

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

First Congregational Church of Genesee, UCC, Inc.
W306 S5075 Church Street
Mukwonago, WI 53149

Position Open: Pastor

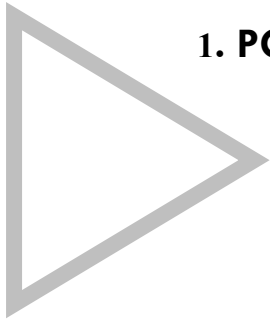
Wisconsin Conference of the United Church of Christ
South East Association

June 15, 2021

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: First Congregational Church of Genesee, UCC, Inc.
Street address: W306 S5075 Church Street, Mukwonago, WI 53149
Phone: 262-968-3849

Supplemental web links: www.geneseechurch.org

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):
Shared Pastor with First Congregational Church of Hartland, UCC, Hartland, Wisconsin
Currently researching additional ecumenical affiliation opportunities.

Conference: Wisconsin Conference of the United Church of Christ

Association: South East Association

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

Rev. Lorraine Cenicerros
Associate Conference Minister |
Wisconsin Conference UCC |
(c) 608-630-2992
lcnicerros@wcucc.org

Summary Ministry Description:

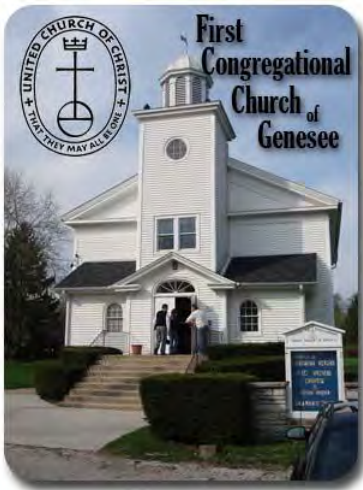
In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

Our church is rebuilding and renewing itself. We have struggled to stay connected during the pandemic and many members have felt disconnected during this long time without in person worship. As we return to in person services and rebuild out connectedness, we need to also evolve who we are to recognize a new environment that will require us to provide new services, such as virtual worship along side in person worship. It will also require us to reinvent our missions, services and outreach to attract and retain families in our community to the work and faith of our church body. We seek a strong leader with renewed vision and energy to bring new

life to our 178 year old church, while also maintain the spiritual guidance that our current members desire and need.

Photographs:

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.





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

Genesee is located in Waukesha Country, a safe, clean, quiet and highly desirable area to live. We enjoy a growing and healthy local economy. The community is partially rural but has immediate access to urban culture and activity in the cities of Waukesha and Milwaukee. We have good schools and low crime rates.

Current size of membership: **54**

Languages used in ministry (other than English): **English only**

Position Title: **Pastor**

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



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

Intentional Interim – a called position for a temporary term of congregational preparation for a settled-pastor search, in which the minister does not typically move church membership to the congregation served or move standing to the related association

Designated-Term – a called position for a designated time period for a defined purpose, in which the pastor may move church membership to the congregation served and may move standing to the related association

Supply – a temporary position in which the pastor does not move membership to the congregation served or move standing to related association

Compensation Level (*choose one, delete the other options listed*):



Full Time

$\frac{3}{4}$ Time

$\frac{1}{2}$ Time (Full time with the partnership with First Congr. Church of Hartland, UCC)

$\frac{1}{4}$ Time

Does the total support package meet conference compensation guidelines? **YES, when combined with compensation offered by both Genesee and Hartland UCC in partnership.**

1b. SCOPE OF WORK

(add here the Scope of Work developed by your church using the Call Agreement Workbook)

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)

Spiritually inspiring

Congregationally caring

Visionary / change agent

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): **\$70,000 annually, including housing allowance and insurance, and shared between Genesee and Hartland UCC (Genesee's portion approx. \$33,000 annually)**

Benefits (*choose one*):

Salary plus Benefits

Salary includes Optional Benefits

No Benefits

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)? **There is no parsonage. Pastor will need to purchase or rent housing in the nearby community.**

Comment on the residential/commuting expectations for your next minister. **Transportation expenses will be fully reimbursed. The two churches are about 15 minutes apart – so Pastor may want to seek housing in one of those communities, or one close to them.**

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): N/A

Describe peer and professional supports available for ministers in your association/conference: **Continuing education allowance, meeting expenses and ministerial expenses are all budgeted for annually. The Wisconsin Conference of the UCC and the SE Association offer many educational conferences, support committees and volunteer opportunities for all UCC Pastors.**

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

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

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

Provide spiritual growth and guidance to all members through caring and thoughtful worship services.

Create a new vision for worship services and church activities that will strengthen member's engagement and connectedness to the church, while also attracting new members.

Support and coach stewardship and fund raising strategies.

Participate in the development of a more meaningful and faith driven long-term mission and outreach strategy.

Invigorate youth programs.

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

We currently participate in community outreach through local food banks and support for our local hope center, but we need to do more. Each year we host several church fund raisers that help us interact with our community. These include an annual pig roast, car show, flower sale and rummage sale. We need a Pastor that can challenge us and coach us on more diverse and more impactful church missions in our community.

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

Our congregation is not very diversified. A Pastor that can help our congregation see the importance of diversity and sensitivity towards issues of race, social justice and diversity could help us grow spiritually.

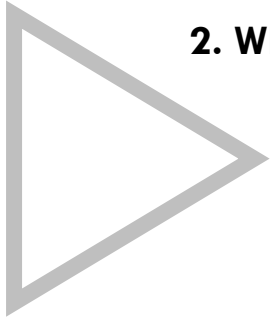
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's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

Exhibiting a Spiritual Foundation and Ongoing Spiritual Practices

Building Transformational Leadership Skills

Engaging Sacred Stories and Traditions

Strengthening Inter- and Intra-Personal Assets



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?

- a. **Continued focus on community missions and outreach, seeking to help the homeless, homebound, hungry and needy in our immediate and surrounding community.**
- b. **Investment of time and resources into the spiritual growth of our members, with emphasis on children’s ministries, youth programs and adult education.**
- c. **Care for our members in need, especially elderly, hospitalized or families in crisis.**
- d. **Outreach ministries that help us evangelize to our community.**

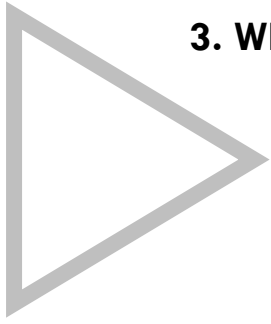
Vision Statement – April 2021

"Caring and sharing God's love and blessings with others."

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

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

In the last year, our church had to “pivot” to virtual worship services. Many members didn’t enjoy this style of worship and were eager to return to in-person worship. However, we did learn that this style of worship allowed us to connect with people who otherwise could not attend; people in the hospital, shut-ins, people traveling or with seasonal homes in other locations and people in senior living care. It also allowed us to grow our relationship with our “sister” church in Hartland. We worshiped together this past year, and that allowed us to make new relationships between the two congregations. Moving forward we need to be open to trying new things and evolving our services to broaden our audience and attract new members. We need help visioning new worship experiences and new elements in worship, like new music or video presentations.



3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

We describe our beliefs and purpose as: We are an *AFFIRMING* people, saying “yes” to God. We are a *SEARCHING* people, seeking to learn God’s will and the way for us to be disciples in the world today. We are a *WITNESSING* people, committed to demonstrate the Good News of God’s love. We are a *WELCOMING* congregation which reaches out to invite and include persons of every age, race and religious background as neighbors and brothers and sisters in God’s world. We are a *SMALL* church who will get to know you by name and appreciate your faith and service to God through his son, Jesus Christ.

We also describe our vision as: "Caring and sharing God's love and blessings with others."

These purpose and vision statements speak to our congregation’s life of faith. Additionally, we are deeply scripturally based. We tend to focus our faith around what we see in scripture and what the UCC teaches us about Christian theology.

We describe God in many ways, and it is difficult to say which description is used most often. Frequently we describe God as our “God”, “Lord”, or “Spirit of Love”.

We believe the Holy Spirit is in our midst when we gather and worship together, and when we pray together, and when we call upon God to be present in our thoughts and actions, and to guide all we do so that it may glorify God.

Describe several strengths or positive qualities of your congregation.

- 1. Strong sense of belonging with a strong tie to the community.**
- 2. High level of shared beliefs. Theological alignment is good.**
- 3. Outstanding facilities that are well maintained and in a good location.**
- 4. Strong Leadership and Executive Board. Board members are is very committed.**
- 5. We are financially stable and debt free.**

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

Our worship services follow a very traditional liturgy and would likely be described as very traditional. Worship usually takes place in our sanctuary (see photos in section 1A) but sometimes is held in our education building. Worship generally focuses on both a children's message as well as a sermon for the congregation. These elements are surrounded by hymns of praise and traditional sacraments. We offer holy communion on the first Sunday of each month.

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

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

Adult studies are offered each Thursday and is jointly attended by both Genesee and Hartland UCC. Sunday school is offered each Sunday, but was suspended during the pandemic. Vacation Bible School has also been offered traditionally, but was cancelled in 2020. Confirmation classes are offered as needed, every few years, depending on family needs /desires.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

- When it comes to decision-making, how many hours are spent in meetings per month?
 - a. **The Executive Board meets for about 90 minutes one time each month. The Deacons meet monthly as well. There is also an outreach committee that meets with increased frequency prior to fund raisers and special events. We would expect our pastor to participate in these meetings.**
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
 - a. **Last year was the biggest crisis in the recent memory of our church. Within the space of a week we had to figure out how to move from in-person worship to virtual services via zoom. Our Executive Board worked with our Pastor to quickly open a zoom account, figure out the technology, put together the virtual elements and communicate our plan to the congregation, along with a few voluntary zoom classes. It all went off smoothly only a few days later and has continued for more than one year.**
- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance? [Yes/No] **Yes – an annual report is available.**

3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	52	
Number of active non-members:	67	We actually classify these group as inactive members, people who have retired, relocated, gone away to College, are shut-ins, etc.

Total of church participants (sum of the numbers above):	119	
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Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	85	Yes
Less than 10, more than 5 years:	4	Yes
Less than 5 years:	1	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
4	2	2	3	8	10	25	50	15	Based on survey – see exhibit A

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5%	Based on survey – see exhibit A
Households with minors:	5%	Based on survey – see exhibit A
Single adults age 35-65:	40%	Based on survey – see exhibit A
Joint households with no minors:		Based on survey – see exhibit A
Single adults over 65:	50%	Based on survey – see exhibit A

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	21%	Based on survey – see exhibit A
College:	37%	Based on survey – see exhibit A
Graduate School:	26%	Based on survey – see exhibit A
Specialty Training:	16%	Based on survey – see exhibit A
Other (please specify):		Based on survey – see exhibit A

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	50%	Based on survey – see exhibit A
Adults who are retired:	50%	Based on survey – see exhibit A
Adults who are not fully employed:		

Describe the range of occupations of working adults in the congregation: **See exhibit A – Church Survey – mostly business, professional or retired**

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? **Mostly white – see Mission Insite data later in report.**

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise: **While we have not done this exercise on our own, we are open to doing it. We participated in the open and affirming process with the State Conference and are very much and O and A congregation.**

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	5 – 10	Pastor
Baptisms <i>(number last year)</i>	0	Pastor and Deacons
Children’s Groups or Classes	5-10	Christian Ministry Chair

Christmas Eve and Easter Worship	50+	Pastor and Deacons
Church-wide Meals	20-100	Outreach Committee
Choirs and Music Groups	5-7	Choir / Choir Director
Church-based Bible Study	5-10	Pastor
Communion (<i>served how often?</i>)	1/month	Pastor and Deacons
Community Meals	2/year	Outreach Committee
Confirmation (<i>number confirmed last year</i>)	0	Pastor
Drama or Dance Program	Christmas Program	Christian Ministry Chair
Funerals (<i>number last year</i>)	1	Pastor
Intergenerational Groups	n/a	
Outdoor Worship	5 -6 in 2020	Pastor and Deacons
Prayer or Meditation Groups	Deacons	Deacons
Public Advocacy Work	n/a	
Retreats	n/a	
Theology or Bible Programs in the Community	Faith Foundations (1 participant)	WI Conference / Damascus Project
Weddings (<i>number last year</i>)	0	Pastor
Worship (time slot: 9:00 am)	July – Dec.	Pastor
Worship (time slot: 10:30 am)	Jan.-June	Pastor
Young Adult Groups or Classes	None at this time	
Youth Groups or Classes	None at this time	
Other		

Additional comments:

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

Name	Three- or Four-Way Covenant? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Secretary		Part Time	Pastor/Moderator	10+ years

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry? **We are a small, rural community church in an area of our state that is not very diverse. We serve our community faithfully, but need to stretch ourselves to reach out to more diverse community groups.**

