

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE



HOPE UNITED CHURCH OF CHRIST

STURGEON BAY, WISCONSIN

Full-time Minister Settled

Northeast Association, Wisconsin Conference

November 2021

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1. POSITION POSTING

1a. Listing Information

Church name: Hope United Church of Christ

Street address: 141 S. 12th Avenue
Sturgeon Bay, Wisconsin 54235

Web links:

Hope UCC website: <https://www.hopechurchdc.org>

Hope UCC Facebook page: [Hope Church Sturgeon Bay](#)

Ecumenical Affiliations: United Church of Christ

Conference: Wisconsin Conference United Church of Christ

Association: NE Association

UCC Conference or Association Staff Contact Person:

Rev. Jane B. Anderson
Associate Conference Minister
Wisconsin Conference United Church of Christ
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Ministry Description

"All are welcome." Next to our name, these are the boldest, most prominent words on the sign outside of Hope Church. That simple statement holds the breadth and depth of Hope's most fundamental core values and greatest strength: we are a community that embraces diverse spiritual journeys and inclusivity through respect and fellowship. The people of Hope identify with the tenets of progressive Christianity (see Appendix A). In short, for us that means that we are open and affirming, non-dogmatic and supportive of individual freedom of thought. We are lifelong learners who affirm that the teachings of Jesus are but one of many sources of wisdom. It is our desire to find a minister for whom these tenets are equally important, and who is poised to join us in putting those words into action. Hope is looking for a minister who is secure in his or her own faith, and is thus receptive to and accepting of the broad diversity of spiritual paths that is the hallmark of our church in which "all are welcome."

What we value about living in our area

To a person, we value the natural beauty of Door County, with its five state parks, fields and forests, limestone bluffs, fruit orchards, and 300 miles of Lake Michigan shoreline. We value the friendliness of small town life, but also enjoy resources usually found only in larger cities: award-winning schools, multi-library system, quality medical services and accessible world-class art and culture.

Door County is a popular destination for recreation and enjoying the great outdoors. It is often referred to as the Cape Cod of the Midwest. The following websites offer more information about our beautiful area:

doorcounty.com

sturgeonbay.com

Current size of Hope Church membership: 185 members, 26 active non-members

Languages used in ministry: English

Position Title: Minister

Position Duration: Settled

Compensation Level: Full Time

1b. SCOPE OF WORK

Full-time Minister Position

The minister shall provide the congregation with spiritual leadership and pastoral care and shall administer the rites and sacraments of the church. The minister will maintain a presence in the church and provide administrative leadership.

See Appendix B for the complete minister job description.

Core Competencies

For us, the three core competencies that we believe are critical to our next minister's relationship to the people of Hope are:

- being a warm, kind, compassionate person with a genuine high regard and interest in other people.
- sharing our commitment to progressive Christianity through thought and action.
- engaging in the administrative and committee activities of the church through mutual creative thinking, problem-solving, elbow grease and collaborative leadership.

1c. COMPENSATION AND SUPPORT

The final compensation package will be determined by education, experience, and other qualifications, with attention given to the Wisconsin UCC Compensation Guidelines 2021-2022.

Our preference is for our minister to live in Sturgeon Bay or the surrounding area, close enough to be an integral part of the community.

Peer and professional support is available through the Wisconsin Conference and NE Association. The Wisconsin Conference offers a Communities of Practice program to provide peer colleague support to ministers.

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

We envision that our next minister will work in collaboration with the people of Hope to achieve the following goals:

Within Hope UCC:

- To support and facilitate continued healing over lost or otherwise compromised relationships and connections between members and friends at Hope, due to the forced separation caused by the pandemic and difficulties in relationships with our last minister.
- To help further develop the functions and activities of the boards and committees of the church, with an eye for innovation and opportunities for healthy change.
- To pay special attention to the development of the youth ministry, which was so adversely affected by the pandemic.
- To continue to improve our systems for welcoming newcomers, including young people, families, and the many “transplants” who choose to live in Door County in their retirement.
- To continue to improve our online presence via our website and other social media.

Beyond the walls of Hope UCC:

- To continue to demonstrate that Hope is open and affirming, a place where all are embraced, can flourish, and feel “at home.”
- To support and participate in community efforts for a sustainable global society founded on respect for nature, universal human rights, social and economic justice.
- To support local needs around sustainable housing, living wage and food insecurity.

- To help us welcome back the groups that use our building and grounds and to facilitate greater use of our indoor and outdoor spaces by community groups.

Language and Church Culture

- English is the language used at Hope.
- Hope UCC has been an Open and Affirming church since 2001. This designation is a very important part of our identity, within our walls and in the community. We welcome persons of all generations, all points of view, all ethnic backgrounds, all sexual orientations and all gender identities. Hope also supported the UCC Resolution for Marriage Equality in 2005.
- We value and respect the broad diversity of thought among us. We encourage freedom of expression. Most members and friends of Hope have come here from denominations other than UCC and bring diverse histories and spiritual paths. At Hope, creating an environment in which everyone feels “at home” is one of our top priorities and one of our greatest strengths.
- Hope UCC is a God-centered church, while acknowledging that “God” is an immense, inclusive term, open to a broad spectrum of definitions and interpretations, based on individual beliefs and spiritual paths.
- Hope eschews the trappings of “high church,” such as the use of ecclesiastical language, elaborate ritual, use of creeds and rigid formality in our worship service. We honor Christian traditions and the sacraments at Hope, with simple ritual and inclusive language that allow for the broad diversity of spiritual paths that is the hallmark of our church in which “all are welcome.”

