include: social justice advocacy, adult social activities, involvement in social causes, and opportunities for volunteering in the community.

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 internal demographics are very consistent with the demographics of the neighborhoods adjacent to our church as well as the wider area from which we draw members.

HOW ARE THE DEMOGRAPHICS OF THE COMMUNITY
CURRENTLY SHAPING MINISTRY, OR NOT?

The demographics reports demonstrate that our church has a unique opportunity to engage individuals in our neighborhoods and wider area. Our area is growing in the number of families with children as well as older individuals. Targeting programming to address issues important to these groups will make us an attractive option for people seeking a church family. We have a significant population surrounding our church that is financially secure and highly educated with a desire to participate in volunteer opportunities, social justice advocacy, and social activities. We currently participate in a number of outreach programs to help those in our community that need assistance including Family Promise, the Oconomowoc Food Pantry, Habitat for Humanity, the Postal Service food drive and other events. Being close to both Milwaukee and Madison provides our congregation with many opportunities in the wider area to participate in meaningful outreach programs for church members but that will also attract others in the community who are looking for a church that will give them ways to connect with others through volunteer and social activities.

WHAT DO YOU HEAR WHEN YOU TALK TO COMMUNITY LEADERS

AND ASK THEM WHAT YOUR CHURCH IS KNOWN FOR?

Our church has always been known locally as a major participant in community activities and events. Members of our clergy and congregation were instrumental in organizing the Oconomowoc Food Pantry, Oconomowoc Silver Streak (cab service for elderly/disabled individuals), Family Promise, our annual Youth Mission Trip, the Helping Hands fund, and Cooperating Churches of Oconomowoc. Due to internal challenges in the past 5-10 years, our congregational focus has been inward rather than outward, though we have continued our participation in many community activities and mission outreach. We look forward to finding a settled pastor that can assist the congregation to be leaders in carrying our light into the community and the world.

WHAT DO NEW PEOPLE IN THE CHURCH SAY WHEN ASKED WHAT GOT THEM

INVOLVED?

New people cite our members' friendliness and warm welcome as a reason for joining the church. The church's strong education program for youth and excellent music program are also major reasons that individuals join and become involved in the church. Hearts and Hands Preschool brings in young families who often join the church.

5. REFERENCES - SEE APPENDIX FOR LETTERS



REFERENCE 1

Joe Nettesheim, Executive Director, Family Promise of Waukesha County

director@familypromisewaukesha.org

262-968-2321

REFERENCE 2

Rev. Dr. Barry W. Szymanski, Bridge Pastor, First Congregational United Church of Christ

Oconomowoc

bwslmp@gmail.com

414-870-7230

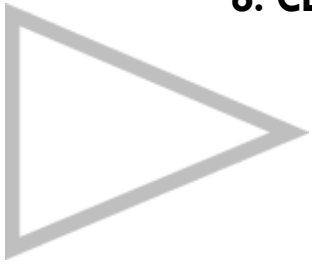
REFERENCE 3

Jen Kollath, Oconomowoc High School teacher, Oconomowoc community member

jen.kollath@att.net

262-966-2826

6. CLOSING THOUGHTS



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

6a. CLOSING PRAYER

Dear God - Much like the first days of Your Son Jesus's life here on earth, our congregation likewise began in very humble fashion as a gathering of a few local townspeople in one of their homes 180 years ago. During that incredibly long history between then and now, You have again and again blessed our founders and all who have come since, helping them endure and overcome all challenges - wars, depression, conflict, death, suffering, disease, and hopelessness. Despite the darkest of nights and the heaviest of storms throughout all those years, You allowed the sun to rise again and the rainbow to appear even when it seemed so unlikely to happen. You have shown this congregation what it means to place our trust in You, O God...that you will carry us through any and all obstacles placed before us, if we believe in Your promises and accept the Grace that You bestow on all those who profess their love of You, and Your Son Jesus, and Your Holy Spirit. We ask You to continue to lift us up under your eagle's wings, guiding us on our continuing journey to follow You and learn the ways that lead us to the unending Love and unending Life that await us in Your glorious Heaven. We know that we cannot do this work alone - that it is only through You that we can reach our destination. We ask that You grant us the wisdom and guidance that come not only from You, but that come **through** You in the form of a new leader for our church. We call upon You for discernment, for patience, for inspiration, for knowledge, for reassurance, that we make the right decisions as we move along the path of selecting a new Pastor for the First Congregational United Church of Christ in Oconomowoc. Through the faithful work that so many followers carried out in this congregation's long history, we have made it this far...and we trust that with Your help, we will call upon a strong and faithful leader who will propel us forward to begin the next chapter of this beautiful life-story of our church. In Your Name we pray. 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 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 opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.):*

