

## 1. POSITION POSTING

### 1a. LISTING INFORMATION

**Church name: St. Paul's United Church of Christ**  
**Street address: W5706 State Road 72**  
**Supplemental web links: [spuccellsworth.org](http://spuccellsworth.org)**

**Conference: Wisconsin Conference UCC**  
**Association: 828**  
**UCC Conference or Association Staff Contact Person):**  
**Rev. Rob MacDougall/Associate Conference Minister/**  
**715-308-6120/[rmacdougall@wcucc.org](mailto:rmacdougall@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?*

**St. Paul's UCC is a moving robust, energetic church with a congregation that is involved in a variety of outreach programs. We love to have fun praising God. Church family and fellowship are the bedrock of our congregation.**

**The present-day church would like to continue doing work in the community we hope that others see the loving group that we are and want to join in! For this to happen we would like to increase our membership by having a leader who is willing to engage everyone in a fellowship of caring for others. This fellowship should be from present member, member who no longer participate, and community members.**

#### 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):

**Pierce County is traditional farmland with small town relationships and life. The great thing is we are close enough to the Twin Cities to get the best of both worlds. Want to spend the day shopping or want to go to a show or concert you are within an hour's drive. Want to walk in the woods or enjoy some rivers or lakes – you are within minutes.**

Current size of membership:

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

**English is the only spoken and communicated language, but the local area has an opportunity for outreach with a large Spanish speaking community.**

Position Title:

**Pastor**

Position Duration:

**Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and ~~moves~~has standing ~~to~~ relatedin the Northwest association**

Compensation Level:

**Full Time**

Does the total support package meet conference compensation guidelines?

**Yes**

#### 1b. SCOPE OF WORK

- **Energetic leadership bringing new energy and ideas**
- **Active outreach specifically to the community, our youth, and our inactive members**
- **Assist as needed with youth led worship**
- **Effectively negotiate crisis situations with spiritual leadership**
- **Provides pastoral calls to people in hospitals, nursing homes, and those confined to their homes**
- **Passionate about working with children and youth**
- **Is a compassionate and caring person**
- **Maintains confidentiality**
- **Actively seeks new members into the church**
- **Guidance and direction to committees and on church financial matters (however you would not need to attend every meeting – the committees run well with lay leadership)**
- **Visible and engaged at church events, Sunday School, and adult Bible Study.**
- **Provides the message, involves the youth, lay leaders, and special music**
- **Ability to delegate**
- **Respectful of tradition, but not bound by it**

Core Competencies:

**Direct interpersonal communication skills, passionate about working with children and youth, and self-confident spiritual guide role model.**

**Technical skills**

### C. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): **\$ 86,850**

Pastor's Base Salary	\$43,775
Pastor's Social Security Allowance (7.65%)	\$4,305
Pastor's Annuity and Life Insurance (15.5%)	\$8,722
Pastor's Health and Dental Insurance Lump Sum	\$13,646
Pastor's Continuing Education	\$500
Pastor's Travel Allowance	\$1,000
Pastor's Cell Phone	\$700
Parsonage Electricity & Gas	\$1,700
Parsonage Annual Value	\$12,502
<b>Total Annual Income</b>	<b>\$86,850</b>

**Our church will provide you with a sabbatical leave of three months after six years of full-time ministry with our church. During your sabbatical, we will pay your full salary and benefits.**

Benefits (*choose one*):

Salary plus Benefits **X**

Salary includes Optional Benefits

No Benefits

What is the expected living situation for your next minister?

**Parsonage located next to the church preferred.**

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

**Pastoral calls are typically within a 20-mile radius but may occasionally be up to 75 miles.**

State any incentives:

- **Travel Reimbursement**
- **Meeting Expense Reimbursement**

- **Reimbursement of Criminal Background Check Fee**
- **Moving Expenses**

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

**The local churches have a pastoral support network that we support engagement with. Additionally, we recommend some Pastor support courses sponsored by the UCC Conference Ministry.**

#### 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 envision a ministry that engages with all members of the church and the local community to welcome them to join us in worship while also capturing the passions of our established congregation. Reaching out to our youth and drawing from their ideas and energy to keep our church vibrant. Keeping and honoring Jesus' call to unconditional love.**

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

- **Support the current work**
- **Foster a desire to be part of the community**
- **Help build/maintain the "Church family"/"small town" atmosphere**

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

**English is the only spoken and communicated language, but the local area has an opportunity for outreach with a large Spanish speaking community.**

## 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?

- **Welcome, worship & serve while sharing our faith in Jesus Christ with all of God's children.**



- **Encourage involvement in our church family and drive to be sustainable.**
- **To feel joy in the journey and have fun doing it all.**