Using the four areas of excellence named in **The Marks of Faithful and Effective Authorized Ministry of the UCC** (revised edition October 2016), we have identified specific skills and characteristics that we believe will best inform and equip our next minister to help carry out Hope’s ministry.

- **Exhibiting A Spiritual Foundation**

Commitment to life-long spiritual growth and practice, individually and in the community. Hope values our adult forum meetings and discussions with the community, such as the recent Racial Justice forums.

- **Nurturing UCC Identity**

Commitment to the core values of the UCC: continuing testament, extravagant welcome and changing lives through ecumenism, justice and the full embrace of all persons in the radical hospitality of God. Hope has been an Open and Affirming Church since 2001.

- **Strengthening Inter- and Intra- Personal Assets**

A healthy sense of self as shaped by a personal definition of God, community, and personal experience; the ability to listen empathically, communicate appropriately and keep appropriate confidences. This was reflected in the development of our Relational Covenant and Core Values statements (see Appendix C).

- **Working Together for Justice and Mercy**

Drawing on the ministry of Jesus Christ to confront injustice and oppression while engaging in mission and outreach, such as our ministry with the Latino community and the action at the Texas border.

2. WHO IS GOD CALLING US TO BECOME?

Hope Church, like all churches, found it difficult to thrive as a congregation during the pandemic. Still, we found ways to support one another and to reach out to our neighbors, many of whom were experiencing pain and isolation as well. In the wake of the pandemic we continue to strengthen our congregation and to grow our involvement with the community.

We undertook the following initiatives during 2020-2021 to remain connected yet safe and are still exploring opportunities, as we define our new normal:

- **Safety Committee** – developed Covid safety protocol based on the guidance of the WI Council of Churches and local health officials; completed the Safety Plan and SafeConduct Policy and Procedures which incorporated our original Safe Sanctuary Guidelines.
- **Outdoor Activities** - tailgate Christmas cookie exchange and spontaneous Christmas carol singalong; vespers services; and bonfires in our outdoor worship space.
- **Care Team** –monthly phone calls to all members of the congregation during the pandemic; now expanding to care for members who need ongoing support and reaching out to visitors and new members.
- **Online Connections** – online and Zoom worship, coffee hour, children’s time and committee work during pandemic; continuing to explore balance between online and in-person.
- **Relational Covenant** – developed a relational covenant to help us to work together with integrity and respect; review is ongoing.

Hope is committed to being involved in and providing support to our local community. Recent undertakings are:

- **Ministry with the Latino Community** - Requested and received grant monies from the Door County Emergency Response Fund to implement a program, The Latino Emergency Assistance Fund, to assist Latinos in the county who are experiencing financial emergencies resulting from the COVID health pandemic and the subsequent economic crisis. We continue to work with the Hispanic Resource Center to enhance its ability to better serve the target population in the future.
- **Community Halloween Pizza Party** - Have held a Halloween Pizza Party for the community for a number of years, which gave a place for families to gather and share pizza and other treats. It attracted hundreds of guests, and we look forward to hosting this wonderful event again post pandemic. Building on its success, we have recently procured a wood-burning, portable pizza oven to expand outreach opportunities beyond this holiday.
- **Action at Texas Border** - Provided money and supplies for a Hope member who volunteered at the border with an organization providing hospitality and sanctuary to refugees; hosted a community educational update; and are developing a proposal packet for future direct action efforts.
- **Racial Justice Forums** - Offered facilitated forums on Zoom to members and the wider community that focused on the racial tensions in our country. We also identified future action steps to address racial disparities in the local community.

Hope held a Vision 2020 seminar in 2018 that identified our challenges, opportunities, and potential for growth.

- **Challenges:** social justice initiatives, hospitality with new and existing members, welcoming visitors as we communicate who we are and what we do
- **Opportunities:** diversity in age and ethnicity, developing a strong online presence

The outcomes from Vision 2020 continue to guide our planning as we develop strategies and focus.

3. WHO ARE WE NOW?

3a. CONGREGATIONAL REFLECTIONS

Hope's life of faith

For each of us, there is something at Hope that we cannot get anywhere else. On one hand, one would think that's a tall order, given the diversity of thought and the range of spiritual paths among us that we value so much. On the other hand, there is a common thread that is the glue that holds us together and encourages freedom of expression: love one another. Hope's life of faith is about building relationships that are caring and in which we can be cared for. Hope's life of faith lies in the belief that each of us is loved as we are, by one another and by an inclusive God.

Positive qualities of the Hope congregation

The people of Hope are caring, dedicated, kind, generous, and respectful of one another. We take joy in one another's company and in welcoming newcomers. We care deeply about the world in which we live, and gain understanding, strength, and solace from the teachings of Christianity, as well as other world religions and sources of wisdom. We are practical in the ways we seek to minister to the community around us, primarily through food and outreach programs. The people of Hope are at the forefront of demonstrating what it means to be open and accepting of all persons, without regard to race, color, creed, sexual orientation, sexual identity or past experiences.

Worship at Hope

We have gathered for 140 years as Hope United Church of Christ. Progressive Christianity has been a defining aspect of our church culture. As such, the language in our services reflects our enduring commitment to progressive Christianity, where the teachings of Jesus are central, but other sources of wisdom and insight are examined; where freedom of thought and expression are encouraged; where the importance of social and environmental justice is made real and relevant (See Appendix A).

Worship and faith formation at Hope celebrate the love and grace of an inclusive God. We gather on Sundays for one service in our sanctuary and by Zoom. During the summer, we add a second service in our outdoor worship center. The worship service is designed to create and support a caring and inclusive community. It includes several pieces from our music ministry, readings from the Bible and other sources of wisdom, a message and a prayer. The flow of the service is supported in the sanctuary with screen graphics. On the first Sunday of every month, we have a communion ritual, with

emphasis on its symbolic role of creating unity in community. Baptism is conducted during worship and involves the participation of the entire congregation.