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$35,771
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$0
Endowment Draw <i>(beyond what is permitted by spending policy, “drawing down the principal”)</i>	\$0
Fundraising Events	\$4,547
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$100
Rentals of Church Parsonage	n/a
Support from Related Organizations <i>(e.g. Women’s Group)</i>	\$
Transfers from Special Accounts	\$1,650
Other (specify): Missions / One great hour of sharing	\$571
Other (specify):	\$
TOTAL	\$42,639

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

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

First Congregational Church of Genesee, UCC - 2021 Budget

EXPENSES Description	As of Dec 31		As of Dec 31		2020 Budget	2020 Actual	2021 Budget	2021 Comments
	2017 Actual	2018 Actuals	2019 Actual	2020 Budget				
Part-Time Minister	\$25,500	\$25,500	\$26,668	\$26,775	\$26,775	\$26,100	\$6,100	Pastor Salary, Housing, Retirement Pension and SECA
Pastor Health Care Insurance							\$500	10 months at a monthly rate of \$610/month
Pastor Continuing Education	\$491	\$163	\$451	\$500	\$281	\$500	\$0	Expense items per call agreement
Pastor Transportation	\$873	\$1,051	\$1,069	\$1,000	\$385	\$0	\$0	Donated by Pastor Dave
Pastor Meeting Expense	\$177	\$520	\$161	\$375	\$250	\$375	\$625	Expense items per call agreement
Pastor Ministerial Expense	\$1,092	\$767	\$819	\$625	\$442	\$625	\$600	Expense items per call agreement
*Pulpit Supply (vacation coverage)	\$400	\$475	\$550	\$600	\$244	\$600	\$0	4 weeks vacation
Music	\$2,890	\$3,130	\$3,240	\$2,850	\$860	\$2,340	\$1,040	\$60 each/wk starting in April (earliest anticipated in person srvc)
*Secretary	\$780	\$780	\$780	\$3,000	\$1,040	\$1,040	\$0	anticipated donation / actual should be about \$1040 (\$20/wk)
Church Office Supplies	\$18	\$46	\$1,232	\$100	\$357	\$350	\$250	2019 included a new computer and printer
Newsletter	\$320	\$258	\$218	\$300	\$200	\$200	\$0	based on 3 year average / anticipated
Maintenance Supplies	\$0	\$39	\$0	\$40	\$0	\$40	\$0	Same amount as last year
Telephone/Internet Svcs	\$1,119	\$1,215	\$1,243	\$1,300	\$1,264	\$1,272	\$0	Timewarner at \$106/month
Accountant Fees	\$246	\$242	\$248	\$250	\$257	\$257	\$0	Same amount as last year
Sunday School Expenses	\$0	\$248	\$60	\$0	\$0	\$0	\$0	Substantial SS savings account - use surplus savings
Vacation Bible School	\$375	\$0	\$0	\$0	\$0	\$0	\$0	Substantial SS savings account - use surplus savings
Confirmation	\$0	\$65	\$748	\$50	\$0	\$0	\$0	2019 conf'n class incl. retreat, bibles & gift offset by fundraising
Deacons	\$31	\$20	\$41	\$50	\$0	\$50	\$0	based on 3 year average / anticipated
Outreach	\$62	\$82	\$2,139	\$0	\$291	\$300	\$0	Same amount as last year
Stewardship	\$0	\$0	\$0	\$0	\$0	\$0	\$0	donated
WI Conf. OCWM / Insurance Donation	\$300	\$1,600	\$1,600	\$1,600	\$0	\$600	\$0	\$600 for WI Conf UCC
Building Insurance	\$2,820	\$2,928	\$3,062	\$3,100	\$3,104	\$3,104	\$0	based on 3 year average / anticipated
Utilities:								
Ed Unit	\$4,552	\$4,861	\$4,028	\$5,500	\$3,945	\$4,000	\$1,500	based on prior year - no longer on budget pan/ pay actual ea.mnth
Church	\$1,313	\$1,410	\$1,780	\$1,942	\$1,471	\$1,500	\$0	still on a fixed budget payment plan - budget based on prior year
Softwater Service	\$0	\$0	\$0	\$0	\$0	\$0	\$0	bulk purchase of salt / leverage prior investment
*Janitor - Ed Unit	\$0	\$0	\$200	\$800	\$0	\$800	\$0	Anticipated donation
Janitor - Church	\$0	\$480	\$1,200	\$1,200	\$1,200	\$1,200	\$0	Cleaning Service @ \$100/month - started in Fall of 2018
Repair/Maintenance(Routine)	\$0	\$358	\$1,220	\$1,250	\$0	\$1,250	\$0	based on history / access endowment for extra needs
Garbage Pickup	\$198	\$198	\$254	\$225	\$315	\$315	\$0	same as prior year
*Lawn Maintenance	\$0	\$0	\$0	\$2,400	\$0	\$2,400	\$0	Anticipated donation (Trustees)
*Snow Plowing/Sanding	\$0	\$0	\$0	\$1,000	\$0	\$1,000	\$0	Anticipated donation (BJ Williams)
*Salt/Sand for Ice Control	\$0	\$0	\$0	\$200	\$0	\$200	\$0	Anticipated donation (Scott)
*Snow Shoveling	\$0	\$0	\$0	\$200	\$0	\$200	\$0	Anticipated donation (Scott)
*Long-term Facility Improvement	\$0	\$2,691	\$305	\$3,000	\$0	\$3,000	\$0	Boiler Work for Ed Building or Other surprises (paid from savings)
Miscellaneous	\$755	\$10	\$0	\$200	\$45	\$200	\$0	2016/7 was inflated due to mileage / moving for Rev. Peter
Missions**	\$1,596	\$2,784	\$900	\$1,000	\$571	\$1,000	\$0	Anticipated donations / mission donations (Hurricane Fund)
Budget TOTAL EXPENSES	\$45,908	\$51,920	\$54,216	\$61,432	\$46,401	\$60,968	\$53,408	*Note \$7560 in donations pledged for these **** items Budget net of anticipated donations

** Missions included heffer fund, One Great hour of sharing, the Christmas fund, Neighbors in Need, the Hope Center, Hurricane Fund, Habitat for Humanity.

REVENUES Description	As of Dec 31		As of Dec 31		2020 Budget	2020 Actual	2021 Budget	2019/2020/2021 Comments
	2017 Actual	2018 Actuals	2019 Actual	2020 Budget				
Pledges	\$ 26,053	\$30,535	\$22,525	\$ 22,976	\$23,250	\$23,000	\$0	based on 2020 actual (\$15820 in pledge cards as of 1/1/21)
Continuing Support	\$ 14,459	\$12,437	\$19,388	\$ 19,776	\$12,521	\$12,500	\$0	based on 2020 actual
Fundraisers	\$ 9,750	\$8,986	\$13,478	\$ 11,000	\$4,547	\$9,000	\$175	goal based on 2020 actuals + pig roast or other event later in year
Building Rentals	\$ 350	\$200	\$650	\$ 350	\$100	\$175	\$0	half year anticipated rental income based on history
Memorial Funds (Approved Transfers)	\$ 250	-	\$0	\$0	\$1,650	\$0	\$0	approved transfers for special projects
Missions (One Great Hr of Sharing / N.I.N.)	\$ 276	\$195	\$900	\$ 457	\$571	\$500	\$0	based on historic avg (SE conf missions and habitat)
Endowment Fund Draw						\$2,000	\$0	Based on moving Endowment to UCC Investment fund

UCC Grant						\$1,500	\$3000 Grant as agreed to by WI Conf. leaders / shared with Hartland
PPP Loan						\$3,467	PPP Loan currently in process with Citizen Bank - to be forgiven
Budget TOTAL REVENUES	\$ 51,138	\$ 52,353	\$56,941	\$ 54,558	\$ 42,639	\$ 52,142	Budget of anticipated revenues w/ potential \$286 surplus
		As of Dec 31	As of Dec 31				
Budget TOTAL NET INCOME (loss)	\$ 5,230	\$ 433	\$ 2,725	\$ 286	\$ (3,762)	\$ (1,266)	pastor expenses may be substantially less with interim this number may not be as bad by year-end with return to in person worship by Q2 / summer - God willing
ASSETS							
Checkbook Total - End of December	\$ 1,783	\$2,136	\$1,400	n/a		\$59	n/a
Savings							
Non Memorial savings - End of Dec.	\$ 14,646	\$18,155	\$21,712	n/a		\$20,649	n/a
Memorial Funds - End of December	\$ 6,352	\$8,752	\$10,892	n/a		\$10,557	n/a
Total Savings - End of December	\$ 20,998	\$26,907	\$32,604	n/a		\$31,206	n/a
Endowment Fund Total - End of December	\$ 27,422	\$ 27,881	\$28,458	n/a		\$28,993	n/a
TOTAL of ALL Church Assets	\$ 50,203	\$ 56,924	\$62,463	n/a		\$60,317	n/a
		As of Dec 31	As of Dec 31				
	2017 Actual	2018 Actuals	2019 Actual	2020 Budget	2020 Actual	2021 Budget	
Fundraisers							
Brunches / Pancakes		\$111	\$ 333	\$ 300		\$47	
Pig Roast	\$ 4,844	\$4,813	\$ 5,323	\$ 5,000	\$0	\$4,500	
Car Show	\$ 3,565	\$2,557	\$ 3,901	\$ 3,000	\$4,315	\$4,500	
Trivia night (2015), Flower Sale & Other F.Raisers		\$417	\$ 1,998	\$ 1,500	\$185		
Rummage Sale	\$ 1,341	\$1,088	\$ 1,923	\$ 1,200	\$0		
Total	\$ 9,750	\$ 8,986	\$ 13,478	\$ 11,000	\$4,547	\$9,000	

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **55%**

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

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

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

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

It is a budget line item and varies based on church resources. It is also collected for during worship services.

What is the church's current indebtedness?

Total amount of loan debt: **\$0, although we do have a small PPP loan of about \$3500 which we expect to be forgiven.**

Reason for debt: **See above**

Are capital and other payments current? **n/a**

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

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

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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

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

What is the market value of the assets? **\$29,025**

Are funds drawn as needed, regularly, or under certain circumstances? **No, but we recently set up an account with the WI Fund that will allow us to do this moving forward. A memorial deposit of \$15,500 was made to this account and we are in the process of moving the other \$29,025 (not above) to this account as laddered Certificates of Deposit (CD's) mature.**

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

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

At the current rate of draw, how long might the endowment last? **n/a**

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$ 19,550

Investments (other than endowment): \$15,500 noted above – in the WI Fund of the UCC

Does your church have a parsonage? **NO**

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

The church owns a sanctuary building, shown in the photos in this report as well as an education building which includes classrooms, worship hall, kitchen and administrative offices. These buildings occupy about 3 acres of land.

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

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

Only the educational building is wheelchair accessible.

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

The church is debt free and has covered its expenses nearly every year for the last decade. We fell a few dollars short of budget in 2020 when giving suffered during the pandemic. We have strong fund-raising efforts and solid savings. Our buildings are well maintained and lots of volunteer work and materials have kept us going. We have sufficient savings to support a capital improvement project if needed.

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.

As described elsewhere in this document, the challenges with changing from in-person worship to virtual / zoom worship amidst a pandemic was a significant event in the history of our church. In some ways, it pulled our church apart and separated us. And, at the same time, as we fought together to keep the church going and relevant, it brought us together and united us.

We had an amazing event this summer, amidst the pandemic. We hosted a car show, outdoors with over 100 cars participating, a raffle, food sales and a record amount of money raised for a one day fundraiser at our church. Given all the obstacles we had to overcome, this showed our resilience as a church.

The most significant event in recent history was probably our 175 anniversary as a church, celebrated just a few years ago. It was a chance for us to reflect on the long life of our church and the impact its had on our communities, our families and our overall faith mission and service.