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?*

**Ellsworth Farmer's Market – this year was our third year of sponsoring and supporting the local Farmer's Market. We saw a need for more community and healthier food options in our community and worked with our local chamber of commerce to make it happen. Our market is every Thursday afternoon from June until October. Our goal is to continue to engage more vendors and continue to evolve into what best fits the community's needs. The goal is to showcase our love for Christ and bring awareness to all that church does not have to be just about the building – to reach people where they are and with what they need.**

**Random Acts of Kindness Group – A group of people in our church have a passion for mission work and saw an opportunity to spread kindness. In a world where you can choose to be anything – be kind. This group since formation in January 2020 has given \$20 grocery cards to people in need, sponsored teachers to help offset the cost of teaching materials, given small treats and gift cards to essential workers as a thank you for all they do, sponsor a Kindness rock painting event, dropped into the laundromat to pay for clothes cleaning, offered a free swim night for the community, created care packages for foster children, bought school supplies for a new foster family that missed the other community supported programs, had a kindness concert feature our church's praise band to get people back out in the community, conducted a steak supper drive thru fund raiser, and sponsored a "Gobbler Gallop 5K" on Thanksgiving. The goal of all of this is again to spread kindness – to help where we see needs and to live into our Christian beliefs.**

***\*\* There are other active groups that are long standing in the church also doing mission work like our Women's guilds' work with providing quilts to refugees.***

**There is no formal vision statement and there was a successfully completed 5-year plan focused on paying off our last capital campaign. There is opportunity to define a new plan leveraging our current mission statement as a guide.**

### 3. WHO ARE WE NOW?

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

#### 3m. 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?*

- **Committed to give of our time, talent, and treasures**
- **Believe in Holy Trinity with God all things are possible**
- **Holy Spirit calls us to support 5 UCC offerings**
- **We have created the prayer shawl minister to show love during difficult situations**
- **Redefined our activities in both Women's Guilds and Men's clubs**

Describe several strengths or positive qualities of your congregation.

- **St. Paul's has a core group of dedicated parishioners many families going back generations. We have a beautiful and peaceful countryside location with a walking path adjacent to the paved parking lot. Our church building is handicap accessible with new classrooms and offices. Many church members are also involved in various community organizations.**

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?*

- **We conduct one weekly service at 10 am in English. We have communion monthly and special holidays. The youth lead worship once a month during the school year.**
- **Conversational and informal style with a traditional Bible based content**
- **To be the leader, provide the message, involve the youth, lay leaders, and special music.**
- **Our congregation is used to the traditional worship services with contemporary music sprinkled in. (There have been occasional contemporary services.)**
- **Traditionally at St. Paul's the pastor has conducted the entire service except for having a lector or reader for the scripture lessons. Once a month during the Sunday School year the youth lead worship through planning with the pastor and he/she will still give the sermon. We also have a praise band and special music that will play on occasional Sunday instead of the regular organist.**
- **Our church also offers streaming services – we use electronic projection during the service for our multi-media presentations and we stream voice and video as well as these projections with our online congregation.**

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?*

- **Sunday School Age 3 to Confirmation**
- **Adult Bible Study**
- **The Christian Education Committee will consult with the new Pastor to choose the education materials**

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?*

- **6 members meet quarterly to address any issues that the congregation or the pastor have in the life of the church**
- **We have a council liaison assigned to each group and they are expected to attend the meetings. Each committee evaluates their activities and goals.**
- **Committees Include:**
  - **Church Council – Administration**
  - **Church Life - Members and activities**
  - **Stewardship - Finances**
  - **Pastor/Parish - Pastor/Congregation Communication**
  - **Church Property - Building Maintenance**
  - **Christian Education - Education Support**
  - **Bible Study - Adult Education**
  - **Women's Guild - Fellowship and Service**
  - **Men's Club - Fellowship and Service**
  - **Memorial - Memorial Money**
  - **Youth Group - Youth education and mission trips**
  - **Random Acts of Kindness – Mission work**
  - **Prayer Shawl Ministry – Mission Work**

### 3m. 11-YEAR REPORT

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

**<Conference 11-year report link>**

### 3c. CONGREGATIONAL DEMOGRAPHICS

**Our demographics are based on the Ellsworth Census data.**



Describe those who participate in your church.