Organization of Hope

The Church Council, chaired by the moderator and composed of committee chairs, provides oversight to all church functions. It receives recommendations from committees and the congregation, and makes decisions regarding budget, policy, positions and focus of the work of the church.

When a decision at Hope needs to be made quickly, it comes to the attention of the Pastor and Moderator who either make the decision or, if time allows, call a special meeting of the Council.

Committee membership is overseen by the Nominations Committee and the Council.

The following committees and boards perform the work of the church:

Monthly:

Council	Deacons
Education – Adults and Youth	Mission and Action
Trustees	Pastoral Relations
Personnel	

As Needed:

Benevolent Fund	Memorial Garden Foundation
Endowment Fund	ENHANCE Hope
Stewardship	Social Life
Nominating	Safety

Detailed information about the structure and oversight of the committees is available. Other available documents that provide information about the activity and governance of the church include the by-laws and annual report. Everyone at Hope is invited to take an active role in our activities and operations. Hope has a strong Lay Leadership. By-law changes occur at Annual Meetings and policy changes occur at the Council level. Decisions of the Council, boards and committees, as well as information regarding church events and activities, are shared through Hope Happenings (Weekly E-News) and the Annual Meeting Report, also are posted on the website and Facebook pages.

3B - 3E Reports and Financial Data

11-YEAR REPORT

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBERS ADDS-REMOVED
2010	179	78	37	8	11	4	2	0	21
2011	198	83	42	0	0	26	7	0	19
2012	206	89	42	4	0	9	4	1	8
2013	203	85	45	0	0	7	1	9	-3
2014	208	82	42	0	0	10	3	2	5
2015	214	70	36	0	0	9	3	0	6
2016	214	67	36	0	0	6	5	1	0
2017	218	76	22	4	0	6	5	1	4
2018	219	68	27	0	0	8	7	0	1
2019	218	54	34	0	4	0	5	0	-1
2020	218	54	34	0	0	0	0	0	0

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	129744	0	1903	2270	4173	1850	6023	1.47	135767	111219
2011	111939	0	1380	4238	5618	2614	8232	1.23	120171	132343
2012	140276	0	2378	3441	5819	2913	8732	1.7	149008	134165
2013	144829	0	2750	860	3610	3328	6938	1.9	151767	142796
2014	147425	0	0	2556	2556	2418	4974	0	152399	136502
2015	144793	0	2214	1615	3829	2463	6292	1.53	151085	134471
2016	145919	0	1500	658	2158	0	2158	1.03	148077	144134
2017	149256	0	1950	1171	3121	6870	9991	1.31	159247	146328
2018	165610	0	3100	682	3782	1289	5071	1.87	170681	163183
2019	161441	0	3600	3509	7109	0	7109	2.23	168550	157731
2020	161441	0	3600	2719	6319	0	6319	2.23	167760	0

Please note: zero values ("0" or "\$0") may reflect missing information in some years

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	1.87	-22.86	-5.56	-100.00	-100.00	11.5	65.03	11.04
2010-2020	21.79	-30.77	-8.11	-100	-100.00	-24.43	51.43	-23.56

CONGREGATIONAL DEMOGRAPHICS

Participation at Hope UCC

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	185	✓
Number of active non-members:	26	✓
Total of church participants (sum of the numbers above):	211	✓

Percentage of total participants who have been in the church

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	63%	✓
Less than 10, more than 5 years:	19%	✓
Less than 5 years:	18%	✓

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>
9	11	18	39	16	8	34	45	38	✓

Percentage of adults in various household types

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0	✓
Households with minors:	12%	✓
Single adults age 35-65:	6%	✓
Joint households with no minors:	49%	✓
Single adults over 65:	33%	✓

Education level of adult participants by percentage

		<i>Is this number an estimate? (check if yes)</i>
High school:	9%	✓
College:	33%	✓
Graduate School:	36%	✓
Specialty Training:	22%	✓

Percentage of adults in various employment types

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	40%	✓
Adults who are retired:	60%	✓
Adults who are not fully employed:	0	

The employed adults of Hope are hardworking individuals whose occupations range from service workers, laborers, and artists to professionals and self-employed entrepreneurs.

Hope Church, similar to Sturgeon Bay and Door County, is primarily white, but slowly becoming more racially diverse.

PARTICIPATION AND STAFFING

Attendance at activities at Hope UCC: (2019 PRECOVID RESULTS)

Ways of Gathering	Number of activities and estimated attendance	Who plans each of the listed gatherings?
Adult Groups or Classes	40+ Adult Forums per year, 10 - 30 participants per event	Adult Forum Committee
Baptisms <i>(last year)</i>	1	Pastor & Family
Children's Groups or Classes	2	Faith Formation-Board of Education Youth Group-Family Life Coordinator
Christmas Eve and Easter Worship	116 Christmas Eve 90 Easter Worship	Pastor, Deacons, Music Committee
Church-wide Meals	3 - 4 per year 175 - 200 attend	Social Life Committee & Family Life Coordinator
Choirs and Music Groups	1 choir 20 participants	Music Committee
Communion	1st Sunday of each month	Pastor & Deacons
Community Meals	2 - Halloween Pizza Party at Hope & Loaves & Fishes support at NWTC	Family Life Coordinator, Social Life & Deacons
Confirmation <i>(last year)</i>	0	
Funerals <i>(last year)</i>	3	Pastor & Deacons
Intergenerational Groups	3 - Halloween Party, Shrove Tuesday, Christmas Workshop, Camping weekend Potawatomi State Park 50 - 150 participants	
Public Advocacy Work	6 - PFLAG, AA, Celebrate Water, DC Civility Project, AED (Eating Disorder), DC Literacy Council	Mission & Action, Individual Members
Retreats	1 retreat 45+ attendees	Pastor, Church Council, Search Committee
Weddings <i>(last year)</i>	3 - 4 Non-members	Pastor