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

As noted above, the challenges with changing from in-person worship to virtual / zoom worship amidst a pandemic was a significant change in the history of our church.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement...” Describe your congregation’s values and practices when it comes to conflict.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

We had to deal with some conflict this past year, as some of our leaders were anxious to return to in-person worship and other leaders wanted to stay virtual until we were confident the environment was safe for our members. We debated this for months amongst our executive board. We were patient and caring in our evaluation of different view points, ultimately agreeing to set measurable goals that we were all comfortable with. This is how we have always dealt with conflict, talking through the issues in a patient, prayerful and respectful manner, listening to everyone’s opinions and working carefully to reach consensus.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Peter St. Martin	2016-2021	Yes
Rev. Joe Medina	2006-2015	No
Rev. Dennis Maher*	2004-2006	Yes
Rev. Susan Stull*	2001-2005	Yes
Rev. Joanne Bernhardt*	1991-2001	Yes

Rev. Mark E. Stahlhut*	1978-1999	Unsure
Rev. Al Nichols*	1973-2000	Unsure

- These were co-pastors when the church was part of the Kettle Moraine Parish (3 pastors served 6 churches)

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

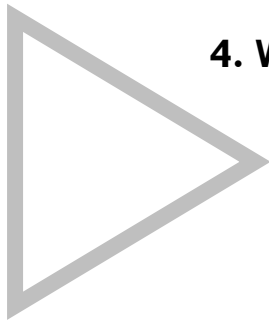
As a congregational church, we have a strong Executive Board and leadership team. We have always considered our Pastor as the spiritual leader of that group and an extremely important component to our strategic thought process. We would expect our Pastor to participate in the long-range planning process. Our four primary expectations are:

- 1. Preaching – We want a Pastor that provides a weekly message that is tied back to our everyday life. We want to grow in our spirituality and our knowledge of God’s word. We like motivational messages that are concise and have a positive tone.**
- 2. Building Relationships – We would like a Pastor that can focus time and effort on building strong personal relationships with the members of the church. We want to feel that “strong sense of belonging” with our Pastor**
- 3. Help with Administration – there is a need for a Pastor and Leader that takes a greater role in the day to day, week to week, administration of the church. Although we are a congregational church, we’ve not had a lot of administrative support from past Pastoral leaders of our church. Some of this has been the result of a shared Pastor arrangement. At a minimum, the Executive Board would like a Pastor that attends the monthly Board meetings.**
- 4. Program Support – We want a Pastor that is active in planning and participating in major church events such as fund raisers, missions and or social events.**

Has any past leader left under pressure or by involuntary termination? **NO**
Y/N/Ask us

Has your church been involved in a Situational Support Consultation? **NO**
Y/N/Ask us

Has a past pastor been the subject of a Fitness Review while at your church? **NO**
Y/N/Ask us



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?

Prior to 2020, our church regularly provides and serves meals at the Hope Center in Waukesha. This is a safe house for the homeless. We also adopting two families at Christmas time to provide gifts for needy families in our community. We also provide Thanksgiving dinner for needy families during the Thanksgiving holiday season. We have also offered our Education Building as a Safe spot during Halloween Trick or Treat. We regularly contribute to the local food pantry. We also pledge a portion of our car show fundraiser to the local VFW. In 2020, we are limited on what we could do in some of these traditional areas due to health concerns and restrictions. We look forward to returning to these activities as well as our traditional fund raisers like our pig roast, our car show, our flower sale and our rummage sale.

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

We send two delegates to the Wisconsin Conference annual conference each year. We also send at least two delegates to the South East Association’s annual conference each year. We have not attended a National Conference yet but would be interested in that.

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"/> Border and Immigrant Justice |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> X God Is Still Speaking (GISS) | <input type="checkbox"/> X Open and Affirming (ONA) |

WISE Congregation for Mental Health
 Other UCC designations:

Designations from other denominations
 None

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

We are interested in expanding our missions and our strategic focus. We need the help of our Pastor to lead us in these directions.

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional). **We have been fairly limited in this way. Historically we were part of a 6 church parish that was partially UCC and partially Presbyterian.**

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 is outlined below. We believe we have been faithful to this mission in our activities and governance.**

Who we are:

We are an *AFFIRMING* people, saying "yes" to God.

We are a *SEARCHING* people, seeking to learn God's will and the way for us to be disciples in the world today.

We are a *WITNESSING* people, committed to demonstrate the Good News of God's love.

We are a *WELCOMING* congregation which reaches out to invite and include persons of every age, race and religious background as neighbors and brothers and sisters in God's world.

We are a *SMALL* church who will get to know you by name and appreciate your faith and service to God through his son, Jesus Christ.

MAY GOD BLESS YOU AND KEEP YOU...AND LET GOD'S FACE SHINE UPON YOU

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time? **We have provided our pastors with great flexibility on how the schedule their time, and where they invest their time. We require their attention to our Sunday worship services and a few monthly meetings, but otherwise empower them to focus their time where they think it is best used / best serves our church, our members and**

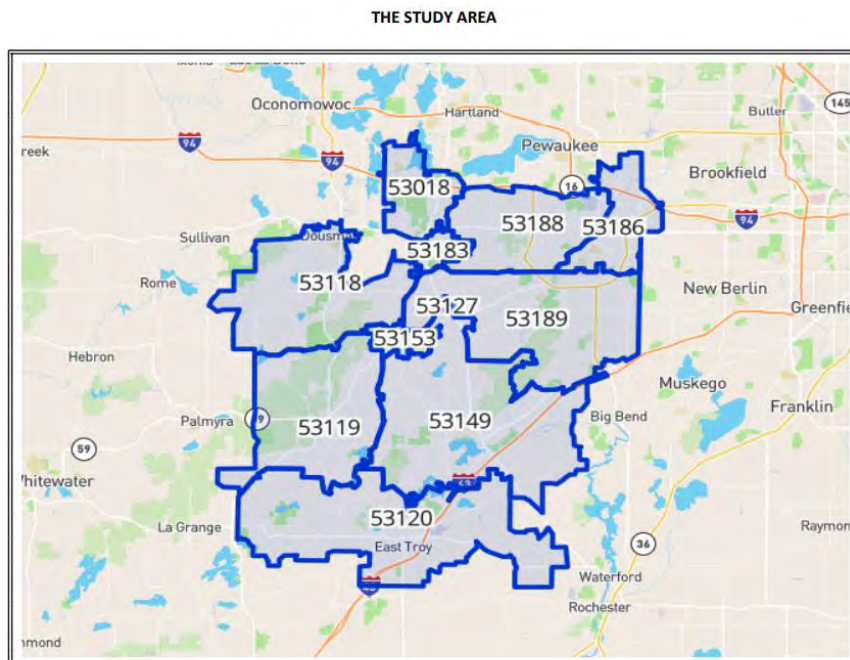
our mission. We also encourage our pastor to participate in the greater church by supporting UCC Conference on a local, state and national level.

4b. MISSION InSite

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

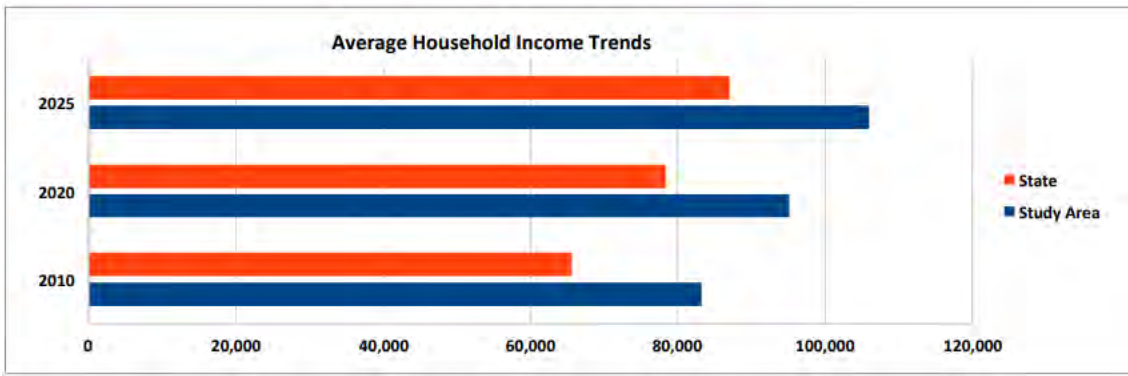
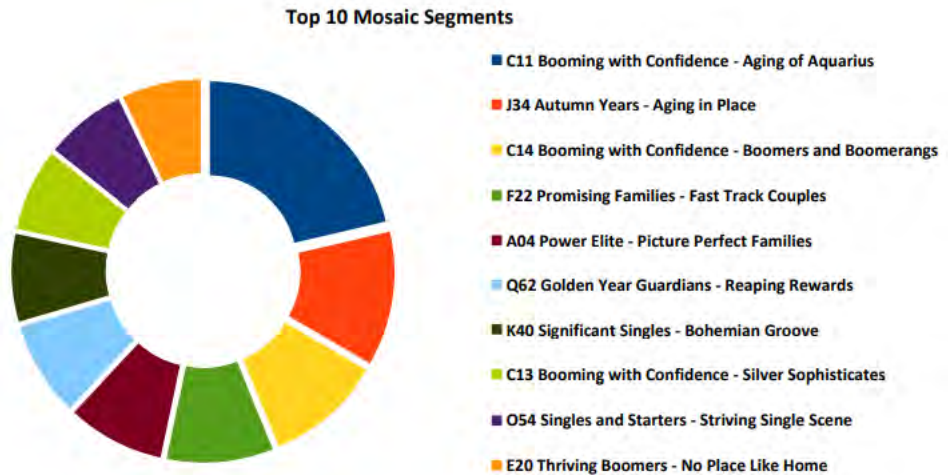
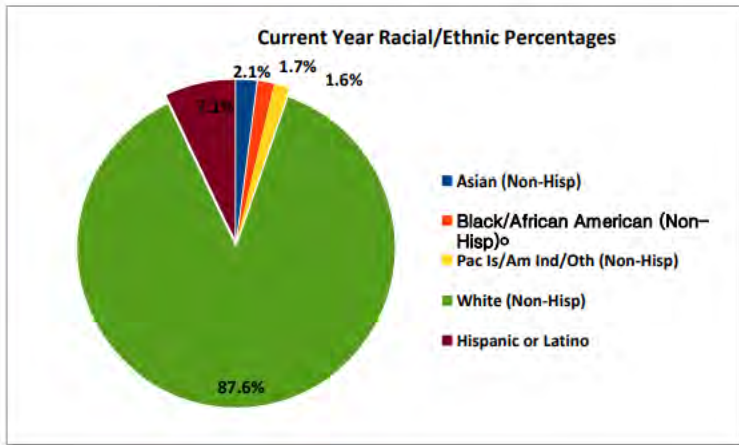
Below are some key parts of the report.

In summary, the report tells us that our community is experiencing small amounts of growth and is an aging population. Compared to the rest of our State, our community is slightly above average in income and education. It is composed mostly of families and split between blue collar and white color employment. The population is mostly white and not very diverse. The major trends in the demographics is an aging population with increasing income. The opportunity may be to attract more people to our church as the population is quite large compared to the number of people in our congregation, and to focus on families with Children.



1	Population Change In the 10 year future, how is this area expected to change? <small>(See Population and Families Theme)</small>	Significant Decline	Moderate Decline	Little Change	Moderate Growth	Significant Growth
2	School Age Change In the 10 year future, how is the population of school age children in this area expected to change? <small>(See Age Theme)</small>	Significant Decline	Moderate Decline	Little Change	Moderate Increase	Significant Increase
3	Families with Children Compared to the state, are families with children more or less likely to live in two parent households? <small>(See Population and Families Theme)</small>	Significantly Less	Somewhat Less	About the Same	Somewhat More	Significantly More
4	Adult Educational Attainment For this area, what is the general level of education of the adults 25 and older? <small>(See Education and Career Status Theme)</small>	Very Low	Low	Mixed	High	Very High
5	Community Diversity Index How diverse is the racial/ethnic mix of this area? <small>(See Community Diversity Theme)</small>	Very Homogeneous	Homogeneous	Moderately Diverse	Very Diverse	Extremely Diverse
6	Median Family Income How does the median family income compare to the state for this area? <small>(See Financial Resources Theme)</small>	Significantly Less	Somewhat Less	About the Same	Somewhat Greater	Significantly Greater
7	Poverty Compared to the state, is the number of families in poverty above or below the state average? <small>(See Financial Resources Theme)</small>	Significantly Below	Somewhat Below	About the Same	Somewhat Above	Significantly Above
8	Blue to White Collar Occupations On a continuum between blue collar and white collar occupations, where does this area fall? <small>(See Education and Career Status Theme)</small>	Very Blue Collar	Somewhat Blue	Closely Split	Somewhat White	Very White Collar
9	Largest Racial/Ethnic Group In this area, which racial/ethnic group is the largest percentage of the population? <small>(See Community Diversity Theme)</small>	Asian (NH)	Black/Afri American (NH)	White (NH)	Hispanic or Latino	Pac Is/Amer Ind/Other

Population, Households & Families					
	2000	2010	2020	2025	2030
Population	137,943	149,579	153,705	161,932	169,824
Population Change		11,636	4,126	8,227	7,892
Percent Change		8.4%	2.8%	5.4%	4.9%
Households	51,349	57,675	58,995	62,194	65,276
Households Change		6,326	1,320	3,199	0
Percent Change		12.3%	2.3%	5.4%	0.0%
Population / Households	2.69	2.59	2.61	2.60	2.60
Population / Households Change		-0.09	0.01	-0.00	-0.00
Percent Change		-3.5%	0.5%	-0.1%	-0.1%
Family Households	37,487	40,465	41,561	44,012	
Family Households Change		2,978	1,096	2,451	
Percent Change		7.9%	2.7%	5.9%	