Pastoral Search Committee: Deb Bursinger, Jack Buss, Kit Dailey, Stephanie Hogan, Andy Meckl, Jason Rheineck, Jill Riemann, Tim Schuyler, and Fred Steinke

2. Additional comments for interpreting the profile: None

Signed:

_____ Deb Bursinger	_____ Date
_____ Jack Buss	_____
_____ Kit Dailey	_____
_____ Stephanie Hogan	_____
_____ Andy Meckl	_____
_____ Jason Rheineck	_____
_____ Jill Riemann	_____
_____ Tim Schuyler	_____
_____ Fred Steinke	_____

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:

A handwritten signature in black ink that reads "Rachel Bauman". The signature is written in a cursive, flowing style.

Name / Title: Rev. Rachel Bauman/Associate Conference Minister

Email: rbauman@wcucc.org

Phone: 608-630-2992

Date: September 9, 2022

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

7. APPENDIX



- A. ORGANIZATIONAL CHART
- B. 11 YEAR REPORT
- C. 2021 BUDGET
- D. REFERENCE LETTERS

**UNITED CHURCH
OF CHRIST**



A. ORGANIZATIONAL CHART

Leadership (8)

Moderator, Clerk, Minister (5) At Large members

Ministries 6-8 members

Spirituality

Welcoming

Education

Mission

Administration

Stewardship

Standing Committees

Nominating (6)

Appointed by Leadership

Budget (4)

2-Admin
1-Leadership
1-Stewardship

Personnel (4)

Appointed by Leadership

Long Rang
Planning (6)

Appointed by Leadership
(2 year term)
1-Minister
1-Moderator
4-Others

Caring Connection

Review (2-3)

Appointed by Leadership

Pastoral Relations
& Staff Support (4)

Appointed by Leadership

Legacy
(Memorial Fund (4) &
Planning Giving)

4-Memorial Fund
Formed by
Stewardship
4-Planning Giving
Endowment Fund

B. 11 YEAR REPORT



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

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

Church#:	832100	Schedule:	0	First Congregational UCC	Oconomowoc	WI	53066			
Assoc:	832									
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBERS ADDS-REMOVED	
2009	591	275	265	13	0	24	9	14	14	
2010	545	252	250	7	0	25	13	65	-46	
2011	554	237	251	8	1	30	5	25	9	
2012	557	190	268	8	0	17	10	12	3	
2013	507	180	217	7	0	10	13	54	-50	
2014	448	160	220	0	0	5	9	55	-69	
2015	460	168	201	15	0	15	6	12	-12	
2016	473	161	175	10	0	14	8	3	-13	
2017	437	150	170	7	0	14	10	47	-36	
2018	426	141	248	11	0	7	12	17	-11	
2019	407	140	199	13	31	0	9	54	-19	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	\$386,490	\$108,640	\$30,240	\$24,446	\$94,686	\$14,168	\$78,854	7.82	\$573,964	\$649,298
2010	\$408,075	\$40,762	\$26,810	\$24,020	\$50,830	\$19,690	\$70,620	6.65	\$520,377	\$502,968
2011	\$441,917	\$41,668	\$30,631	\$25,413	\$56,044	\$3,423	\$64,467	6.93	\$543,072	\$444,146
2012	\$467,456	\$253,661	\$15,000	\$16,621	\$31,621	\$10,940	\$42,567	3.28	\$753,684	\$379,027
2013	\$476,058	\$116,424	\$3,000	\$13,737	\$16,737	\$6,027	\$22,764	0.63	\$615,246	\$462,524
2014	\$399,925	\$55,077	\$18,000	\$42,104	\$60,104	\$11,810	\$71,914	4.50	\$525,918	\$351,109
2015	\$406,124	\$113,232	\$15,000	\$45,549	\$60,549	\$12,289	\$72,818	3.69	\$592,174	\$308,374
2016	\$431,928	\$34,775	\$15,000	\$15,021	\$30,021	\$22,262	\$52,203	3.47	\$518,566	\$320,281
2017	\$424,443	\$101,162	\$15,000	\$20,850	\$35,850	\$14,802	\$50,752	3.53	\$475,195	\$340,395
2018	\$290,545	\$0	\$15,000	\$12,253	\$27,253	\$9,990	\$37,243	5.16	\$327,788	\$357,953
2019	\$439,895	\$81,141	\$14,000	\$20,247	\$34,247	\$3,337	\$37,594	3.18	\$477,479	\$272,819
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	TOTAL CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2014-2019	-9.15	-6.67	-9.55	780.00	-1.56	9.99	-43.02	-9.38		
2009-2019	-31.13	-49.09	-24.91	18.92	173.91	13.32	-47.06	-15.31		