Worship - indoor	70 - 10:30 AM service	Pastor, Deacons, Music Committee
Worship - outdoor	20 - 9:00 AM summer service	Pastor, Deacons, Music Committee
Youth Groups or Classes	2 - 3 Faith Formation 8 - 15 Youth Group	Faith Formation Teachers Youth Group-Family Life Coordinator
Other: Juliets Romeos Wild Weeders	6 - 12 Juliets 4 - 13 Romeos 5 - 7 Wild Weeders	

Members of the Hope congregation who are ordained, licensed, or commissioned ministers

Name	Three- or Four-Way Covenant?	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Richard Feyen	3			Yes
Phillips Sweet		Officiates funerals and weddings upon request	member; occasional speaker	Yes
Joan Shiels		Officiates weddings upon request	member; occasional speaker	Yes
Dorothy Mendonca			member	Yes

Staffing at Hope UCC

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Minister	yes	full time	Church Council	N/A
Family Life Coordinator		part time	Minister	Open position
Office Manager		part time	Minister	1 year

Organist		part time	Minister	2 years
Music/Choir Director		part time	Minister	14 years
Accountant		part time	Treasurer	10 years ind contractor
Office Assistant		Volunteer	Personnel	5 years
Cleaning Service		part time	Office	12 years ind contractor
A/V Technician		Part time	Minister	5 years

CHURCH FINANCES & REFLECTION

Current annual income (dollars used 2019-2020 fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$162,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$8,000
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events (Art for Action & Rummage Sale)	\$10,000
Gifts Designated for a Specific Purpose (To reduce special projects debt)	\$0
Rentals of Church Building (and incidental income)	\$4,000
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$5000
In-kind donations - youth group meals, coffee hour foods, decorations)	\$1,000

Current annual expenses (dollars budgeted for most recent fiscal year): **\$ 187,000**

The *Hope UCC Annual Report 2020* is available upon request.

The total ministerial support package is 48% of total budgeted expenses for the year.

Hope UCC has not failed to pay its financial obligations to a minister of the church.

Hope UCC is 5-for-5, i.e. it includes each of the following contributions during the church year:

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

OCWM is 2% of the operating budget. OCWM funds are gathered through donations and the budget.

Hope Church current indebtedness:

Loan debt: No structured debt; \$13,840 owed to our own special projects fund.

Reason for debt: Covered deficits from 2010-11 and 2011-12.

Capital and other payments are current.

There are no building programs projected or underway.

Capital campaigns in the last ten years

ENHANCE Hope Campaign				
Year(s)	Purpose	Goal	Result	Impact
2012-2017	Improvement of infrastructure and spiritual outreach	\$350,000	\$333,581	The Four Components of the ENHANCE Hope campaign are: 1. Update Physical Plant 2. Ability to Connect: Installed a recording and broadcast system to provide online access to sermons; improved sound and visual effects for Sunday and other services. 3. Spiritual Growth: Hired a part-time Family Life Coordinator; hosted annual Scholar-in-Residence programs. 4. Existing Resources:

				Created a Spiritual Campus which includes improved green space, an outdoor worship space/gathering area, meditation garden, and labyrinth.
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The **prominent mission components** from the ENHANCE Hope campaign include:

- **Spiritual Campus:** Besides enhancing the facility by repairing things that needed attention, we utilized the formerly vacant lot next to Hope Church and now have an outdoor worship center, a labyrinth and meditation garden. They are open to the public for personal spiritual experiences.
- **Scholar-in-Residence Program:** Three scholars so far have brought new spiritual and diverse learning opportunities to the congregation and community.
- **Family Life Coordinator:** This part-time position has brought new vitality and enthusiasm to our church and the families of Sturgeon Bay. This position is vacant at this time.

Church Endowment Fund

Beyond Hope Church and its current vision, the Hope UCC Endowment Fund represents today, tomorrow, and forever. Grants awarded by the Hope UCC Endowment Fund support our community, both locally and worldwide. Examples include: food assistance programs, care packages for deployed military and support for English language classes for Hispanics, among other grants.

Market value of the endowment fund assets are \$168,011.

Funds are drawn as needed. Annually, the Endowment Committee grants 5% of the principle (about \$5,000) to applicants, including \$1,000 going toward a Hope Scholarship awarded in the spring.

The amount available for draws annually is calculated by taking 5% of the average value of the fund for the previous five years. If less than 5% is drawn, the excess returns to the fund. This process has not changed.

No draws have occurred in the last five years to meet operating budget expenses. Only interest/dividends are drawn. The Hope Church Endowment by-laws mandate that "The original investment of \$21,120.00 must be maintained in the Endowment Fund." Thus, we expect it to continue indefinitely.

Other Assets:

Reserves (savings): \$81,915.73

Investments (other than endowment): \$53,515.37 in CDs

Hope Church does not own a parsonage.

Buildings owned by the church

Hope UCC sits on 5.05 acres of land within the city of Sturgeon Bay and county of Door and state of Wisconsin. Built in 1967, the main part of the building houses the sanctuary, business offices, and youth rooms. In 1996 the fellowship hall with art alcoves, kitchen, classrooms and bathrooms were added. The church parcel has a Memorial Garden, outdoor worship area, meditation garden, labyrinth, and other gardens with seating areas.

There are no non-church-owned buildings or other spaces used or rented by the church.