Priority List		Beliefs about God in Rank Order		
Ranking	Concern	Ratio	Strength	
1	God is love and invites the world into a loving relationship.	4.5	Somewhat strong agreement	
2	I have a personal relationship with one living God, who is Lord and Savior.	2.2	Weak agreement	
3	God is the full realization of human potential.	1.3	Weak agreement	
4	I believe in Nature and/or spirits in Nature.	1.2	Weak agreement	
5	God is a higher state of consciousness that people may achieve.	1.0	Very weak agreement	
6	Everyone and everything is god.	0.4	Very weak agreement	
7	I'm unsure/undecided about whether a god exists.	0.3	Very weak agreement	
8	I don't believe a god exists; the material universe is all that is.	0.3	Very weak agreement	
9	I believe God created the world but takes no further part in it.	0.2	Very weak agreement	
10	I believe in more than one god, i.e. many gods.	0.1	Very weak agreement	

Priority List		Beliefs about Jesus in Rank Order		
Ranking	Concern	Ratio	Strength	
1	Jesus was both divine and human.	3.9	Weak agreement	
2	Jesus actually rose from the dead as the Bible teaches.	3.0	Weak agreement	
3	Jesus was the expected Jewish Messiah.	2.7	Weak agreement	
4	Jesus rules now as Lord of Heaven and earth.	2.5	Weak agreement	
5	Jesus belief does not require participation in a church.	2.3	Weak agreement	
6	Jesus is the only way for human salvation from sin.	1.6	Very weak agreement	
7	Jesus is not like his followers in the Church.	1.1	Very weak agreement	
8	Jesus was a good and wise moral teacher but no more.	0.4	Very weak agreement	
9	Jesus was a great prophet only.	0.3	Very weak agreement	

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? **They are very similar, with the notable exception of young families with children, which is an opportunity to focus on.**

How are the demographics of the community currently shaping ministry, or not?
I believe young families prefer more contemporary services and music, and my find an “older” church less attractive. This may require us to change if we choose to target this demographic.

What do you hear when you talk to community leaders and ask them what your church is known for? **Our pig roast and car show and a place where some people worship.**

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

We have not had many new members in recent years, but those who have come were generally invited by another member.



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Kirk Gardner, Owner, Sideliners Pub and Grill

kgardner@perfectgame.org, 262-370-6112, local business owner who donates to church fundraisers

Letter of reference attached / shown below.

Sideliners Pub and Grill
W309 S4837 Commercial Drive
North Prairie, WI 53153
(262) 968-1778

May 26, 2021

Letter of recommendation for First Congregational Church of Genesee, UCC

I am writing this letter of recommendation on behalf of the First Congregational Church of Genesee, UCC. We are a local pub and grill located only a few blocks away from Genesee, UCC Church. Many of their members frequent our establishment and they are very nice people.

Several times each year the Genesee, UCC Church holds fundraisers, such as their annual Pig Roast as well as their annual Car Show. We have been asked to sponsor these events, which we always do, donating gift cards and other merchandise. These events are well attended by members of the church as well as members of the community who are not members of the church. They are fun events that bring people together and show how the church reaches out to the community. Some of the proceeds go to support the church, but I know that the local VFW and others have also benefited from the event.

The Genesee, UCC Church is a small church in a small community. They have been a part of our community for more than 175 years. Having a relationship with a local church makes us a better business as we are proud to support them and we enjoy the relationship we have with their members. In fact, our Chef is the brother of former Pastor, Joe Medina.

We would strongly recommend the Genesee, UCC church to any Pastor who is being called to be their Pastor.

Sincerely,

Kirk Gardner
Owner,
Sideliners Pub and Grill



Reference #2

Rich Kalashian, Active Member, Dousman VFW

262-337-2822

Helps organize Church Car Show and shares proceeds with church and VFW

Letter of reference shown below.

May 27, 2021

To whom it may concern:

Please accept my recommendation of First Congregational church of Genesee UCC – Wisconsin. Who needs a Passionate pastor who preaches the gospel of Jesus Christ and visionary for church Transformation.

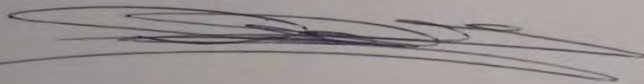
First Congregational Church of Genesee is celebrating their 170th year. The Church was founded before Wisconsin was admitted to the union.

First Congregational Church is involved in many community events and fund raisers in support of the community as well.

Chili dinners / Trivia night / Spaghetti dinner / Safe location for Halloween / pig roast / Car show fund raiser's in support of disabled Veterans and much more.

I also believe First Congregational Church's Ministry and its parish members are dedicated in creating a welcoming vision for growth in the community in teachings of Jesus Christ. All they need is a God loving Pastor who will guide them.

Sincerely Yours,



Richard Kalashian

REFERENCE 3

Rev. Susan Stull Carr, Retired Pastor from Brookfield UCC Church / Former Pastor of Genesee UCC
605-280-0608 email:revsrs@yahoo.com

Letter from Rev. Susan Stull Carr – below:

The Reverend Susan R. Stull Carr
5009 S. Falcon Glen Blvd.
Milwaukee, WI 53228

May 24, 2021

Greetings,

It is a privilege and a delight to write a letter of recommendation on behalf of Genesee UCC. I served the congregation from 2000-2005, along with 3 other congregations, in Wales, Pewaukee, Mukwonago. During that time, the Kettle Moraine Parish dissolved its ties to each other, and each church ventured out on their own. Due to the leadership within each of these churches, they have been able to continue their ministry in their various communities. These were small, but dynamic churches when I was serving them, but with very different theologies and visions and serving very different communities. The dissolution of their long ties with each other was part of a redevelopment process, in which we were also served by a consultant from the Milwaukee Presbytery. It was also an amicable process.

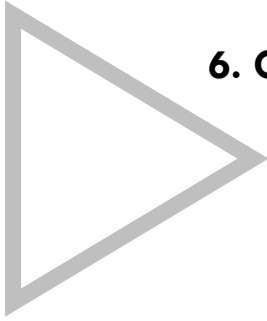
The church – its congregation and its building are set in the small community half-way between Delafield and Mukwonago of Genesee. Their location is set within a very desirable and growing area called “Lake Country” and there are great state parks and trails (including access to the Ice Age Trail.) The area is great for getting outside – skiing, hiking, boating, biking, it’s all there. The schools are some of the best in Wisconsin. The congregation itself, at the time I served there, was made of up locals and those from around the area, who found the church to be theologically welcoming as well as friendly. They are a hospitable bunch as I recall! They were open to my ‘new ideas’ and willing to experiment with new ways to worship and to serve the local community. This is a congregation that is one of the few I’ve served, that is immersed in a ministry WITH their community. They are very visible in the Genesee community and work alongside various groups in their fund-raisers. They reach out to care for those in the Genesee area, even if they are not members. Their Vacation Bible School was well attended. They have an Education wing, and have always provided good faith foundation opportunities for children and adults alike.

The leadership of the church is quite strong – the ability to keep a small church vital and robust in these days is no small challenge, and they have continued doing just that over these past 15 plus years. Some members who were there when I was there have left, but new members have arrived. They have a wonderful steward who puts out a great newsletter and even writes his own column. It was always a fun group to be with in partnership.

In recent years, they shared a pastor with the congregation in Hartland, WI, again an area rich with evangelical possibilities, as all of these communities are growing at a rapid rate. Both Genesee and Hartland are small towns just a short commute from Milwaukee and Madison. They have worked at collaborating with each other and are even, as I’m told, are beginning to ‘get to know’ the members at Hartland in a deeper way. I heartily recommend Genesee and its counterpart in Hartland to someone with a heart and gifts for small churches continuing to renew and revitalize their ministries!

By God's grace,

Pastor Susan Stull Carr



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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

We pray for a Pastor to be called to our church family. We pray that God will call us together, both church and pastor, guided by the holy spirit. We pray that our Pastor will feel welcomed and loved from the very first greeting on the very first day. We pray that God will help us grow together in community, in faith and in service to God and each other. We ask God's blessing on all that we will do together, and that our friendship and care for another grows in a way that pleases our Lord and testifies to our community the ethics of Jesus and the covenant we enjoy with our blessed God. Amen

6b. STATEMENT OF CONSENT

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

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

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



Signed:

Name / Title / Date: Michael Whiteley, Moderator, April 2021

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:


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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature: 

Name / Title: Lorraine Cenicerros/Associate Conference Minister
Email: lcenicerros@wcucc.org
Phone: 608-630-2992
Date: June 15, 2021

**UNITED CHURCH
OF CHRIST**



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

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

EXHIBIT – A

First Congregational Church of Genesee, UCC 2021 Church Survey Summary Results

<p>How many people are in your household?</p> <p>1: <u> 7 </u> 2: <u> 7 </u> 3: <u> 1 </u> 4: <u> 1 </u> 5: <u> </u> 6: <u> </u> Other: <u> </u></p>
<p>Age: please indicate all the ages represented in your household, multiple answers possible.</p> <p>0-5: <u> </u> 6-18: <u> 1 </u> 19-34: <u> </u> 35-49: <u> 1 </u> 50-64: <u> 7 </u> 65-74: <u> 8 </u> 75+ <u> 3 </u></p>
<p>Indicate all the educational levels of the adult members of your household, multiple answers possible:</p> <p><u> </u> Did not complete high school <u> 4 </u> High School Graduate <u> 3 </u> Some College/Vocational <u> 8 </u> College Graduate <u> 5 </u> Graduate School</p>
<p>Indicate which answer best describes your family unit:</p> <p><u> 1 </u> Couple with Children at Home <u> 8 </u> Couple without Children at Home <u> 7 </u> Single <u> </u> Single parent with Children at home <u> </u> Other</p>
<p>Indicate all the occupations represented by the adults in your household, multiple answers possible.</p> <p><u> 7 </u> Business <u> 1 </u> Clerical <u> </u> Farmer <u> </u> Laborer/Manufacturing <u> 5 </u> Professional <u> </u> Student <u> 1 </u> Tradesperson <u> 3 </u> Other</p>
<p>Indicate current employment status for each adult in your home, multiple answers possible:</p> <p><u> 11 </u> Employed <u> </u> Not currently employed <u> 9 </u> Retired</p>
<p>Describe three distinctive attributes of our community:</p> <p>Rural 3 Middle Class Not diversified Close to Metro center 3</p>

<p>World Class Cultural attractions Educational institutions nearby Abundant natural resources Middle to upper class Educated Open spaces Hard working Fund raising Friendly/caring people 6 Amazing natural beauty Small town charm 4 Conservative Old fashion values Faith forward Long History in community</p>
<p>Identify major trends you envision in our community in the next five years: Population growth 4 Increased age of population 5 Increased wealth Real estate development 5 Senior housing needs Affordable housing needs Increasing technology Increasing diversity Social gatherings Migration to Mega churches</p>
<p>Identify up to 3 problems (challenges) confronting our community that you feel the church should address: Hunger 3 Lack of social justice 2 Lack of unity 2 Diverse belief systems Adult isolation Senior transportation Unemployment Growing senior community Affordable housing Growing mental health and addiction issues Lack of community participation as a group</p>
<p>Identify any major trends you envision in our church in the next five years: Fewer members 5 Not enough financial giving 2 Not enough volunteers Attrition Reduced attendance Aging congregation Building maintenance Community use of building Lack of techy people / zoom options 2 Decreased number of families/children 3</p>

<p>Lack of leadership</p> <p>Identify the three most important faith events or experiences in the history of our church:</p> <p>175th anniversary 5</p> <p>Pandemic 2</p> <p>Car Show in 2020</p> <p>Changing Pastors</p> <p>Open and affirming</p> <p>Pig Roast 2</p> <p>Christmas program 3</p> <p>VBS</p> <p>Easter</p> <p>Adopting families for Christmas</p> <p>Confirmation classes</p>
<p>Identify the most challenging faith event or experience in the life of our church in the last three years and what you believe we learned from it:</p> <p>Pandemic – learn to work together in crisis 4</p> <p>Losing some great members for health reasons – others stepping up</p> <p>Losing our most recent minister – learning that we can have a vibrant ministry with our sister congregation 3</p> <p>Lack of in-person service / restrictive COVID rules</p>
<p>Describe the strengths or positive qualities of our church:</p> <p>Inviting/welcoming/friendly 2</p> <p>Quaint / small town charm 3</p> <p>Caring 4</p> <p>Generous volunteering 2</p> <p>Living God’s love for all</p> <p>Music</p> <p>Faithful</p> <p>Beautiful sanctuary</p> <p>Long standing traditions</p> <p>Multi-generational members</p> <p>Can do attitude</p> <p>Adaptable</p> <p>Conservative / older wiser population</p>
<p>Describe the style and content of preaching which you value most:</p> <p>Rooted in scripture</p> <p>Ethics of Jesus</p> <p>Challenges us to grow in faith/action 2</p> <p>Related to my daily life 6</p> <p>Positive message from both testaments</p> <p>Story telling related to bible lessons and current events 4</p> <p>Caring and respectful to all</p> <p>Traditional 2</p> <p>Humor</p>
<p>In terms of fellowship, I see my church as Warm and Personal:</p> <p>Very True: ___6___</p> <p>Somewhat True: ___3___</p>