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

C. 2022 BUDGET

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08/14/22

Accrual Basis

First UCC
Income Statement - Budget vs. Actual
January through July 2022

	Jan - Jul 22	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
40000 · Contributions Income				
40100 · Pledges	164,997.69	236,544.00	-71,546.31	69.8%
40200 · Unpledged Offerings	14,802.10	50,000.00	-35,197.90	29.6%
40400 · Hearts & Hands Tithe	3,825.49	4,500.00	-674.51	85.0%
40600 · Special Gift	23,000.00	23,000.00	0.00	100.0%
40700 · Estate Gift	0.00	7,000.00	-7,000.00	0.0%
Total 40000 · Contributions Income	206,625.28	321,044.00	-114,418.72	64.4%
41000 · Operational Income				
41200 · Interest Income	18.10	100.00	-81.90	18.1%
41300 · Facilities Usage	5,885.00	16,000.00	-10,115.00	36.8%
41500 · Invested Funds Proceeds	0.00	24,500.00	-24,500.00	0.0%
41750 · Other Income	544.44			
Total 41000 · Operational Income	6,447.54	40,600.00	-34,152.46	15.9%
42000 · Fundraising Income Projects				
42200 · Golf Outing	15,206.12	35,000.00	-19,793.88	43.4%
42300 · Rummage Sale	15,382.69	10,000.00	5,382.69	153.8%
42400 · Scrip	571.18	2,000.00	-1,428.82	28.6%
42500 · Youth Fundraising	9,253.97	2,000.00	7,253.97	462.7%
42540 · Car Show Contributions	8,330.29	6,000.00	2,330.29	138.8%
42555 · Other Misc	664.82			
Total 42000 · Fundraising Income Projects	49,409.07	55,000.00	-5,590.93	89.8%
Total Income	262,481.89	416,644.00	-154,162.11	63.0%
Gross Profit	262,481.89	416,644.00	-154,162.11	63.0%
Expense				
50000 · Administrative				
50101 · Office Supplies	652.46	2,500.00	-1,847.54	26.1%
50102 · Advertising and Promotion	536.18	250.00	286.18	214.5%
50104 · Insurance Expense	8,397.00	17,250.00	-8,853.00	48.7%
50105 · Telephone, Internet and Website	9,387.75	5,000.00	4,387.75	187.8%
50106 · Utilities	14,221.30	24,000.00	-9,778.70	59.3%
50107 · Repairs/Maint. - Building	1,325.41	10,000.00	-8,674.59	13.3%
50108 · Repairs/Maint. - Grounds	8,868.43	4,000.00	4,868.43	221.7%
50109 · Repairs/Maint. - Equipment	6,162.38	5,000.00	1,162.38	123.2%
50110 · Postage and Delivery	232.00	2,500.00	-2,268.00	9.3%
50111 · Professional Services	1,471.01	2,000.00	-528.99	73.6%
50112 · Property Taxes	0.00	250.00	-250.00	0.0%
50113 · Leased Equipment	4,209.55	5,500.00	-1,290.45	76.5%
50115 · OCWM	6,000.00	12,000.00	-6,000.00	50.0%
50118 · Interest Exp-Line of Credit	211.18			
50123 · Delegates Conference/ Meeting	188.13	1,000.00	-811.87	18.8%
50124 · Dues and Subscriptions	113.46	400.00	-286.54	28.4%
50199 · Capital Improvements	0.00	10,000.00	-10,000.00	0.0%
50000 · Administrative - Other	3,217.97	23,500.00	-20,282.03	13.7%
Total 50000 · Administrative	65,194.21	125,150.00	-59,955.79	52.1%
60000 · Leadership				
60100 · Wages, Salaries & Benefits				
60101 · Pastor Salary & Housing				
60101.1 · Pastor Housing	0.00	-14,089.00	14,089.00	0.0%
60101 · Pastor Salary & Housing - Other	26,846.16	70,000.00	-43,153.84	38.4%
Total 60101 · Pastor Salary & Housing	26,846.16	55,911.00	-29,064.84	48.0%