	<i>Is this number an estimate? (check if yes)</i>
Number of active members:	<b>110</b>
Number of active non-members:	<b>8</b>
Total of church participants (sum of the numbers above):	<b>118</b>

Percentage of total participants who have been in the church:

	<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	<b>90</b>
Less than 10, more than 5 years:	<b>7</b>
Less than 5 years:	<b>3</b>

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>

**Below demographics are based on the local community publicly defined values.**

Percentage of adults in various household types:

	<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	<b>15</b>
Households with minors:	<b>13</b>
Single adults age 35-65:	<b>7</b>
Joint households with no minors:	<b>31</b>
Single adults over 65:	<b>11</b>

Education level of adult participants by percentage:

	<i>Is this number an estimate? (check if yes)</i>
High school:	<b>46%</b>
College:	<b>14%</b>
Graduate School:	<b>6%</b>
Specialty Training:	<b>34%</b>
Other (please specify):	

Percentage of adults in various employment types:

	<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	<b>70%</b>
Adults who are retired:	<b>14%</b>
Adults who are not fully employed:	<b>7.4%</b>

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

**All – varies from trades people to executives.**

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?

**White – mono-cultural**

**Diversity comes from our many genealogies and our openness to accepting all people in God’s love.**

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:

**Yes, conversations but no formal date set.**

### 3-D. 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	<b>8</b>	<b>Adult Bible Study Leader</b>
Baptisms <i>(number last year) 0</i>	<b>0</b>	<b>Pastor</b>
Children's Groups or Classes	<b>20</b>	<b>Sunday School Superintendents</b>
Christmas Eve and Easter Worship		
Church-wide Meals	<b>50</b>	<b>Lay leaders</b>
Choirs and Music Groups	<b>6</b>	<b>Musicians and Organists consulting with Pastor</b>
Church-based Bible Study	<b>8</b>	<b>Adult Bible Study Leader</b>
Communion <i>(served how often?)</i>		
Community Meals	<b>350 per meal</b>	<b>Various lay leaders</b>
Confirmation <i>(number confirmed last year) 7</i>	<b>7</b>	<b>Pastor</b>
Drama or Dance Program	<b>0</b>	
Funerals <i>(number last year) 0</i>		
Intergenerational Groups	<b>0</b>	
Outdoor Worship	<b>20</b>	<b>Pastor/Lay Leaders</b>
Prayer or Meditation Groups	<b>8</b>	<b>Lay Leaders (Prayer Shawl Ministry)</b>

Public Advocacy Work	<b>NA</b>	
Retreats	<b>NA</b>	
Theology or Bible Programs in the Community	<b>NA</b>	
Weddings ( <i>number last year</i> ) 1		
Worship (time slot: 10 am)	<b>10 Am</b>	<b>Pastor (Additional service times during Christmas, Easter, and Lent)</b>
Worship (time slot: _____)		
Young Adult Groups or Classes	<b>NA</b>	
Youth Groups or Classes	<b>8 – 12</b>	<b>Youth Group Leaders</b>
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? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
<b>Deb Anderson</b>				

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 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

## REFLECTION

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

**We welcome, worship & serve while sharing our faith in Jesus Christ with all God's Children. We strive to feel joy and have fun doing it all.**

## 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	<b>\$128,421</b>
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	<b>\$0</b>
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	<b>\$0</b>
Fundraising Events	<b>\$22356</b>
Gifts Designated for a Specific Purpose	<b>\$18157</b>
Grants	<b>Covid Grant</b>
Rentals of Church Building	<b>\$2000</b>
Rentals of Church Parsonage	<b>\$0</b>
Support from Related Organizations ( <i>e.g. Women's Group</i> )	<b>\$3425</b>
Transfers from Special Accounts	<b>\$0</b>
Other (specify):	<b>\$0</b>

Other (specify):	\$0
<b>TOTAL</b>	<b>\$174,359</b>

Current annual expenses (dollars budgeted for most recent fiscal year): **\$119,067**  
*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? **Ministerial Support is 60% of the Annual Budget**

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)*  
☒ 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%)*  
**Dedicated Giving leveraging the recommended amount from the Conference.**

What is the church's current indebtedness?  
Total amount of loan debt: **\$0**  
Reason for debt: **N/A**  
Are capital and other payments current? **Yes**

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

If the church has had capital campaigns in the last ten years, describe: **N/A**

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

If a capital campaign is underway or anticipated, describe: **N/A**



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

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

**Handicap accessibility and more office and classroom space.**

Does your church have an endowment? **No we do have a perpetual care cemetery fund.**

What is the market value of the assets? **Cemetery Perpetual fund - \$250,000**

Are funds drawn as needed, regularly, or under certain circumstances? **Interest is drawn to pay for lawn mowing and upkeep services.**

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

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

At the current rate of draw, how long might the endowment last? **NA**

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$

Investments (other than endowment): \$

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

Fair market rental value of the parsonage: **\$205,000**

How is the parsonage used? **Preferred Pastor's Primary Residence**

Street / City / State / Zip: **W5710 Hwy 72 Ellsworth, WI 54011**

Finished square footage: **1800+**

Number of Bedrooms, Number of Bathrooms: **3, 2**

Assessed real estate value: **\$205,000**

Available for minister residence: **Yes**

Expected minister residence: **Preferred**

Condition of structure, systems and appliances **Solid construction with newer wood or laminate floors (5 years old) and New appliances. Systems were replaced with Geothermal Central Air and Heat (propane furnace back up) as well as**