<p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> </u></p> <p>Not at all True: <u> </u></p>
<p>In terms of worship, I see my church as Alive and Compelling:</p> <p>Very True: <u> 2 </u></p> <p>Somewhat True: <u> </u></p> <p>Moderately True: <u> 13 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> </u></p>
<p>In terms of commitment to Christ, I see my church as Very Dedicated:</p> <p>Very True: <u> 5 </u></p> <p>Somewhat True: <u> 2 </u></p> <p>Moderately True: <u> 6 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> 2 </u></p>
<p>In terms of knowledge of the Bible, I see my church as Knowledgeable:</p> <p>Very True: <u> 6 </u></p> <p>Somewhat True: <u> 1 </u></p> <p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> 1 </u></p>
<p>In terms of its program of education, I see my church as Effective and Innovative:</p> <p>Very True: <u> 2 </u></p> <p>Somewhat True: <u> 2 </u></p> <p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> 4 </u></p>
<p>In terms of evangelism, I see my church as Forthright and Clear:</p> <p>Very True: <u> 4 </u></p> <p>Somewhat True: <u> 2 </u></p> <p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> 2 </u></p>
<p>In terms of stewardship, I see my church as Generous and Self-sacrificing:</p> <p>Very True: <u> 4 </u></p> <p>Somewhat True: <u> 1 </u></p> <p>Moderately True: <u> 8 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> 1 </u></p>
<p>In terms of its service to others in the community, I see my church as Active and Concerned:</p> <p>Very True: <u> 4 </u></p> <p>Somewhat True: <u> 2 </u></p> <p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> 1 </u></p>
<p>In terms of its emphasis on youth needs, I see my church as Invested:</p> <p>Very True: <u> 1 </u></p> <p>Somewhat True: <u> 2 </u></p> <p>Moderately True: <u> 11 </u></p> <p>Mostly Not True: <u> 1 </u></p>

<p>Not at all True: <u> 2 </u></p>
<p>In terms of its knowledge of the UCC, I see my church as Knowledgeable:</p> <p>Very True: <u> 4 </u></p> <p>Somewhat True: <u> 2 </u></p> <p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> </u></p> <p>Not at all True: <u> 3 </u></p>
<p>In terms of its unity, I see my church as Cooperative and Trusting:</p> <p>Very True: <u> 5 </u></p> <p>Somewhat True: <u> 1 </u></p> <p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> 1 </u></p> <p>Not at all True: <u> 2 </u></p>
<p>In terms of communication with / among itself, I see my Church as Open and Clear:</p> <p>Very True: <u> 7 </u></p> <p>Somewhat True: <u> 1 </u></p> <p>Moderately True: <u> 8 </u></p> <p>Mostly Not True: <u> </u></p> <p>Not at all True: <u> 1 </u></p>
<p>In terms of having clear goals, I see my church as Well Focused:</p> <p>Very True: <u> 4 </u></p> <p>Somewhat True: <u> 2 </u></p> <p>Moderately True: <u> 7 </u></p> <p>Mostly Not True: <u> </u></p> <p>Not at all True: <u> 3 </u></p>
<p>Our church needs a person who...</p> <ol style="list-style-type: none"> 1. Is an effective preacher/speaker <u> 16 </u> 2. Continues to develop his/her theological and biblical skills <u> 1 </u> 3. Helps people develop their spiritual life <u> 10 </u> 4. Helps people work together in solving problems <u> 5 </u> 5. Is effective in planning and leading worship <u> 11 </u> 6. Has a sense of the direction of his/her ministry <u> 4 </u> 7. Regularly encourages people to participate in UCC activities/programs <u> 1 </u> 8. Helps people understand and act upon issues of social justice <u> 3 </u> 9. Is a helpful counselor <u> 5 </u> 10. Ministers effectively to people in crisis situations <u> 6 </u> 11. Makes pastoral calls on people in hospitals and nursing homes and those confined to their homes <u> 14 </u> 12. Makes pastoral calls on members not confined to their homes <u> 6 </u> 13. Is a good leader <u> 5 </u> 14. Is effective in working with children <u> 7 </u> 15. Builds a sense of fellowship among the people with whom he/she works with <u> 9 </u> 16. Helps people develop their leadership abilities <u> 1 </u> 17. Is an effective administrator <u> 1 </u> 18. Is effective with committees and officers <u> 3 </u> 19. Is an effective teacher <u> 5 </u> 20. Has a strong commitment to the educational ministry of the church <u> 2 </u> 21. Is effective in working with adults <u> 2 </u> 22. Inspires a sense of confidence <u> 5 </u> 23. Works regularly at bringing new members into the church <u> 10 </u>

24. Regular encourages support of OCWM__3__
25. Reaches out to inactive members__5__
26. Works regularly in the development of stewardship growth__2__
27. Is active in the ecumenical relationships and encourages the church to participate__1__
28. Is a person of faith__6__
29. Writes clearly and well__3__
30. Works well on a team__6__
31. Is effective in working with youth__6__
32. Organizes people for community action_1__
33. Is skilled in planning and leading programs__2__
34. Plans and leads well organized meetings__2__
35. Encourages people to relate their faith to their daily lives__7__
36. Is accepting of people with divergent views_11__
37. Encourages others to assume and carry out leadership_____
38. Is mature and emotionally secure_5__
39. Has strong commitment and loyalty__1__
40. Maintains confidentiality__8__
41. Understands and interprets the mission of the church from a Global perspective__2__
42. Is a compassionate and caring person__12__
43. Deals effectively with conflict__6__
44. Other__2__

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

First Congregational UCC Hartland
Hartland, WI

Minister – Part Time

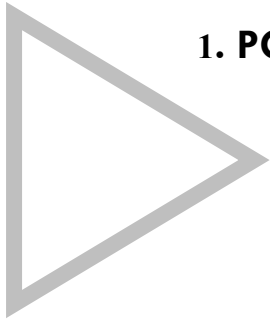
Wisconsin Conference, Southeast Association

June 15, 2021

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church Name: First Congregational Church UCC Hartland
Street Address: 111 Church St., Hartland, WI 53029
Supplemental Web Links: ucchartland.com

Additional Ecumenical Affiliations

Conference: Wisconsin

Association: Southeast

Shared Pastor with First Congregational Church of Genesee, UCC, Inc.

UCC Conference or Association Staff Contact Person

Lorraine Cenicerros

Associate Conference Minister

608-630-2992

lcenicerros@wcucc.org

Summary Ministry Description:

Ours is a small, cohesive, mostly senior, respectful, progressive church with a welcoming attitude, a focus on ministry to seniors, a long-time commitment to the Hartland Food Pantry and to sharing our facility with the community. As the oldest church in our community, dating back to 1842, we have a prime location on the main street on the edge of our downtown area in a beautiful rolling lake country region. We have a congregation committed to outreach in our community, the surrounding area, and a history of significant involvement in homebuilding with other Wisconsin UCC Churches in Honduras. With our recent shared minister arrangement with First Congregational UCC Genesee, we know we can continue to be a very strong and engaged church operating on a smaller budget. We have appreciated our connection with another church with over 175 years of history and we support and engage with each other effectively. We aim to continue the path we have been following in recent years and do hope to attract others to our

warm congregation. We seek a caring, upbeat minister who can lead and inspire us in worship, create energy in the congregation, become a resource in the community and perhaps bring a sense of lightness and humor our way.

Photographs:





What we value about living in our area:

Hartland is a lovely, rural small town in the rolling lake district with its wealth of cultural and recreational activities. The Hartland community is growing, as families and empty nesters alike are attracted to the quality of life, the tree lined streets and the natural resources. Our suburban location offers award-winning educational options, growing economic opportunities, and strong recreational alternatives. Thirty minutes to the east are Milwaukee and Lake Michigan, a vibrant fresh coast metropolitan area with outstanding cultural, educational, recreational, and economic offerings. The city hosts professional baseball, basketball and ice hockey teams, a symphony, ballet, and numerous operas, theater, and dance groups as well as an internationally recognized art museum and a natural history and children's museum. Madison, the state capital, lies 40 minutes to the west; and Chicago is a two-hour drive or a fun train ride away.

Waukesha County is the Milwaukee Region's second-largest county and one of its primary economic engines. It offers every type of business opportunity, from the retail and corporate offices that line Blue Mound Road to the world-class printing and manufacturing complexes in Waukesha and Sussex; from established business parks in New Berlin to the new state-of-of-the-art housing/retail development at Pabst Farms. Intersected by two interstate highways and served by its own general-aviation airport, Waukesha County is a logical location for businesses. Several nationally and internationally known companies are located here, including Quad/Graphics, the world's largest privately owned printer; and Kohl's Corp., the nation's fastest-growing department store chain.

Current size of membership:

About 70 members and friends

Languages used in ministry:

English

Position Title:

Part Time Settled Minister

Position Duration:

We seek a settled longer-term minister, supporting our continued ministry and helping the church expand membership.

Compensation Level:

Part time with negotiable package

Does the total support package meet conference compensation guidelines?

Yes

1b. SCOPE OF WORK

Core Competencies:

We look forward to welcoming a caring, upbeat minister who can lead and inspire us in worship and Bible study, helping relate Christianity to our daily lives while interpreting issues of diversity and social justice. We seek someone compassionate for those needing pastoral care and supportive in situations of crisis. God is leading us to someone who can create energy in the congregation, become a resource in the community, is savvy in technology and brings a sense of lightness and humor our way.

1c. COMPENSATION AND SUPPORT

Salary Basis:

The church follows compensation guidelines and establishes a total package offer, which the minister can customize to meet their personal needs. This position will be a half time position with priority for planning and delivery of church services for the congregants and adult Bible studies.

Benefits:

Salary plus Benefits, per Conference guidelines

What is the expected living situation for your next minister:

The minister has many options for housing in the area and ideally will be situated convenient to both churches being served. The churches are roughly 20 minutes apart by car on a Sunday morning.

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

A strong preference that the minister reside within the Hartland/Genesee area and engage in community programming/organizations.

State any incentives:

Negotiable following Conference guidelines

Describe peer and professional supports available for ministers in your association/conference:

Continuing education allowance, meeting expenses and ministerial expenses are all budgeted for annually. The Wisconsin Conference of the UCC and the SE Association offer many educational conferences, support committees and volunteer opportunities for all UCC Pastors.

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

The minister will be part time at both First Congregational UCC Hartland and First Congregational UCC Genesee, which in essence makes for full time employment.

The minister holds hours at both churches. The sermon can be common across the congregations, following the lectionary. The churches alternate times for services every six months, rotating mid-July and mid-January with a schedule of either 9:00 a.m. or 10:30 a.m. service times, allowing a 20-minute commute between the congregations. Some Bible studies are held jointly, and some are held at each location.

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

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

We look forward to collaborating with a minister who can lead and inspire us in worship and Bible study, helping relate Christianity to our daily lives while interpreting issues of diversity and social justice. Together we support those congregants needing pastoral care while being a resource in the community as we continue on a path of active support of seniors, a local food pantry and other area nonprofits. We seek a pastor that can challenge us and coach us on bringing more young families and more diversity in general to our congregation.

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

First Congregational UCC Hartland has strong Congregational roots, with a very active lay leadership who will call and work closely with the minister, continuing to move the church forward. The congregants are very active in addressing the needs throughout the community supporting organizations including the Learning In Retirement classes held at the church, the Lake Country Children's Theatre Academy, the Hartland Food Pantry, the Lake Country Cares Cab service, Meals on Wheels and the library. We also support a county wide non-profit called Hope Center that provides a food service with our time serving the food, assisting with fundraising events and donations.

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

Services, Bible studies, meetings and other community engagement is generally all conducted in English.

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

Exhibiting a Spiritual Foundation and Ongoing Spiritual Practices

- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

Caring for All Creation

- Nurturing care and compassion for God's creation.
- Providing hope and healing to a hurting world.

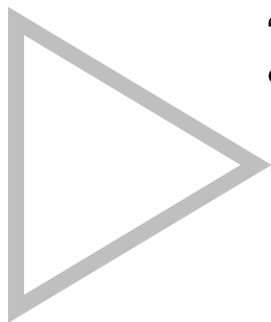
Working Together for Justice and Mercy

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Understanding community context and navigating change within a community.

Strengthening Inter-and Intra-Personal Assets

- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.

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?

God is calling us to be a congregation that welcomes all, lovingly supports our membership and reaches out to the community to share our facility, our time and our treasure to support basic needs, enhance life for seniors, strengthen families and support youth development.