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08/14/22
Accrual Basis

First UCC
Income Statement - Budget vs. Actual
January through July 2022

	Jan - Jul 22	Budget	\$ Over Budget	% of Budget
60102 - Pastor "in Lieu of SS"	5,303.86	5,355.00	-51.14	99.0%
60103 - Pastor Auto Allowance	1,116.44	2,750.00	-1,633.56	40.6%
60104 - Pastor Cont.ED/Prof.Exp	2,472.55	2,500.00	-27.45	98.9%
60105 - Pastor Pension Funds	0.00	9,800.00	-9,800.00	0.0%
60106 - Pastor Insurance Benefits	0.00	17,700.00	-17,700.00	0.0%
60107 - Pastor Life & Disability	0.00	1,050.00	-1,050.00	0.0%
60119 - Dir Children&Youth Salary	24,927.44	42,910.00	-17,982.56	58.1%
60120 - Dir Children&Youth Cont Educ	0.00	750.00	-750.00	0.0%
60121 - Dir Children&Youth Insurance	5,303.75	11,862.00	-6,558.25	44.7%
60122 - Dir Children&Youth Auto Allowan	129.26	700.00	-570.74	18.5%
60123 - Dir Children&Youth Pension Fund	1,310.60	3,004.00	-1,693.40	43.6%
60124 - Dir Children&Youth Life&Disabil	0.00	644.00	-644.00	0.0%
60309 - Bookkeeping Services	5,969.67	9,088.00	-3,118.33	65.7%
60310 - Office Manager Wages	20,631.80	36,421.00	-15,789.20	56.6%
60314 - Office-Pension Funds	1,145.75	2,549.00	-1,403.25	44.9%
60315 - Off.Manager Health Ins.	3,495.00	8,388.00	-4,893.00	41.7%
60711 - Choir Accompanist	2,144.90	3,584.00	-1,439.10	59.8%
60712 - Praise Coordinator	4,412.49	7,596.00	-3,183.51	58.1%
60714 - Organist	6,353.25	10,937.00	-4,583.75	58.1%
60715 - Bell Choir Director	0.00	2,532.00	-2,532.00	0.0%
60716 - Choir Director	5,883.34	7,596.00	-1,712.66	77.5%
60910 - Custodial Staff	13,080.16	22,517.00	-9,436.84	58.1%
60999 - Payroll Expenses	6,380.38	10,500.00	-4,119.62	60.8%
Total 60100 - Wages, Salaries & Benefits	136,906.80	276,644.00	-139,737.20	49.5%
60000 - Leadership - Other	52.49			
Total 60000 - Leadership	136,959.29	276,644.00	-139,684.71	49.5%
66900 - Reconciliation Discrepancies	0.10			
70000 - Ministries				
70100 - Education Ministry				
70101 - Education	1,783.45	3,000.00	-1,216.55	59.4%
70102 - Youth Camp Scholarships	220.00			
70104 - Youth Group Event Expense	696.81			
70105 - Scrip Profit Transfers	-1,317.04	2,000.00	-3,317.04	-65.9%
70106 - Youth Fundraising Transfers	0.00	2,000.00	-2,000.00	0.0%
Total 70100 - Education Ministry	1,383.22	7,000.00	-5,616.78	19.8%
70200 - Welcoming Ministry				
70201 - Supplies	360.08	1,000.00	-639.92	36.0%
70202 - Activities	0.00	250.00	-250.00	0.0%
70204 - Advertising	0.00	500.00	-500.00	0.0%
70200 - Welcoming Ministry - Other	79.13			
Total 70200 - Welcoming Ministry	439.21	1,750.00	-1,310.79	25.1%
70300 - Mission Ministry				
70301 - Mission and Outreach	0.00	500.00	-500.00	0.0%
70306 - Helping Hands	0.00	500.00	-500.00	0.0%
Total 70300 - Mission Ministry	0.00	1,000.00	-1,000.00	0.0%
70400 - Spirituality Ministry				
70401 - Worship	1,146.40	3,500.00	-2,353.60	32.8%
70403 - Music, Supplies, Clinics	1,113.24	750.00	363.24	148.4%
70404 - Piano and Organ R & M	2,389.25	750.00	1,639.25	318.6%
Total 70400 - Spirituality Ministry	4,648.89	5,000.00	-351.11	93.0%

