

# LISTING INFORMATION

**Church Name:** Congregational United Church of Christ  
**Street Address:** 300 Maiden St., Mineral Point, WI 53565  
**Web Link :** <http://www.mineralpointucc.com>

**Additional affiliations** - none

**Conference:** Wisconsin Conference UCC

**Association:** Southwest Association

**Assoc. Contact Person:** Ted Drewsen - 920-251-9640 – Associate Conference Minister for the Southwest Association - [tdrewsen@wcucc.org](mailto:tdrewsen@wcucc.org) 608-846-7880(conf)

## **Summary of Ministry Description:**

Despite challenges such as the pandemic, we have an active church life and strive to deepen a healthy congregational life, move beyond past wounds and unhelpful patterns, and expand a welcoming outreach to the community. We seek a pastor who will support that life of the church and who will help us discern what God is calling us to be as we move forward. This pastor should be familiar with UCC polity and be a leader who listens well to congregants and is willing to explore new possibilities of how we can help build the Kingdom of God.

Like so many small-town churches our congregation has an aging and declining membership and a beautiful, vintage church building. Nevertheless, we are an active, vibrant part of the larger Mineral Point Community and have the reputation as the church that “gets things done” as we seek to discover what God is calling us to be.

**Photographs** – Karen has Suggested - pasty sales, community dinners, the building, worship service.

## **What we value about living in our area:**

Mineral Point is a unique community and is somewhat of a melting pot of long term (often agriculture-related) family lineages, newer transplants, artists, history aficionados, and members of the LGBTQ community. Community service and solid support of our children and schools is prominent. We are nestled in the scenic Driftless Area that attracts visitors for recreational, art, cultural and historical activities.

**Current size of membership:** 102

**Language used:** English

**Position Title:** Pastor

**Position Duration:** Settled

**Compensation Level:** ½ time

**Does package support guidelines:** Yes

**SCOPE OF WORK** – Half time Pastoral Position (20-25 hrs. weekly / 5-6 units)

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy, and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with our organist/pianist or volunteers, preaching, offering prayers etc.
- faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- pastoral care in collaboration with lay people (at least to those who are sick, elderly, or grieving)
- participation in wider church activities such as conference and association meetings as time permits
- study and prayer to increase faith and to improve skills so as to lead, teach, and preach better
- energizing and deepening spiritual connections and faith understandings of others in all they do

**Core Competencies:** These are all of equal importance.

1. Empathetic Listener
2. Open-Minded
3. Spiritually Grounded

## **COMPENSATION AND SUPPORT**

**Salary Basis** – Salary and Housing - Varies dependent upon level of experience. Currently \$28,282. Current conference guidelines for 2021 – 2023 indicate: The recommended total compensation package amount for half time positions range between \$35,000 and \$52,000.

**Benefits** – Salary plus Benefits as negotiated in the contract.

**Living situation expectations** – No specific expectations

**Incentives** – Salary increases as per conference guidelines.

**Peer / professional support** – The Conference offers peer groups. Clergy can pay to join for peer support. Conference resource page for clergy is available. We strongly encourage participation in one or more support group.

### **How we adopt part-time adjustments...**

Together, we develop a mutually acceptable schedule and then keep an open dialogue so that all parties can adjust the schedule as specific needs arise. Members help with communicating to the Pastor when pastoral care needs arise, assist in event preparation for things such as weddings and funerals, and have long and deep relationships of caring for each other and the needs of the facilities. We are adaptable if the Pastor needs to be absent from a Council meeting and have experience in working with varying schedules and Pastors who have secular work in addition to ministry. We want our next Pastor to participate in the life of our community beyond Sunday morning worship – and have worked to have healthy expectations of when and how they might be able to do this.

The Pastor-parish team will help facilitate these conversations.

## **WHO IS GOD CALLING TO MINISTER WITH US?**

### **Ministry Goals:**

- Care and nurturing of congregants
- Challenge the congregation to “Be the Church”
- Support our very service-orientated church’s outreach to the wider community
- Be involved with and support lay leadership in child and youth ministry

### **Vision for assisting in making an impact beyond our walls.**

Our congregation has enjoyed actively providing service to the wider community in a variety of ways. This has been carried out to a lesser degree in the past couple years primarily due to the Covid pandemic. We welcome ministerial support for the work that continues to be done.