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

We strive to be a welcoming and open congregation, sharing God's love within our congregation as well as with our neighbors and community through worship, study, friendship and caring.

Our church is in the heart of Hartland. Six or seven years ago, we decided to proactively share the facility with the community and focus on services to seniors. To that end, we have established a highly successful Learning In Retirement hub in one of our social rooms and are now remodeling another classroom area to expand that program, combining two former sanctuary level classrooms. Our second lower social room is now used extensively by the Lake Country Children's Theater Academy for their programming year-round and they have used the sanctuary for community wide Christmas programs. The church is also used by The Womens Club of Hartland and TOPS weight loss group. A section of the parking lot is rented weekdays to Grandma's House daycare across the street. With all these community activities and our Bible studies, our parking lot is a busy place on weekdays and weekends, which sends a nice sign of vitality to the 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.

We are a progressive, caring, and friendly church, with a strong tradition of mission, open and welcoming to all, located in downtown Hartland.

We participate through outreach in the community through such things as serving food on our lawn during the Hometown Parade, volunteering at and donating to the food pantry and going on mission trips.

The congregation is generous with their time in volunteering to meet the needs of the church, giving rides as needed, doing maintenance on the church and grounds and in a myriad of other areas.

Our members value tradition yet is open to new ideas. We have a sense of humor. We like to socialize each Sunday before or after service, and to continually move our church and community forward. We firmly believe that God is still listening and speaking, and we are excited to embrace a new minister. We appreciate learning the meanings of the scriptures and applications to our daily lives.

Learn more about us on our website at ucchartland.com.

Describe several strengths or positive qualities of your congregation.

We are a congregation with members who care about each other, the work of the church and the community. We have strong and stable lay leadership. We have had a good experience under the spiritual leadership of our most recent part time minister, who we called, knowing he might retire in three years. He stayed four and a half years, as a shared pastor with nearby First Congregational UCC of Genesee, and we are in a good position as a congregation to welcome another settled part time pastor. We have a strong relationship with First Congregational UCC Genesee and know that our two churches can work effectively together with a shared minister. The Hartland and Genesee churches are not officially merged but work well in a covenant with each other.

Describe what worship is like when your congregation gathers.

The Congregation has indicated that the following are some of the styles of preaching that they appreciate - inspirational and spiritual, narrative and story based; analytical and scholarly relating to contemporary situations; casual and practical; open to surprises.

There is one weekly service in English held at either 9:00 a.m. or 10:30 a.m. on Sundays, rotating mid-July and mid-January with First Congregational UCC Genesee. Special services are held throughout the year for church holidays. Communion is served on the first Sunday of each month and at other special services, such as Ash Wednesday and Maundy Thursday. Members gather in the Narthex for social time before the service and have coffee hour typically following the service in our social room, though that varies with our flex schedule. A television, connected to a digital video camera, broadcasts the service in the narthex, enabling all to still be able to participate in worship.

We enjoy the light filtering through our sanctuary from our beautiful stained-glass windows and are open to a minister leading us in worship either at the pulpit or interfacing more actively from the floor. Prior to Covid, our choir lead us in worship music two Sundays a month. An organist or piano accompanist play every Sunday. During Covid, when services have been held jointly with UCC Genesee via Zoom, we've had special recorded music or our minister has accompanied us with his guitar as he broadcast from his home. More recently we have broadcast from the church and are moving to in person services while also broadcasting starting in early May 2021.

The sanctuary, which is air-conditioned in summer, is an open and spacious traditional worship area with excellent acoustics for services. The 1927 pipe organ and piano add to the worship atmosphere, accompanying the congregation and choir on hymns and anthems. The raised chancel area includes a large wooden cross above the altar/communion table, a pulpit and lectern. The cushioned wood pews, chairs for the choir in the nave and a small balcony provide seating for approximately 125 worshippers.

The large colorful stained-glass window of Jesus Knocking on the Door is seen from the chancel and choir area and as worshippers enter and leave the sanctuary. The sanctuary is filled with bright welcoming light on sunny mornings and has period chandeliers for additional light on darker days and evenings. The woodwork throughout is lovely.

Children join us for the first 20 minutes of church and depart for Sunday school after the children's message. Infants and preschoolers are cared for in the nursery.

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

Our congregation appreciates Bible studies in sessions held throughout the year. Studies are held at church or held jointly with First Congregational UCC Genesee at the pastor's home or currently via Zoom and the phone. There has been high participation in Sunday worship and Thursday Bible studies via Zoom during the pandemic because of a greater need to connect socially and spiritually. Biblically based learning with modern applications generally helps us connect the dots.

Our children's ministry reaches out to a small group of multi-age children who participate in the first 20 minutes of the adult service and then join the pastor at the front of the church for a children's message. They then proceed to their Sunday school classroom. If children are not present, the congregation still appreciates a children's message.

During COVID times, with the congregation participating in Sunday worship on Zoom, the Christian Ed. team has assembled Sunday school lessons with YouTube videos and activities that are sent via email for parents and grandparents to do with their child at home. There are opportunities for the children to show their artwork or tell about the activity with their Sunday school lesson after the Zoom worship service. The Christian Ed team also sent out more lessons and a coloring book in the mail at Christmas time. The children loved receiving something in the mail especially for them!

Because our church does not have enough children to support Vacation Bible School in the summer, some choose to attend VBS with children at the First Congregational UCC Genesee church. Our children have also participated in a Christmas pageant with the Genesee church.

Describe how your congregation is organized for ministry and mission. 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?

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

Council meetings are usually about 1½ hours long. The Diaconate, Choir, Christian Education, and Mission Committees and the Trustees meet on their own and report to the monthly Council meetings. This is where information is shared and discussed and major decisions are made. Participation in the Men's or Women's Fellowship would usually be a once-a-month meeting and is suggested but not required. Casual meetings are during office hours as people stop in or arrange times to meet.

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

Contact is initiated between the minister, Moderator and/or head of Trustees, as needed. An example is when we had water leaking into the building due to a frozen underground drainpipe, the minister contacted the Roto Rooter and then called the Moderator and two of the trustees. This was not an optional repair so no special meetings were called and the appropriate action was taken.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance?

Yes

3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

See separate attachment.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church:

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	66	
Number of active non-members:	8	
Total of church participants (sum of the numbers above):	74	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	90%	Yes
Less than 10, more than 5 years:	7%	Yes
Less than 5 years:	1%	Yes

Number of total participants by age:

0-5	6-18	19-34	35-49	50-64	65-74	75+			<i>Are these numbers an estimate? (check if yes)</i>
2%	3%	4%	7%	11%	36%	37%			Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults:	55%	Yes
Couple without children:	40%	Yes
Couple with children	5%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	14%	Yes
Some College/Vocational:	29%	Yes
College Graduate:	21%	Yes
Graduate School	36%	Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	28%	Yes
Adults who are retired:	68%	Yes
Adults who are not fully employed:	4%	Yes

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

Our community’s occupational mix is 75 percent white collar and 25 percent blue collar. As noted in our congregation’s demographics, a significant number of our members are retired. With the working adults within our congregation, the range of occupations reflects that of the overall community.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up:

We are in a primarily Caucasian community and our congregation reflects that. We have families with ties to Chile and China and a longstanding connection with families residing in Honduras. We have had several individuals/families with LGBTQ members.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future?

In 2012-2013, our church went through the Open and Affirming process, with effective engagement with the congregation. We voted to declare ourselves O&A at our annual meeting in January 2014. We have always considered ourselves welcoming and truly warmly welcome visitors. The sign on our front lawn includes a rainbow and has drawn attention to our welcoming ministry.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	4-8 8-12 Up to 30 totals in class	Men’s Fellowship Women’s Fellowship Adult education taught by members to members and seniors in community
Baptisms <i>(number last year)</i>	0	Pastor
Children’s Groups or Classes	2	Christian Ed.
Christmas Eve and Easter Worship	35-45 each	Pastor with help of diaconate
Church-wide Meals	2-3x/annually 15-30 attend	Council or committee
Choirs and Music Groups	8	Choir Director (volunteer)

Church-based Bible Study	4-6	Pastor
Communion (<i>served how often?</i>)	1 st Sunday each month	Pastor and diaconate
Community Meals	None	
Confirmation (<i>number confirmed last year</i>)	0	No children that age
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	0	
Intergenerational Groups	0	
Outdoor Worship	0	
Prayer or Meditation Groups	0	Prayer chain currently inactive
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	0	
Worship (time slot: 9:00 or 10:30)	25-30	Pastor; alternate start time every six months with sister congregation
Worship (time slot: _____)	na	
Young Adult Groups or Classes	0	
Youth Groups or Classes	2-4 kids, when they come	Sunday school teacher Pastor does children's message
Other		

Additional comments:

This is representative of a pre-Covid year.

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

Name	Three- or Four-Way Covenant? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>
Keith Farnham	No	Church	Solo pastor	Y – elderly and no longer active

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:

Keith (above) attends services occasionally, as his health allows. He has no other role in the church.

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
Minister	Yes	Part Time	Self/Council	4.5 years
Secretary	No	Part Time	Minister	9 years

REFLECTION

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

Our current activities are very consistent with our demographics. Our current groups and events serve our older member concentration well. We recognize that to better balance our age

diversity, we need to attract younger members. In rebuilding this base, our groups and events will need to be adjusted to reaffirm our ongoing commitment.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$79,291
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$0
Fundraising Events	\$495
Gifts Designated for a Specific Purpose	\$7,658
Grants	\$0
Rentals of Church Building	\$5,580
Rentals of Church Parsonage	\$ N/A
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify): Interest Income	\$33
Other (specify):	\$
TOTAL	\$93,057

Current annual expenses (dollars budgeted for most recent fiscal year): \$83,735

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

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

38.6%

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

At no time has the church failed to meet its financial obligations. We are a fiscally conservative church that makes adjustments to be fiscally responsible to all.

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

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

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

Annual amount set by Council consensus.

What is the church’s current indebtedness?

Total amount of loan debt: \$7,000 – bank credit line drawn

Reason for debt: Church chooses to keep credit line open for possible future emergency needs. Interest cost is currently under \$20/month.

Are capital and other payments current? Yes

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

We are considering upgrading/remodeling one classroom in 2021 to meet demand to expand our Learning in Retirement programming and other community building uses.

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

Year(s)	Purpose	Goal	Result	Impact
2020-2021	Install new carpeting in Sanctuary	\$5,000	\$5,015	Fresh, updated look to Sanctuary
2005	Carillon renovation	\$20,000	\$20,200	Joyous music in the community

If a capital campaign is underway or anticipated, describe:

None is planned. It is notable we were able to raise the funds for the carpet installation were raised within three to four months. Our church has a history of quickly raising funds for projects when needed. Our congregation really comes forward to assist.

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

The church is more welcoming to all, including the groups that meet throughout the church. The carillon chimes the hour and rings out joyful hymns throughout the community four times daily at 9:00 a.m., noon, 3:00 p.m. and 6:00 p.m.

Does your church have an endowment?

No

Other Assets

Reserves (savings): \$0

Investments (other than endowment): \$9,115 – undesignated Memorial Funds

Does your church have a parsonage?

No. The Church did previously, but it was sold in the 1990's because pastors prefer to choose their own housing and receive a housing allowance.

Describe all buildings owned by the church:

Our roots date back to 1842, when we were formed as the first church in Hartland and our first building was erected in 1857 on the same spot we currently occupy. Our current church was built in 1922 in Gothic Revival style and was expanded in both 1953 and 1986. It is listed on the National Register of Historic Places. The church building includes the sanctuary, narthex, office, pastor's study, meeting & classrooms, fellowship hall, social room, kitchen, and restrooms on two levels. We also have a small storage shed in the parking lot for lawnmowers, etc. The church is very well maintained inside and out and our lawn and gardens are welcoming.

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

Which spaces are accessible to wheelchairs?

An elevator at all levels provides accessibility to all spaces, except for the chancel/pulpit area, which is up 3 steps for visibility. There are two sets of sturdy railings to this area.

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

- We have continued to invest in our facility and regard the building as a community resource. We have adjusted to a smaller membership and budget by moving successfully to a shared minister concept starting in 2016. Our membership is very active in supporting the community related services provided in our church facility as well as throughout the community and region.
- **Budget Change:** The church went from a full-time to a part-time pastor due to decreased membership and income to continue operating within our means. That has worked out very well for us.
- **Budgeting Process:** The Budget Committee is comprised of the Treasurer, Financial Secretary, Moderator, Pastor, and several Council members, who prepare a proposed budget for the entire Council to review and approve. The congregation then reviews, discusses, and votes on the budget at the January Annual Congregational Meeting.
- **New Ministry Initiatives:**

We have developed a partnership with Lake Country Players (LCP), a local theater group, and Learning in Retirement (LIR), a county-wide educational and fellowship organization. LCP and LIR use the church’s facilities for their programming daily. We have accommodated their needs during the past year by upgrading Internet service, installing a special air filtration system, and purchasing additional cleaning supplies. The theater group funded replacement of flooring and painting in the social room they use for their classes.