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08/14/22
Accrual Basis

First UCC
Income Statement - Budget vs. Actual
January through July 2022

	Jan - Jul 22	Budget	\$ Over Budget	% of Budget
70500 - Stewardship Ministry				
70501 - Stewardship Expenses	0.00	100.00	-100.00	0.0%
Total 70500 - Stewardship Ministry	0.00	100.00	-100.00	0.0%
Total 70000 - Ministries	6,471.32	14,850.00	-8,378.68	43.6%
Total Expense	208,624.92	416,644.00	-208,019.08	50.1%
Net Ordinary Income	53,856.97	0.00	53,856.97	100.0%
Net Income	53,856.97	0.00	53,856.97	100.0%

D. REFERENCES



PO Box 66 – Waukesha, WI 53187
262-968-2321- info@familypromisewaukesha.org

August 19, 2021

To Whom it May Concern:

It is my honor to provide a community reference for First Congregational United Church of Christ, Oconomowoc. Family Promise of Waukesha County owes its existence to First Congregational UCC as a previous pastor played a significant role in the creation of our organization! Our mission is to serve families experiencing homelessness in partnership with local faith communities. Serving as a host congregation, First Congregational UCC provides a place of hospitality and welcoming for those who are most vulnerable among us. Typically one week involves recruiting 30-40 volunteers who make meals, are present to families experiencing homelessness and even stay overnight at the Church. Their presence lifts up those who are vulnerable and desperately longing for support. The role that this community has played in Family Promise is a testimony to their commitment to social justice and living out the Gospel in an active and impactful way.

For the past two years First Congregational UCC has donated the proceeds of their annual Golf Outing to Family Promise. This generosity further demonstrates that a commitment to social justice and charity is a strength of their community. It has also been another way for me to work with members of the Church. Planning the Golf Outing has been a lot of work but it has been done collaboratively. There are a number of people from both First Congregational UCC and Family Promise involved. Sharing the ownership for an event that belongs to them speaks well of their collaborative spirit. I have also been struck by the joy and camaraderie with which their members work together. This is a community that it is fun to be around! What makes it even more fun is that all of the members of this committee and all volunteers who assist with Family Promise are dependable and responsible. We rely greatly on our host and support congregations and First Congregational UCC has always come through.

Admittedly, being the Executive Director at Family Promise of Waukesha County for a short time limits some of my perspective. The most challenging part of this recommendation is looking at areas for improvement. As an outsider I am not sure that I pick up on or am privy to the internal struggles.

Every once in a while I may hear that one member is frustrated with a decision or another member but it has never been shared with malice or seemed irreconcilable. As one who had previously worked in ministry for twenty years it seems very typical for any community. Overall my experience is that First Congregational UCC is a community that is filled with people who have a good understanding of what it means to be a community. I am happy to recommend First Congregational United Church of Christ.

Sincerely,

A handwritten signature in black ink, appearing to read "Joe Nettesheim".