The building and grounds are wheelchair accessible, except for the pulpit and choir risers.

Reflection

Hope UCC leaders and staff are good stewards of the financial resources entrusted to them. The council and treasurer are transparent regarding the financial status of the church. Note that our church applied for and were granted two government pandemic Paycheck Protection Program (PPP) loans that have subsequently been forgiven. Giving by church members during the pandemic remained strong also, both contributing to our overall financial health. The congregation has a strong and stable presence and is committed to continuing our mission well into the future.

Thanks to the ENHANCE Hope campaign, our mission and ministry were strengthened. The hiring of a Family Life Coordinator (FLC) breathed new life into our family, parent and youth education programs. The FLC is a member of the Board of Education, provides the children's story time during Sunday worship, co-facilitates the Wednesday Night Youth Group meetings with our pastor, co-chaperones youth mission trips such as the Urban Immersion in Milwaukee and assists with Social Life events that involve youth. Pre-pandemic, the FLC facilitated two community parent support groups that we are hopeful will re-start.

3f. HISTORICAL INFORMATION

Significant happenings in the history of Hope Church

- Changes in ministerial leadership – The departure of a long-time beloved minister in 1998 led to a difficult and lengthy period of transition. After some years of turmoil and various interim and settled pastors, our next minister stayed and thrived for 9 years. His retirement led to our most recent minister, who left after two years. Hope longs for stability in ministerial leadership.
- Becoming an Open and Affirming church – After more than 10 years of study and discussion, Hope became an open and affirming church in 2001. This designation added a new positive dimension to our already welcoming congregation. As we share on Sunday mornings, “Welcome to our church. No matter who you are or where on your life’s journey, you are always welcome at Hope.”
- Expansion of facilities – The addition of indoor space in 1996 brought new opportunities for the congregation and for community organizations. We also have developed our outdoor campus, which includes the Memorial Gardens, a Contemplation Garden, a labyrinth and outdoor worship space.

Most important event in the last 10 years

The capital campaign launched in 2012 enabled us to create a strategic plan to provide for current and future needs. The campaign emerged from a visioning session and subsequent gatherings; the congregation became excited and energized about the future of Hope. More information about this initiative (ENHANCE – Engaging New Hope And New Challenges Every day) is found in the financial section.

Recent specific change

Hope had to learn to adapt to a changing environment in the wake of COVID. The impact is addressed in other sections of this profile.

Processing of conflict

Hope embraces a wide diversity of theological perspectives. We trust one another to use civility to resolve conflicts, primarily through compromise. The policies in the personnel handbook and the work of the Pastoral Relations Committee provide guidance for any emerging concerns regarding pastoral relations. The recent premature departure of our last minister resulted in some division and conflict; we used the experience for a time of introspection. We worked with the Wisconsin Conference Conflict Transformation Team which helped us identify our core values and identity. In addition to the development of a **Relational Covenant and Core Values statement** (Appendix C), we reaffirmed our intentions to work together with mutual respect and kindness.

Ministerial History

Staff Member Name	Years of Service	UCC Standing
Rev. Gary Brinn	2 years	Y
Rev. Richard Feyen	9 ½ years	Y
Rev. Vance Toivonen	4 ½ years	Dual ELCA
Rev. Chuck Morkin	1 ½ years	Y
Rev. Phillips Sweet	28 years	Y

One past minister left Hope UCC by involuntary termination.

Hope UCC has not been involved in a Situational Support Consultation.

No past minister has been the subject of a Fitness Review while at our church.

4. WHO IS OUR NEIGHBOR?

4a. COMMUNITY VISION

Extending outward in service and advocacy

- During the early days of the pandemic, our Mission and Action Board launched **LEAF, the Latino Emergency Assistance Fund**. Because Door County's Latino population is relatively small, there are few resources available to them. Further, access to resources is difficult without a liaison. Hope has partnered with a local Latino outreach worker to create LEAF as a flexible pool of money to provide direct assistance with critical needs for Door County's Latino families.
- The **Hope Endowment Fund** is used to award grants to projects that further our mission.
- Hope Church is a regular participant in **Loaves and Fishes Door County**, a community meal program that serves some of our community's most economically disadvantaged people.
- Hope Church welcomes the community to our **spiritual campus** which includes a memorial garden, a contemplative meditation garden, a worship space and our very own labyrinth. All are invited to walk our grounds and find their own peaceful corner.
- Our **Benevolent Committee** hosts twice-yearly rummage sales that fund grants to worthy charitable organizations.
- Hope Church makes a practice of opening its doors to many programs and community groups that serve Door County, such as **Sturgeon Bay Breakfast Rotary** and **DC Literacy Council**.

Participating in the Wider United Church of Christ

Hope Church has a history of being active in the wider church. These are some recent examples:

- Hope is a **"five for five"** congregation, meaning we financially support all five of the major areas of the wider church.
- Hope sends a delegation to the Annual Meeting of the Conference each year.
- Our previous minister served as the Conference Moderator.
- One of our members serves as **Chair of the Wisconsin Conference Board of Directors**. He also facilitated the creation of the UCC Foundation of Wisconsin.
- We recently sponsored a member to attend the Damascus Project.
- Our choir director has served as the Choir Director of the Conference Choir at its annual gathering.

Transforming lives through UCC initiatives

- Hope Church was the second UCC Church in Wisconsin to declare itself **"open and affirming"** back in 2001.
- In more recent years we adopted the Conference's resolution declaring Hope an **"immigrant welcoming"** church and have similarly joined the Conference in formally repudiating the anti-indigenous people Doctrine of Discovery.
- A Green Team Committee worked on a **Creation Justice Covenant** and becoming a **UCC Creation Justice Church**. This was put on hold due to the pandemic.
- Hope Church has taken the following steps toward **accessibility**: wheelchair access, large print bulletins and large flat screen monitors for the visually impaired, updated technology to the sound system including a hearing loop for the hearing impaired, and a camera system along with the necessary hardware and software to broadcast the service to those who cannot join us on Sunday.