**insulation redone in 2015 so the home is very energy efficient and comfortable. We are actively getting bids to replace the windows.**

Entity in the church responsible for review and needed repairs **Property Committee**

Describe all buildings owned by the church:

- **Parsonage:**
  - **Number of Rooms: 8 Number of Bedrooms: 3 Number of Bathrooms: 2**  
**Description: Older 2 story home. 1994 remodeling to the kitchen, laundry room, bathroom, and breakfast area. 2 car unattached garage. Upgraded to Geo-Thermal heat and central air with a propane backup. In 2015 we replaced and refinished the floor so the whole house is either wood floors or laminate. In 2015 we also replaced the insulation to make the home more energy efficient. Currently we are getting bids to replace the windows in the home.**
  - Distance from Church - **Next door** Handicapped Accessible? **No**
- **Church:**
  - **Brick church with sanctuary seating for approximately 150 people with a balcony. Finished basement with a fellowship hall and kitchen. The building is handicap accessible with an elevator and handicap accessible bathroom. The parking lot is paved with a covered entryway into the church. There is one unattached garage. Adjacent to the church and parking lot there is a walking path area with benches, flowers, trees, and a cross. Upgraded to Geo-Thermal heat and Central Air with a Propane Boiler back up.**

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.*) **Worship space, Fellowship space, and Facilities. Pulpit could be made to accommodate wheelchairs.**

### 3m. 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 a result of our capital campaign, we were able to make our church handicap accessible with the addition of an elevator and a handicap accessible bathroom. We were able to add additional classrooms and new offices for the pastor and administrative assistant. Geothermal central air and heating was installed to help control heating/cooling costs. A carport was added to the south side entrance and the parking lot was paved.
- 1. Ending the yoke 2001 2. Unwrapping Our Gifts - this led to new ministries within 2005 3. Making the church handicap accessible 2015

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?)*

**Our church has an opportunity to improve our conflict management skills, we do not have standard conflict communication policies and procedures. Admittedly having a well-documented conflict management process will help the church and the pastor.**

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

Staff member's name	Years of service	UCC Standing (Y/N)
Adam W. Westrich	5	
Susan Schneider-Adams	13	
J. Keith Trembathite	5	
Carol Heckman	6	

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: **We pride ourselves on the Church Family feeling – we truly try to be brothers and sisters in Christ; however we have been given feedback that our pastor does not always feel a part of that family. We need to strive to include all in the family and drive respectful communications.**

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

**No**

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

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?*

**N/A**

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

- **Members sing in the Ecumenical Choir**
- **Westend Gospel Singers (Godspellers)**
- **Pulpit Swap**
- **Baccalaureate**
- **Ellsworth Ministerial Association Nursing Home Ministry**
- **Mission Trips**
- **UCC church booth**
- **Prayer Shawl Ministry**
- **Christmas Gift Program**
- **Turning Point Women’s Shelter**
- **Our Church’s Wider Mission**
- **Ellsworth Clergy Meetings Ministry in jails**
- **Food Pantry**
- **Lay Academy**
- **Association and conference annual meetings**
- **Community Development Program**
- **Farmer’s Market**
- **Random Acts of Kindness**

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 soon?

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

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.

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?

by. MISSION InSite

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

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?

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

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

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

## 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

**Dr. Delbert D. Permann, Former Interim Pastor**  
**715-222-9344**

## REFERENCE 2

**Becky Beissel, Village President**  
**651-231-8698 [becky@villageofellsworth.org](mailto:becky@villageofellsworth.org)**  
**Works with the Farmer's Market**

## REFERENCE 3

**Scott Freier, Entrepreneur**  
**715-821-9087 [scottfreier@gmail.com](mailto:scottfreier@gmail.com)**  
**Actively attends SPUC**

## 6. CLOSING THOUGHTS

### 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:*

### 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.)*



**Search Committee members - Maria Stress, Grant Greske, Ruth Baumgartner, Merlin Blaisdell, Beth Kidd, Pete McEathron, Kelly Shingledecker-Larson (with survey results from the congregation)**

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

#### 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

A handwritten signature in black ink, appearing to read "Rev. Rob MacDougall", written in a cursive style.

Name /Title: Rev. Rob MacDougall/Associate Conference Minister

Email: rmacdougall@wcucc.org

Phone: 715-308-6120

Date: October 27, 2021

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

*"Jesus answered them, 'Have faith in God!'" – Mark 11:22*