Joe Nettesheim
Executive Director

From the Bridge Pastor
Rev. Dr. Barry W. Szymanski

First Congregational United Church of Christ Oconomowoc Wisconsin

June 3, 2022

To the candidates for the Settled Minister position at First Congregational United Church of Christ Oconomowoc Wisconsin:

I have been serving the First Congregational church in Oconomowoc since Palm Sunday 2021. My primary mission has been to preach every Sunday; however I assist in other areas where I can as their pastor. I attend lay leadership meetings and they listen carefully to what I offer to them.

I have found the church members to be extremely receptive to the gospel when I preach on Sundays. I also have held 'Chats with the Pastor'. Church members are welcoming - I can attest to this because I have invited friends who have informed me that their experience as they entered the church and at coffee fellowship to be exceptionally welcoming and friendly.

The moderator and lay leadership First Congregational United Church of Christ are very interested in growth, not growth for its own sake but to be a church which truly follows Jesus Christ. I was told that during the summer months 20 to 30 people would attend, however attendance is 50 to 70! The members are hungry for the Word! Since I have served at this active church many new members, including young families, have joined and covenanted; and there are individuals interested in becoming members

In late Fall 2022 Amy Drewa, our Youth Director, was licensed as a minister and we address her as Pastor. She assists with funerals and all weddings in addition to all of her other many duties. Amy is a hardworking self-starter who strives to assist me in every way she can. I will miss her!!!! Jennifer is our office administrator; she sets up the Orders of Service and chooses slides for me and is very responsive to what I request from her.

I was ordained in June 2006 as a Congregational Minister in the NACCC Tradition after 46 years of practicing law during which 20 years I also worked as a sworn police officer. My life experiences have helped me in serving as a pastor.

This is a congregational church so you are aware that members have opinions about topics such as the type of music. But the church always comes together and is looking forward to a full-time settled pastor who will attend meetings and be aware and attentive to their needs. The Spirituality Committee [might be Deacons in other churches] is looking to work closely with you in liturgy, as are the other committees.

In short, this is a welcoming church and a working church. When the recent church-wide rummage sale was held over 160 church members volunteered to make it a success. The church raises money all year long for different causes. The more involved you are the more they will appreciate it!

Yours in Christ,

Barry

Rev. Dr. Barry W. Szymanski

bwsImp@gmail.com
414.870.7230

May 2022

Dear Candidate for Minister at First Congregational United Church of Christ, Oconomowoc, Wi,

It is my pleasure to write a reference letter on behalf of First Congregational UCC. I am a teacher and one of our high school programs is located at the church. I am in a unique position because I work in the building every day and observe church activities and interact with church members informally.

One strength of this church is the multi generational membership. In recent years my experience in different churches is either an aging population or all younger families. Both age groups bring strength, wisdom, and energy to an organization and this church is blessed to have both. I see a dedicated population on both ends of the age spectrum volunteering and participating in church activities. The multi generation members do a fantastic job at community outreach. I have attended and been a part of many activities the church hosts, organizes, and leads. They open their doors to many groups including Family Promise, scouts, and schools. As a community member I've attended Boy Scout activities here, walked through the church's annual car show, rummage sale, and craft shows. I've attended community choir concerts and theater events, and volunteered alongside their members for a TOPS soccer program (outreach program that supports students with disabilities). As a teacher, I witness the benefits of this outreach as my students receive Thanksgiving meals, clothes from their rummage drive, special treats from members who stop by, and mentorship by so many members who invest in the high schoolers.

First Congregational Church has had the biggest impact on my life through their support of my high school students. As mentioned above, the church has offered many resources, supports, and opportunities to the students. One anonymous member donated a Trek bicycle to a student who walked to school each day. Another member jumped in and said the student needed a helmet and bike lock. The next day both were on my desk, ready for the student. The best example of this is the partnership we have developed throughout their annual rummage sale. My students have a volunteer requirement, and the church needs a lot of help during the rummage sale! What started out as a couple students sorting rummage independently, has turned into an opportunity for them to work side by side with church members, learning and growing together. I've noticed the students and church members sharing music, treats, and stories...truly a mutual relationship!

As is true with any organization, I am sure this church has opportunity for growth and improvement. I cannot speak to areas of concern, but I know their continued development will only benefit the community I am part of. Please feel free to reach out for further discussion.

Sincerely,
Jen Koliath
Oconomowoc Area Community Member
262-966-2826 jen.koliath@att.net