Participating in interfaith activities

- Inherent in the mission of Hope Church is a respect and appreciation for different faiths. In keeping with our mission, Hope Church encourages opportunities for adults and youth to learn about other faiths through adult forums, youth activities and from the pulpit.
- Hope participates in community interfaith Thanksgiving services as well as interfaith choirs.
- Hope has an ongoing **Scholar in Residence** program to bring in scholars from different faiths to teach us new ways to look at the world. Thus far we've hosted scholars from the Quaker, Jewish and Baha'i faiths.
- Hope's ministers have been involved in two local ministerial associations. Our expectation is that our minister continues to take an active role with these groups and our community. One group is hosted by the hospital chaplains. The other group meets at the facilities of the various churches involved.

Living our Mission Statement

Hope Church Mission Statement

People come together at Hope Church for the following purposes:

- To worship God.
- To promote personal and spiritual growth.
- To develop a religious community which encourages tolerance and openness of thought, and accepts diversity of thought and action.
- To search for meaning in life and for understanding of ourselves through the teachings of Christ and other great teachers.
- To understand how all things are related to each other, and to learn how we may best serve our local community and our world community.
- To celebrate with joy the richness of ourselves and our religious community.

Our Hope community continues to affirm its Mission Statement, and we consider it to be the guiding document of our life together. Our expectation is that our minister would strive to follow, and help us to follow, the Hope Church mission in all church activities and endeavors.

4b. MISSION InSite

Our neighborhood and community demographics

- Hope Church is located on a large piece of land in the heart of Sturgeon Bay. We share the neighborhood with Sturgeon Bay Public Schools and its athletic fields. Our church members and friends reflect the demographics of the neighborhood and community which tend to be somewhat older and Caucasian.
- As a community, we are becoming a bit more diverse, particularly with a growing Hispanic/Latino population and a slightly increased African American population.

Shaping our ministry to our changing demographics

- Hope Church is proud to host Literacy Door County, Inc. within our church building. Many members participate as volunteers with their mission of providing one-on-one adult tutoring for basic literacy and English Language Learners.
- The church founded the above-mentioned LEAF program.
- In addition to the Racial Justice Forums, Hope Church has been prominently displaying a Black Lives Matter banner since the spring of 2020, to honor the struggles of people of color due to systemic racism in our society.

What church members say about Hope Church

"We love Hope because it is a place where my family and I feel welcome, supported and loved. Hope church allows us to be part of a community of faith that we never expected to have. Our lives would be vastly different without our Hope Church family & we are forever grateful for each and every one of you!" – The Zahlers

"I have been a member of Hope Church for over 40 years, having been introduced to it through a co-worker. At that time, I was married, with one child. Hope Church has always been welcoming and inclusive. It had a congregation of actively involved people and there was always encouragement for participation. Over the years, I was divorced and my son grew up and moved away. The opportunity to participate continues. I have always felt comfortable attending on my own, whether for a service or a potluck, concert or other activity. Hope is a community of faith and of people of good will." - Sue MacLean

"I love Hope Church because of the wide variety of interpretations of religion. I like it best when other religious avenues are presented and discussed, either from the pulpit or during Adult Forums. I love that everyone is welcome and accepted where they are without hesitation. I love the music, the organ, the singing and the wide variety of music presented. I initially chose Hope Church to attend with my young children because of the breadth of religious teachings, not only Progressive Christianity but also information on Islam, Mormon, Native American and others. Mostly I have ended up loving the open minded people who attend Hope!" - Claire Minahan

"We knew we wanted our church home to be progressive and inclusive. As a young couple with small children, we weren't sure where we were on our spiritual path and we needed a place where we could be on our own journey and feel accepted. We also wanted a place where we could contribute back to our church home with our talents. We found that in the choir, in leadership roles, and in the church grounds. We now consider many church members as honorary members of our family." - Feldman Family

"My family and I were new to town many years ago and visited Hope Church. I found the congregation warm and welcoming then and still feel that way today. The caring, compassionate, diverse individuals that make up our Hope Church family truly demonstrate the love they have for our Lord by how they care for each other." - Pam McCluskey

"I am a brand new member. I came to Hope Church because I have great respect for the people I know who are members.... And equal respect for Hope Church's deep commitment to learning about and finding ways to support the marginalized in our society. I also appreciate the faith diversity of our membership as Hope Church encourages all members to continually question and explore as part of their journey." -Jeff Ottum

5. REFERENCES

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I offer the following perspective of Hope United Church of Christ in Sturgeon Bay, Wisconsin drawn from my experiences as a retired Lutheran (ELCA) pastor, Past three term member and president of the Board of Education of the Sturgeon Bay Public Schools; A frequent worship attendee; and as a long-time friend of many of Hope's members. It was also a great delight to baptize a granddaughter at a morning worship at Hope.

No one is a stranger at Hope Church. Though you may enter the building for the first time, you walk in as a friend or family member who has come home. You can be sure I've attended many worship services over the years in churches that describe themselves as friendly, but tend to be friendly to themselves. Hope Church has disciplined themselves masterfully in this regard.

Though Hope Church has, what I would call, only a tangential relationship with the classic liturgy of the church, it nevertheless has a form that serves them well. Worship at Hope is "worshiper friendly" not only with a clearly written service bulletin, but also employment of generous use of electronic media to make worship accessible to all. The worship is made available by way of Facebook as well.