**Language requirements:** None

**Marks of Faithful & Effective Authorized Ministry** –The marks listed here support our ministerial goals as stated above.

Spiritual Foundation

Care for Creation

Strengthen inter-personal skills

Building Transformational skills

### **Who is God calling you to become as a congregation?**

God is calling us to be people of the Christian faith who live lives as servants of God and of our neighbors. We’re called to be caring and compassionate toward one another and to the wider community.

### **Describe how God is calling you to reach out to address emerging challenges ...**

#### **Two examples:**

1. Community Dinners – For the past 9 and a half years, our congregation has organized a monthly, free community dinner. Volunteers and donations pay for the supplies, prepare and serve the food. The dinner has averaged from 50 to 90 or more each dinner. COVID forced this event to be temporarily suspended for a few months. However, it was soon running as a ‘take-out’ dinner after this brief pause.
2. Remote Sunday Services – COVID forced an end to in-person Sunday services. We began holding services via Zoom by use of volunteers’ personal electronic devices. Once it was clear that remote services would need to continue indefinitely, the church set up a more sophisticated system that allowed for both in-church and remote participation. This is how we continue to worship currently while monitoring and following conference guidelines concerning COVID.

### **Strategic Plan / Vision Statement**

These have not been updated for some time. We welcome guidance from our current interim pastor or a future settled pastor in crafting a vision statement. Our mission and vision is a work in progress. We strive to continue our legacy of service to the community. We want to continue experimenting with new ways of worshipping together that work well for families, all ages and homebound members. We support loved ones through and beyond a funeral. We continue to search for creative uses for the church building and space.

## **Congregation's Life of Faith**

**Purpose:** The avowed purpose of this church shall be to worship God, to preach the Gospel of Jesus Christ, and to celebrate the Sacraments; to realize Christian fellowship and unity within the Church Universal; to render loving service toward mankind; and to strive for righteousness, justice, and peace.

**God described** – While our congregants have a wide range of personal understandings of God, our congregation generally leans quite heavily toward a traditional understanding of God.

**Holy Spirit in our midst** - We feel the Holy Spirit's presence as we engage in the range of church life activities, especially as we support one another in difficult times and provide service to the wider community.

## **Strengths and Qualities of the Congregation**

- We are a service-orientated congregation that supports one another and offers service to the local and the wider community.
- Our congregation does well at “rising to the occasion” when needed to support a fund-raising call, to organize and run an event, or to help repair / manage the church building. Our congregants foster a Can-Do spirit when the need arises.
- Steadfast – Many families and individuals have long-term relationships within this congregation and provide firm, dedicated support in a wide range of ways.

## **What worship is like**

We follow the standard UCC lectionary and the and typical UCC Order of Worship. We use the Chalice hymnal. We have an organist/pianist, Mary Dunn, who has worked for our church for 27 years and participates as a member in our events and ministries. We have readers for the scripture each week organized and scheduled through our secretary. Members prepare Communion, altar decorations, and seasonal decorations. Currently, worship take place simultaneously in the sanctuary and on-line via Zoom and Facebook. We have no set baptism protocol. Each baptism service is designed by the pastor and the child's family. For the most part, baptisms are conducted in mostly traditional ways. Worship averages in the low twenties in attendance with much larger attendance for special events and holidays. We are experimenting with a new idea of having a special kids table in the back of the sanctuary so all ages can participate together.

Our congregation describes good preaching as being inspirational, heartfelt, and instructive. Congregants generally appreciate preaching that includes personal life experiences. Also appreciated is preaching that makes one feel as if he or she is being spoken to personally.

## **Faith formation and education**

For a variety of reasons, this is an area that has not been as productive / successful as it might be. We feel this is an area of need.