The church provided publicity and an area collection point for donations of food and funds for the Milwaukee Rescue Mission during the Covid-19 pandemic in Summer 2020 and in support of Black Lives Matter. We also supported a partner church in Honduras in their outreach following devastating hurricanes in 2020 and hosted a blood drive in 2021.

3f. HISTORICAL INFORMATION

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

We have been heavily invested in the Hartland Food Pantry, assuring we meet the most basic need of those in our community. Through the Pantry, we also connect people with other resources that may be helpful to them. We have always been open and affirming, welcoming all, and formalized that through the O&A process in 2012-2014.

It has been significant that we have opened our church to scores of Learning in Retirement classes in recent years and welcomed the Lake Country Children's Theater Academy into our facility as its home. Both of those groups and their students appreciate the convenience of our location and our welcoming attitude.

For a decade, we were highly supportive of a Wisconsin Conference home building ministry in Honduras, with twice annual trips involving many youth and adults from our congregation. That program ceased as security issues in Honduras disrupted the good work and relationships built over many years. One church member hosted two young men from Honduras in her home for over a year until they were established. We raised funds to support our partner church there following the hurricanes of 2020.

Certainly, calling a shared pastor in what became a very successful relationship with First Congregational UCC Genesee has also been a highlight, as has our ability to pivot quickly to Zoom services that have kept our congregations engaged during Covid 19. We are resilient and open to new ways of worshipping and serving. Both churches celebrated their 175th anniversaries in 2017/2018 and continue to be a vital part of their respective communities. We continue to appreciate our history yet remain focused on current and future worship and service.

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

Shifting to a shared minister concept for the first time has been a good experience, with a minister who was embraced by both congregations and who helped us all become a larger family as well as maintaining our uniqueness. We shifted quickly to Zoom services at 9:30 for both churches combined when Covid 19 challenges prevented in person worship. We had many join in 10 -15 minutes prior to the service for nice social connection time and kept all well informed of any shifts in direction. We are both resuming worship in our respective churches starting in early May, while also continuing to offer the service online.

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.

Church members have always been respectful of each other. We encourage open discussion and Council meetings are always open to all. With O&A, many members felt we have always been open and affirming and should not single out LGBTQ folks from others. We accepted all views, the vote was affirmative, and people have remained comfortable with our stance on that. All are warmly welcomed.

Ministerial History

Staff member's name	Years of service	UCC Standing (Y/N)
Peter St. Martin	4.5 2017 - 2021	Y
Carol Taylor	4 2010 - 2014	Y
Tom Porter	7 2001 - 2008	Y
Matt Noffke	17 1981 - 1999	Y

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

We have a high degree of respect for and have a strong willingness to work with the pastor. We have learned that change can bring us new opportunities to grow in faith as we have seen and accepted new ways of doing things despite our traditional background. As we have transitioned from one minister to the next, we have learned it is up to us to do more of the work of the church through leadership and outreach, within and outside our doors. We have become more self-sufficient in day-to-day operations of our church while still needing and appreciating the gifts and leadership of the pastor. We have learned to care more for each other and our community, both near and far. We have come to listen more carefully to what the pastor has to offer in ways to better our congregation as well as to what the pastor needs and desires for himself/herself as well as for the church.

Most recently, as a smaller, cohesive congregation, we knew our members well, were a good match with First Congregational UCC Genesee and were fortunate to find a very solid ministerial match, which brought former members back to church and more actively engaged our men especially. A minister who will relate well to a more senior membership and our senior-focused ministries will be our focus as we move forward. Someone with a sense of humor and perhaps a flare for the musical aspects of worship will be appreciated and bring smiles to all as we worship and minister together. A minister who effectively pivoted to virtual services and a

combination of virtual/in person services, maintaining attendance and connectedness is also important.

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

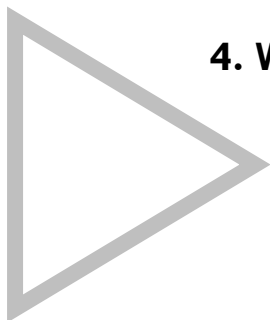
No. Our most recent minister was a great fit for our church and retired in the timeframe we had anticipated. The prior minister was in a first-time church ministry and departed to return to ministering in a senior community. That minister alienated some of our membership with her persistent vocal concern for our long-term survival.

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 Mission Committee generally has a project each month supporting our local community or the UCC’s wider mission. Our congregation started the Hartland Food Pantry in 1987 and a member of our congregation has served as President ever since. Many of our members have been very active volunteers throughout its history as a key resource in our community and six other churches around Hartland now also support the Pantry with food, money and volunteers. We collect food for the pantry continually with a basket at the door to our sanctuary. In conjunction with many other area churches, we have supported a community meal service at the Hope Center in Waukesha for over three decades. We donate Christmas gifts and cash to

seniors and the disabled in Waukesha County. For many years we have supported the Backpack Coalition of Waukesha County providing backpacks and school supplies to children in need.

Adults and high school/college students were reliable, hearty participants for ten years in a homebuilding program in Honduras. More recently we have developed a robust Learning in Retirement program center in our church that is a key educational and social outlet for seniors in our area. Programming includes a wide range of history/culture, geography, science/technology/climate change and biblical topics. Our friendliness is also on display annually when we host a brat/hamburger fry on our front lawn during the Hartland Hometown Parade, which passes in front of our church the weekend before the Fourth of July.

In 2020, in response to Black Lives Matter, our older congregation could not participate in any marches, so signs and a table was placed on our front lawn for donations of food and toiletry items to be given to the Milwaukee Rescue Mission. The signs read, "Black Lives Matter", "Love One Another" - Donations for the Milwaukee Rescue Mission" and "One act of kindness will make someone's day!". People in the community brought food, diapers, money, etc. and a total of over 1,150 food items and \$700 in donations were collected.

Also in 2020, following two devastating hurricanes in two weeks in Honduras, many people were without homes, food, crops, clothes, etc. and friends in our church and our Women's Fellowship donated a total of \$600 to send to our partner church in Honduras. They used the money to help desperate people coming to the church gates looking for food and help.

We held a blood drive at the church in March of 2021 to help meet needs in the area, with additional drives scheduled later in the year.

We have supported the following greater UCC outreach for many years:

Our Church's Wider Mission

One Great Hour of Sharing

Neighbors in Need

Strengthen the Church

The Christmas Fund

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

A member or two regularly attend Association and Statewide conferences. Youth have attended and been counselors at our area church camp at Pilgrim Center. Our women's groups and individuals have supported camp fundraising.

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.

We have members supporting Meals on Wheels and Lake Country Cares Cabs. Members have attended the Cultivating Generous Congregations Conference Seminar series.

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

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

We are focused on continuing with the ministries noted earlier.

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

In addition to working with other churches to support the Hartland Food Pantry and the meal service at Hope Center, we also joined with other churches in the immediate area to sponsor a meal service program for seniors in our area for a couple of years until one local church wanted to host it exclusively. We supported home building in Honduras with other churches in the UCC Wisconsin Conference for ten years. In the past we were very active in the CROP Walk which is no longer held in Hartland.

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.

Following is our mission

1. To offer an atmosphere of fellowship where all can freely worship and celebrate the life of Jesus Christ. *We have always been a very welcoming church and actively voted to become O&A in 2014.*

2. To offer Christian educational opportunities for all to continually grow in faith and receive direction for daily living. *We provide adult Bible study several times a year, have a children's message each service and provide Christian Ed.*

3. To serve God and minister to those in our congregation, our community and our world through Christian example. *We are very active in our community and area with a particular focus on basic needs and services to seniors as well as active community use of our facilities.*

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 church provides time for the minister to attend Conference and Association meetings and local minister group gatherings. There are opportunities for the minister to join whatever local groups wherever he/she sees a need or calling. Examples would be membership in a local service club and joining members in serving meals for the homeless.

4b. MISSION InSite

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

The MissionInSite report identified a series of demographic conditions within our Church reach (2.5-mile radius). As compared to national statistics, our congregation's profile is higher in education, median wealth, and homogeneity. Within the job's category, our split of 75% white collar and 25% blue collar is consistent with national distributions. Over the next ten years, the overall population growth is assumed to slow only slightly. The two fastest age segments growth are in the 25-34 and the 65 and over. It is forecasted that from 2020, the current percent of individuals 65 and over at 17% will grow to 25% by 2030. We currently draw people from a much broader area, though that area likely has a similar profile.

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?

The two identified fastest age segments are consistent with community-based programs with which our Church is affiliated. The fastest segment of growth is 25-34 year olds, which would be the parents of children who participate in the Children's Theatre Academy. The second fastest area of growth is the 65 and older age group, which would be the seniors who attend the Learning In Retirement classes. Both groups benefit from our facility and our commitment to

upgrade for their specific needs. Housing affordability is an ongoing issue our community faces. The population of Hartland itself is skewed heavily to White non-Hispanic, with a mix of Hispanic, Indian, Asian and African Americans. Nearby in Waukesha, the county seat, there is a significant Hispanic population, and our church supports service organizations and meal services in the Waukesha community. Our current high level of homogeneity will adapt over time and our Church's open and affirming commitment will strongly support the ongoing changes.

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

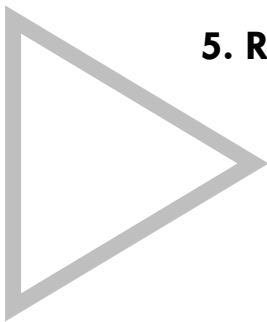
Within the feedback from Mission InSite on our local area's perspectives on religion and church related activities, the survey focused on those who currently actively participate and those who do not. Within all respondents, the lack of time available was a significant factor for their involvement level. The non-participants felt the following: religious people are too judgmental, too focused on money, too strict in beliefs, boring services, and have never been invited. For non-participants, the very strong program preference was for a warm and friendly encounter at church. The strong program preferences were considering the quality of the sermons and opportunities for volunteering. The mildly strong program preferences identified holiday programs, adult social activities, family-oriented activities, and involvement in social causes. Our Church can utilize the experience from the pandemic to make it easier to attend our services virtually. We can emphasize our congregational beliefs that provide for individual expression. Our community-based programs can be expanded with additional outreach methods. The warmth and friendliness of our congregation can be shared with program participants and both new in-person and virtual visitors.

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

The church is known for its continuous commitment to the community. This runs from the Sunday services to the weekday programs ran by outside groups to the place to watch the July 4th parade and enjoy refreshments. The 1924 brick structure with impressive stained-glass windows is the only church on Hartland's main street downtown. It portrays an image of small-town tradition and strength. The community hears the 1967 bell carillon chiming the hour, as well as playing a verse of several familiar hymns 3 times each day. The most recent addition to the property, in 2013, was a Welcome Garden on the north side of the building. The garden is used by church members and the community for occasional summer worship and quiet personal reflection. A little free library stands at the front of the church as another welcoming feature. Our two community wide fundraisers are well supported - a Christmas cookie sale and a raffle featuring handmade items, sports tickets, and cash.

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

The challenge our church faces is how to attract more new people. It is somewhat difficult to identify what got new members involved when we are drawing from a historically small sample to respond, but we know past association with a UCC church has been a factor and one family saw our rainbow sign and felt welcome. Our convenient and highly visible location is an asset. We have expanded the use of our facility with outside groups and realize that it is up to us to become more evangelistic toward our community to build a stronger, enduring base.



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Ruth Hansen / Administrative Assistant

(262-271-7085 / rehansen@wi.rr.com / works in the office two days per week)

REFERENCE 2

Cathy Paquette / Pianist

(262-751-1518 / paquette.cathymike@gmail.com / plays piano for services twice a month)

REFERENCE 3

Katie Berg / head of Lake Country Academy

(262-352-4440 / education@lakecountryplayhousedewe.org / Katie grew up in the church and was a member with her family for many years. She is head of the children's dance and music academy and part of Lake Country Players. They rent spaces in our building for classes and Katie is in our facility several times per week.)