To my mind, the balance between theological and intellectual challenges is quite unique. There are no creedal litmus tests people must endure to either worship at Hope or to become members of the parish. People at Hope strike me as being seekers of knowledge, of relationships with one another, and of God as God is revealed through Christ and other spiritual leaders. Pat answers and Hope Church do not go well together. Rather, the members crave being challenged.

I must give a caveat here: From a Pastor's perspective, I would find Hope Church not the easiest congregation to pastor. Those who sought my reflections wanted my honesty, I presume. By this I mean that it takes a very special type of leader to harness a rather free-spirited, might I say, rambunctious group of people to head somewhat in the same direction. But therein lies the excitement of it all. No pastor could possibly remain static with such a group. It would be the opportunity of a lifetime to serve at Hope Church.

But through it all, spirituality, worship, intellect, etc. the people of Hope want a person with a pastoral heart to be at one with them on this astounding journey called life.

TOM FOSTER – Retired Educator
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"No matter who you are, or where you are on life's journey, you are always welcome at Hope!" These words welcome the congregation every Sunday and appear in each bulletin. This tenet resonates like a bell when I think of Hope Church. As a visitor to Door County for the past 25 years, Hope was almost always a part of my Sunday morning routine in Sturgeon Bay. During that time, I had the pleasure of meeting the people and ministry of the church. Over the years I've watched Hope thrive, struggle, and evolve. Albeit from a distance, I saw how new leadership impacted the life of the church and its congregation. Now as a full-time resident of Door County, I look forward to the next chapter as Hope searches for a new minister.

As gay men, my husband and I have found acceptance, friendship, and support at Hope. We had the good fortune of being married by a former minister of the church in a ceremony that remains one of our most touching and profound life experiences. The insight and wisdom shared that day continues to touch our sensibilities.

Hope is an open and welcoming place where individuals are encouraged to find their spiritual paths by taking their own journeys. As such, Hope is both a sanctuary and refuge for people seeking different outcomes; a place that combines aspects of the sacred and secular and results in an enlightened, informed spirituality; an alternative to the doctrines and dogmas found elsewhere. Self-described as "a caring community with a progressive tradition;" therein lies a primary reason why many have chosen Hope.

Leadership that relies on a strict diet of traditional Christian language and pronouns will be challenged by some who safeguard Hope's unique pathway to spiritual fulfillment. Moreover, those who attempt to govern with a firm, inflexible manner rather than lead by example will not win the hearts nor harness the talents and energies that are found within the diversity of this special place.

The magic of Hope brings LGBTQIA and straight families and friends together who seek connection and meaningful worship with an awareness of global issues and an eye toward community service. Hope's Relational Covenant and Mission Statement will provide insight into the congregation's all-encompassing ideals as well as their needs in finding the next minister. Whoever answers the call to serve and lead this group of amazing people will be rewarded beyond measure.

JOHN AND LAUREL HAUSER

John is a Chaplain at Door County Memorial Hospital and was previously president of the Sturgeon Bay School District Board of Education. Laurel is Executive Director of Crossroads at Big Creek and has served as an elected representative on the Sturgeon Bay City Council.

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We think of Hope Church as being welcoming, inclusive, intellectually stimulating, theologically-based, and a quiet, steady leader in the open and affirming movement. We also think of Hope Church as a place for art; we've attended many interesting events/openings at Hope. Hope Church has been a vital community partner supporting non-profits like the Sturgeon Bay Skatepark Initiative and Crossroads at Big Creek, and we imagine many others. Hope Church has been particularly supportive of our schools, allowing students at Sturgeon Bay High School to utilize parking areas and outdoor spaces and providing meeting rooms when school buildings were recently closed for renovation. Those of us who see Hope most often from the outside also appreciate Hope's commitment to caring for beautiful, interesting green space on one of our busier streets.

6. CLOSING THOUGHTS

Hymn: Building a community

by Christine Drake

Building a community of love and grace
Reaching out and drawing in we make a place
Where all can live in unity and find the space
To live and grow in such amazing grace

CHORUS:

Building, building, building a community of love and grace,
Building, building, we're building a community of grace.

Building a community where hope abounds
Where justice and compassion can always be found
Where all can celebrate their own humanity
Rejoicing in the joy of being free.

CHORUS:

Building, building, building a community of love and grace,
Building, building, we're building a community of grace.

Building a community where all belong
Rich or poor or needy, whether weak or strong
We all can make a difference as we find our place
In this community of love and grace.

CHORUS:

Building, building, building a community of love and grace,
Building, building, we're building a community of grace.

(Suggested tune “Standing on the Promises of God”)



Statement Of Consent

The covenantal relationship between a church and those called by that church to serve as ministers and teachers and in other ministerial prepositions 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 is charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

The following individuals and groups contributed to the contents of the Hope UCC Church Profile 2021:

Search Committee - Shaun Tauber & Scott Brunswick (co-chairs),
Cari Bicoy, John Harris, Ann Jenkins, Susan McAninch, Gale
Whitson-Schmidt

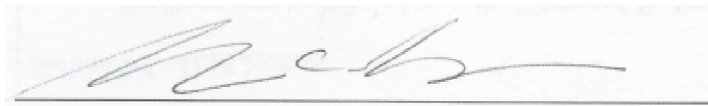
Church Council - Patsy Vollrath (moderator)

Interim Minister - Richard Manny

Treasurer - Eric Vollrath

Past Search Committee Consultant - Shirley Senarighi

Signed:

A handwritten signature in dark ink, appearing to read 'Shaun Tauber', written over a horizontal line.

Shaun Tauber, Hope UCC Search Committee Co-Chair, November 18, 2021

A handwritten signature in dark ink, appearing to read 'Scott Brunswick', written over a horizontal line.