Some recent history:

- Our youngest folks – Pre-Covid, our church provided Sunday School education opportunities most Sundays in the school year. Participation in these classes has slowly declined over the past decade. With the on-set of Covid, our education for the K - 7 population has been generally limited to packets mailed to families with children. “Young at heart” messages from the minister during Sunday services continue (when young folks are present) now that we hold services in the sanctuary. Recently, we have enjoyed providing young folks’ instruction/activities in the chapel area at the back of the sanctuary.
- Confirmation – Confirmation instruction has continued with new classes initiated every 2-yrs. Confirmation students meet monthly for 2 years prior to being confirmed. The past two classes have had 3-4 participants and instruction was mostly lay-person led with some collaboration and guidance from the minister.
- Teens – For 20 years (1999 – 2019) we directed a community-wide, ecumenical teen church youth group. This was primarily a service-orientated group that hosted annual mission trips in various locations across the country. We regularly attracted 12 to 25 community youth. This program is no longer active.
- Adult – Over the past few years ministers have offered book reads / discussions as the occasion to do so arises as initiated by the pastor. This has been sporadic at best with very low numbers of participants.

## **Organize for ministry and mission**

### **How are decisions communicated?**

In monthly newsletters sent electronically or by mail, by Facebook posts, weekly announcements and reminders at the beginning of Sunday services, and surface mailings as needed.

### **How are teams or committees organized?**

By the church council and or as individuals or groups have an interest to organize a project or program. Council is made up of nine church members who serve in specific roles or ministries and attend as representation of that role/group. Each council member serves in a three-year term and can serve an additional consecutive three-year term. Council meetings are facilitated by the Moderator/s and occur once a month in the evening.

### **Where do we struggle for vision?**

- In welcoming new folks and unchurched members of the community
- In attracting and retaining younger folks and members of diverse backgrounds

**Hours spent in decision-making** – Generally 2 hrs. monthly in council meetings

### **Incident of taking action quickly**

We had planned to replace the ground level hall's kitchen floor. As preparations were made it was discovered that the subfloor had deteriorated. Further investigation revealed that recent flooding had undermined not only the subfloor but, more importantly, the outside foundation wall of the kitchen that supports the south end of the building.

Volunteers enlisted professional help in analyzing the problem, engineering a solution, and in providing professional excavating services. These services were provided at either discounted cost or at no charge. Volunteers and professionals then provided the expertise and person-power needed to refurbish the interior wall and complete the original floor project. Congregation members and even members and businesses in the community contributed financially to bring this project to a successful conclusion.

**Provide constitution and annual report?** Yes

### **CONGREGATIONAL DEMOGRAPHICS**

Active members – 102

Active Non-members – 26

Total – 128

Members for more than 10 yrs. – 105

Members 5-10 yrs. – 13 – youth

Members Less than 5 yrs. – 10 youth

|                |            |            |           |                   |            |
|----------------|------------|------------|-----------|-------------------|------------|
| Members by Age | 0-11 = 13  | 12-17=13   | 18-24 = 7 | 25-34 = 6         | 35-44 = 14 |
| 45-54=15       | 55-64 = 10 | 65-74 = 37 | 75+ = 13  | Estimated numbers |            |

|                                    |                      |                      |
|------------------------------------|----------------------|----------------------|
| Percentage of adults in households | Single under 35 = 5% | Joint w/minors = 18% |
|------------------------------------|----------------------|----------------------|

|                             |                         |                      |
|-----------------------------|-------------------------|----------------------|
| Single adults 35 – 65 = 13% | Joint w/no minors = 43% | Single over 65 = 21% |
|-----------------------------|-------------------------|----------------------|

|           |          |               |                 |                 |
|-----------|----------|---------------|-----------------|-----------------|
| Education | HS = 40% | College = 33% | Grad Sch. = 15% | Specialty = 12% |
|-----------|----------|---------------|-----------------|-----------------|

|            |                |               |                                   |
|------------|----------------|---------------|-----------------------------------|
| Employment | Employed = 46% | Retired = 47% | Student (not fully employed) = 6% |
|------------|----------------|---------------|-----------------------------------|

### **Range of Occupations (pg.11)**

Farming and Ag-related, building trades, education, health care, catalog sales and associated careers, insurance, conservation, and numerous retirees.