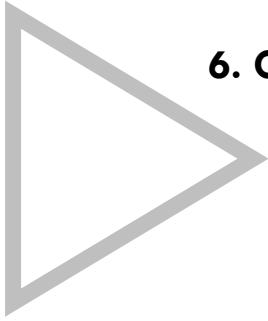
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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

Then his mother and his brothers came; and standing outside, they sent to him and called him. A crowd was sitting around him; and they said to him, “Your mother and your brothers and sisters are outside asking for you.” And he replied, “Who are my mother and my brothers?” And looking at those who sat around him, he said, “Here are my mother and brothers! Whomever does the will of God is my brother and sister and mother.” *Mark 3:31-35*

Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It does not dishonor others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres. Love never fails. *1 Corinthians 13:1*

Those who hope in the Lord will renew their strength. They will soar on wings like eagles; They will run and not grow weary. They will walk and not be faint. *Isaiah 40:31*

God is faithful and he will not let you be tested beyond your strength. *1 Corinthians 10:13*

Ask and it will be given to you: seek and you will find; knock and it will be opened to you. *Matthew 7:7*

God does not give you the people you want. He gives you the people you need. To help you, to leave you, to love you & to make you the person you were meant to be.

God is watching over you.
I know because I asked him to.

6b. STATEMENT OF CONSENT

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

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

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

The Ministerial Search Committee, which includes members of the Council and others, the church secretary, a member of the Mission and Education Committee

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

Ken Foster, Co-Chair, Ministerial Search Committee

Sharon Kraklow, Co-Chair, Ministerial Search Committee and Church Moderator

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:


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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature: 

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

Email: lcenicerros@wcucc.org

Phone: 608-630-2992

Date: June 15, 2021

**UNITED CHURCH
OF CHRIST**



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

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

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



Church#: 861170

Assoc: 832 **Schedule:** 0 First Congregational Church Hartland WI 53029

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2010	196	40	22	0	0	0	0	0	0
2011	96	40	10	1	0	1	2	100	-100
2012	103	37	11	3	0	8	0	4	7
2013	86	33	13	0	1	4	3	19	-17
2014	81	27	15	0	0	1	4	2	-5
2015	75	23	12	0	0	0	4	2	-6
2016	70	21	11	0	0	0	1	4	-5
2017	69	28	24	0	0	3	2	4	-3
2018	67	26	16	0	0	1	4	0	-3
2019	66	27	11	0	0	0	1	0	-1
2020	64	26	12	0	0	0	2	0	-2

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2010	\$96,559	\$0	\$200	\$2,334	\$2,534	\$0	\$2,534	0.21	\$99,093	\$0
2011	\$89,601	\$0	\$0	\$500	\$500	\$250	\$750	0.00	\$90,351	\$90,945
2012	\$89,366	\$0	\$660	\$3,107	\$3,767	\$1,152	\$4,919	0.74	\$94,285	\$88,999
2013	\$93,304	\$0	\$550	\$1,247	\$1,797	\$1,121	\$2,918	0.59	\$96,222	\$84,774
2014	\$97,051	\$0	\$550	\$1,314	\$1,864	\$0	\$1,864	0.57	\$98,915	\$80,191
2015	\$73,889	\$0	\$550	\$2,463	\$3,013	\$0	\$3,013	0.74	\$76,902	\$75,560
2016	\$76,947	\$0	\$650	\$2,392	\$3,042	\$640	\$3,682	0.84	\$80,629	\$71,318
2017	\$80,380	\$0	\$700	\$2,571	\$3,271	\$0	\$3,271	0.87	\$83,651	\$77,728
2018	\$83,006	\$0	\$800	\$2,150	\$2,950	\$405	\$3,355	0.96	\$86,361	\$80,301
2019	\$99,099	\$0	\$1,000	\$2,475	\$3,475	\$573	\$4,048	1.01	\$103,147	\$69,198
2020	\$83,734	\$0	\$1,000	\$2,349	\$3,349	\$1,420	\$4,769	1.19	\$88,503	\$79,291

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-14.67	13.04	0.00	0.00	-66.67	13.32	11.15	15.09
2010-2020	-67.35	-35.00	-45.45	0.00	0.00	-13.28	32.16	-10.69

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.

Rev. Ruth Hansen
698 Cardiff Drive, Hartland, Wisconsin 53029-2547
(262) 367-2721
Rehansen63@gmail.com

May 24, 2021

As a bi-vocational minister, I have worked as the part-time Administrative Assistant at First Congregational UCC in Hartland since February 2012, and I have witnessed several changes in pastoral leadership during that time. The congregation is currently energized and seems hopeful about the future, and there is a cooperative spirit among members.

Like other congregations, in recent decades the membership has significantly decreased; however, there is still energy around mission, and over the past decade the congregation has shown a willingness to take risks and be creative in outreach:

After a process of discernment, the congregation voted to become an Open and Affirming congregation. Church members support the local chapter of PFLAG and have represented the church at an interfaith booth for the annual Milwaukee Pridefest.

In a community over 91% white (non-Hispanic; according to the 2010 Census), during the summer of 2020 the church voiced its support of Black Lives Matter with a lawn sign, highly visible during the Independence Day parade that passed in front of the church.

Several members are drivers for the local Community Cares Cab; when the CCC's office contract was up, the church negotiated a rental contract which would have required some investment by the church for stronger wifi, new door locks, etc. Unfortunately, that did not work out. Also, an application was submitted to the Wisconsin Conference Catalyst Grant program to assist with structural renovations to improve classroom space, but that project was halted with the pandemic.

The church has for decades rented space to individuals and groups, and a strong partnership has developed with the Lake Country Playhouse across the street, a nonprofit community theater group cofounded by a late member of the congregation. The theater group uses the church facility for children's classes and summer camp, play rehearsals, auditions, and performances in the church sanctuary. In order to facilitate and support this partnership, significant facility investments and negotiations of both parties' needs have occurred along the way.

Another successful partnership is with Learning In Retirement, a program offering noncredit courses for senior citizens at little to no cost, which uses the church as a satellite campus. Led by a church member, the satellite program has gained a sizeable devoted following, with several students making significant donations to the church to express their gratitude for hosting the LIR program.

Church members are compassionate and generous. Two examples: When a Tae Kwon Do teacher who rented our facility for classes had to quit due to cancer, the congregation took a collection and gave him \$300. During the pandemic the Milwaukee Rescue Mission put out a plea; a donation table was placed in the church yard, community members were invited to participate, and \$1,131 plus 700 food items were collected.

The Hartland church enjoys a good relationship with the Genesee UCC, sharing a pastor and advertising for and participating in each others' events. Although there have been few opportunities of late, the congregation welcomes cooperative efforts with other local faith communities such as the Hartland Food Pantry, cofounded by the congregation, and CROP Walks in the past.

Personally, the congregation has welcomed me with open arms, inviting me to events at the church and women's luncheons at members' homes. I have preached for their worship and they assisted me with recording the sermon when I was searching for a call. Solid friendships have been formed, and when I was ordained to Christian ministry in 2015, several members traveled to Milwaukee to support me at my ordination ceremony.

It has been a blessing for me to work at the Hartland church. Understanding that sometimes my pastoral responsibilities interfere with my schedule at the Hartland church, they are supportive and flexible about my hours as long as the work is done. There is trust between us.

While the Hartland church is an ONA congregation, it was not a unanimous vote, and most activities supportive of the LGBTQ+ community take place outside the church building. I have the impression the congregation doesn't proclaim their ONA status too loudly lest some members are offended and so, for example, the small rainbow flag on the outdoor sign is tucked into a corner without words of explanation. There are announcements advertising PFLAG and Pridefest in the newsletter, bulletins, bulletin boards, etc. and a mobile library of books in the hall, but I don't know how much is spoken aloud. To my knowledge, there has been no outreach to the local LGBTQ+ community inviting them to participate in worship and the life of the congregation. I believe that most members would openly welcome LGBTQ+ folk, but they are timid, as a congregation, about extending the invitation. Also, with the focus on issues surrounding the pandemic, most other non-pressing issues have been laid aside since early 2020.

The Hartland church is blessed with solid lay leadership and a variety of laity gifts both creative and practical in nature. Members have good and generous hearts. They would be served well by a pastor who can speak compassionately and knowledgeably to concerns across the theological and sociopolitical spectrum.

I would welcome the opportunity to answer any questions you may have. I can be reached at (262) 271-7085 or rehansen63@gmail.com.

Sincerely,

Ruth E. Hansen
Administrative Assistant
First Congregational Church, Hartland

First Congregational United Church of Christ
111 Church Street, P.O. Box 568
Hartland, Wisconsin 53029

April 26, 2021

To Whom It May Concern,

I have been an accompanist at First Congregational United Church of Christ in Hartland, Wisconsin for the past several years, beginning in 2013. It has been a pleasure to work with this church during this time. I have been able to become acquainted with many of the members, and experience some of the workings of the church.

By the time I had started attending the services in 2013, I had already known through my good friend, Susan Walk, a member of the church, that changes had been taking place in the church. The membership had dropped, and at the time, they were without a pastor and were using interim pastors. I feel they struggled somewhat to keep the church going while the search committee went through the process of obtaining a permanent pastor. I will say that the church members as a group were determined to keep the church going instead of folding - as other churches in their situation were doing. In stating this, I want it to be known that the members are faithful, determined and dedicated to keep the church alive and strong.

During the time they searched for a permanent pastor, the membership remained active with their programs. For instance, their choir continued to sing once or twice a month. Also, socials took place often after Sunday services where the members enjoyed being with one another. Fundraisers continued to take place - such as cookie sales at Christmas and sales of donated goods. There was also a continuation of collections for outreach missions to support others outside of the church. Also, due to the decrease in membership, money was an issue, but it did not stop the members from obtaining the finances to keep up the maintenance of the church property.

With the arrival of Rev. Peter St. Martin, the church appeared to become stable once again. During his service as pastor of the church, I sensed nothing but support for him, and where the church was going under his leadership.

The areas of weakness that I have observed has already been addressed and is well-known to the membership. The loss of membership over the years has been detrimental, especially in the lack of younger members - young families that would bring in younger children and teenagers. The membership is aging and therefore it is difficult to find those who would be able to do the work in a church. Though this is a problem, the membership continues to keep the church going and is welcoming to any and all who would visit - even opening their doors to the needs of the community when able. But it is difficult to gain young family members when there aren't other young families in the membership to be a support for them. Also, due to the loss of members, the choir has dwindled down in size - making it difficult to keep the music program going beyond the hymn sing of the members during the services.

In my own experience of working in the church as a musician, I have sensed the members are open to various kinds of music - from being led by organ, piano, or previously through Rev. St. Martin, the guitar.

I believe my music has been accepted and appreciated, and have felt love and support from the church members. I have been included in their socials and gatherings where they have made me feel like one of the church members. I enjoy serving them and feel blessed to do so.

I would be happy to answer any questions any prospective new pastor may have, and encourage him or her to call, text or email me, if desired.

Sincerely,

Cathy Paquette
262-751-1518
paquette.cathymike@gmail.com

Katie Berg

Director of Marketing & Education

Lake Country Players Inc.

221 E. Capitol Drive

Hartland, WI 53029

To Whom It May Concern:

I am honored to write this letter of reference for The First Congregational United Church of Christ in Hartland, WI. I am the Director of Marketing & Education for Lake Country Playhouse (LCP), the local community theatre. Our Performing Arts Academy has been a happy tenant of the UCC for almost 6 years. Though perhaps more importantly, I grew up in this church. My grandmother, parents, aunts and uncles, siblings and cousins attended weekly, held christenings and confirmations, weddings, and funerals, and were actively involved in Bible school, mission trips, choir, bells, Christmas pageants, church board, community events and more. The UCC connected us to each other and to our community. So naturally, when my theatre's programming began to expand past the capacity of our little Playhouse across the street, I knew we would be welcomed by the warm congregation of the UCC.

The UCC has always been incredibly flexible and accommodating of our theater's participants, programming, and needs. LCP has been a neighbor to the UCC since 2002 and was almost immediately offered support from the church with the use of their parking lot during our performances and special events. In 2016, we expanded our partnership to regular rentals of their social room and fellowship hall for our ever-growing youth theatre Academy's summer camps, classes, and auditions. Since then, even some of our theatre's monthly board meetings, rehearsals and performances have been permitted in their spaces.

We have been continually impressed with the patience and care the representatives of the church have shown us over the years, leading to the mutual trust that has been established between our organizations. In the event of any issue, the communication has been friendly, respectful, and collaborative; always willing to work out a solution together. In 2019, we embarked on a joint project to replace the flooring, repaint walls and install dance mirrors in the lower-level Social Room to better facilitate Academy's class work. While most of the work was completed by theater personnel, it was jointly funded by our two organizations and has significantly improved the aesthetic and functionality of the space. Additionally, we've had the privilege of co-hosting a pancake breakfast fundraiser benefiting both organizations. Finally, the shifts we had to make to our programming and processes during the pandemic shutdown in 2020 would not have been possible without the consideration of our partners at the UCC. It has been an absolute privilege and a blessing for our Playhouse & Academy to partner with this church, furthering both our organizations' missions to serve and improve our communities.

Please do not hesitate to reach out if you need any further information. I can be contacted directly at 262-352-4440, or by email at katieebarend@gmail.com.

Sincerely Yours,

Katie Berg

Director of Marketing & Education

Lake Country Players Inc