Scott Brunswick, Hope UCC Search Committee Co-Chair, November 18, 2021

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:

Rev. Jane B. Anderson

Name/Title: Rev. Jane Anderson

Email: janderson@wcucc.org

Phone: 920-540-2586

Date: November 19, 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.

Appendix A

The 8 Points of Progressive Christianity

Updated in 2020:

By calling ourselves progressive Christians, we mean we are Christians who...

Believe that following the path of the teacher Jesus can lead to healing and wholeness, a mystical connection to "God," as well as an awareness and experience of not only the Sacred, but the Oneness and Unity of all life;

Affirm that the teachings of Jesus provide but one of many ways to experience "God," the Sacredness, Oneness and Unity of life, and that we can draw from diverse sources of wisdom, including Earth, in our spiritual journey;

Seek and create community that is inclusive of ALL people, including but not limited to:
Conventional Christians and questioning skeptics, believers and agnostics,
Those of all races, cultures, and nationalities
Those of all sexual orientations and all gender identities,
Those of all classes and abilities,
Those historically marginalized,
All creatures and plant life;

Know that the way we behave towards one another and Earth is the fullest expression of what we believe, therefore we vow to walk as Jesus might have walked in this world with radical compassion, inclusion, and bravery to confront and positively change the injustices we experience as well as those we see others experiencing;

Find grace in the search for understanding and believe there is more value in questioning with an open mind and open heart, than in absolutes or dogma;

Work toward peace and justice among all people and all life on Earth;

Protect and restore the integrity of our Earth and all of Creation;

Commit to a path of life-long learning, compassion, and selfless love on this journey toward a personally authentic and meaningful faith.

(<https://progressivechristianity.org/resources/updated-8-points-of-progressive-christianity/>)

Appendix B

Minister Job Description

Hope United Church of Christ

Position Title:

Minister

Purpose of Position:

The Minister shall provide the congregation with spiritual leadership, pastoral care, and shall administer the rites and sacraments of the church. The minister will maintain a presence in the church and provide administrative leadership.

Qualifications:

The Minister must be ordained or approved for ordination, having standing in the United Church of Christ. A desire for continuing education is expected.

Responsibilities:

- The Minister will lead worship.
 - Organize and conduct regular religious services
 - Provide thought-provoking and inspirational messages
 - Use material from many sources of wisdom
 - Interact effectively with the Board of Deacons
 - Conduct special services such as baptisms, weddings, funerals, memorial services and administer religious rites as necessary
- The Minister will be involved in congregational leadership and membership relations.
 - Be a member of the Church Council, an ex officio member of all Boards and Committees, and have awareness of Board and Committee activities
 - Offer personal Pastoral Care to those in need
 - Conduct new-member classes as needed and be actively involved in encouraging membership at Hope Church
 - Conduct Confirmation classes and/or provide other opportunities for young people to join in full membership of Hope
 - Assist the Board of Education in planning and organizing the spiritual and religious education programs at Hope Church
 - Provide regular reports to the Church Council

- o Meet regularly with the Pastoral Relations Committee seeking their assistance in goal-setting and establishing objectives. Report these goals and objectives to the Church Council.
 - o Periodically plan and implement goal-setting meetings for the congregation, Church Council, Boards and Committees.
- The Minister will be available at the church.
 - o Be available to counsel church members, friends and community members
 - o Maintain office hours and be available for “drop-in” visits
- The Minister will provide administrative leadership.
 - o Oversee public communication such as the website, social electronic media, newspaper ads, newsletters, etc.
 - o Oversee the work of the staff
 - Meet regularly with staff
 - Facilitate communication among the staff
 - Foster good working relationships
 - Supervise and evaluate staff in consultation with the Personnel Committee
- The Minister will seek multiple opportunities for ongoing interaction with members, friends, and prospective members.
 - o Develop close relationships with the church family
 - o Reach out to prospective members

Accountability:

The minister is accountable to the Church Council and is elected at a Congregational Meeting for an indefinite period of time. The work of the minister and church ministries shall be evaluated biennially, in whole or in part, by the Personnel Committee as directed by the Church Council.

Appendix C

Hope United Church of Christ (UCC) Relational Covenant

Created 1-30-2021

We, of Hope United Church of Christ, make an intentional choice to embrace this covenant as an essential part of our faith journey. The following are ways in which we will work together to reach our highest potential as individuals and as a community.

1. We aspire to be open, affirming and to encourage everyone to travel their own spiritual path. We are committed to building trust, advocating for justice, and celebrating diversity.
2. We treat ourselves and each other with patience and love by listening with compassion and speaking with authenticity.
3. We affirm all emotions, take responsibility for our own words and actions, and trust the good intentions of others.
4. We affirm that every voice has equal value. In our verbal, written and online communication, we speak directly and in caring, clear, honest, and respectful ways. We refrain from gossip and honor confidentiality.
5. We uphold our faith community by participating actively and responsibly in the decision making process and work of the church, as we are able. We reach out to meet the needs of each other and the wider community. We are accountable to each other.
6. We create a safe environment for self-disclosure and healthy relationships. When harm is experienced, we acknowledge it, promptly take responsibility, and work to make amends. We practice forgiveness and kindness.

Endorsed by Hope UCC Council on February 23, 2021

This is a living document. It is our intention to revisit and refine this covenant.

Appendix C

Core Values

At Hope, we are a community that embraces:

Diverse spiritual journeys;

God's love;

Continuous learning and growth;

Inclusivity through respect and fellowship;

A dynamic music and arts ministry;

Mission, action and justice; and

Joyful celebrations of our members and of the world.