### **Ethnic heritage mix**

Many long-term families trace their roots to Cornwall, England. Beyond that, congregation members are

almost exclusively a mono-culture from white, European descent. Our congregation is socio-economically diverse within that mono-culture. Beyond that we are a very homogeneous population.

**Diversity Discussion** - We have not taken the time or initiative to hold any extensive conversations about welcoming diversity.

## **PARTICIPATION AND STAFFING**

| Ways of Gathering  | Est. Number in attendance | Who plans the gatherings?            |
|--|---------------------------|--------------------------------------|
| Adult groups or classes  | 42                        | Woman's Fellowship leadership        |
| Baptisms (last year) 2   | 30 - 60                   | Pastor                               |
| Children's group or classes  | 8                         | Sun. Sch. Committee                  |
| Christmas Eve and Easter worship   | 40 – 100                  | Pastor and Council                   |
| Church-wide meals  | 25-30                     | Transition Team                      |
| Choirs and music groups  | 0                         |                                      |
| Bible study in church  |                           | None currently                       |
| Communion – Served monthly   | 12-30                     | Pastor                               |
| Confirmation   | 2                         | Pastor and lay teacher               |
| Drama / Dance  |                           | None                                 |
| Funerals (last year) 3   | 50 - 120                  | Pastor and family                    |
| Intergenerational groups   |                           | None                                 |
| Outdoor worship - One annually   | 12-18                     | Pastor and Council                   |
| Prayer groups  |                           | None                                 |
| Public Advocacy Work   |                           | No organized group                   |
| Retreats   |                           | None                                 |
| Bible programs in community  |                           | None                                 |
| Weddings (last year) 1   | 120                       | Pastor and family                    |
| Worship time – winter 10:30, other 10:00   | 22 ave.                   | Pastor, moderator and music director |
| Young Adult groups   |                           | None                                 |
| Youth Group – We had an active youth group for 20 yrs. that disbanded in 2020 because of Covid | 12- 28                    | Youth group directors                |

## Staff

| Position       | Only 1 staff / ea. | Compensation | Supervised by | Length of Tenure |
|----------------|--------------------|--------------|---------------|------------------|
| Interim Pastor | 1                  | Half time    | Council       | 1 yr.            |
| Secretary      | 1                  | Part time    | Council       | 4 yrs.           |
| Organist       | 1                  | Part-time    | Council       | 27 yrs.          |
| Treasurer      | 1                  | Part-time    | Council       | 17 yrs.          |

## REFLECTION

This data seems to confirm the portrait of our congregation that we have tried to depict in words in this .profile.

## CHURCH FINANCES

Annual Giving = \$49,000      Endowment = 0      Fundraising Events = \$15,500      Special Gifts = 0  
Grants = \$1,550      Rental of Church = \$575      Rental of Parsonage – N/A  
Support from related orgs. = 0      Transfers = 0      Interest Income = \$250  
Total = \$67,211

Current Annual Expenses = \$46,663      Ministerial % = 43%

We've never failed to pay our financial obligations to a minister.

OCWM is budgeted and paid at 4.9% of budgeted expenses

We are 5-for-5 to OCWM

Zero church indebtedness

No current building program, capital campaigns or endowment.

Reserves = \$206,000      Investments = \$1,100

No parsonage or other properties aside from the church building.

## Spaces handicap-accessible

Our building is wheel-chair accessible ONLY WITH assistance; even then the pulpit area is inaccessible.

Handicap restroom facilities are on both the fellowship hall level and the sanctuary level.

## Reflection on Church Financing

There has not been a major budget change in at least 12 years. By striving to keep expenses low, we've been able to maintain a stable budget. Fund raising continues to be a significant necessity for financial stability. A finance committee develops an annual budget that is usually very similar to the previous year's. That budget gets approved at the annual meeting in January.



## **HISTORICAL INFORMATION**

**Three significant happenings that have shaped the identity of the congregation. Add then most important one of the past 10 years.**

1. Most Significant - Move to halftime pastor - Perhaps the most significant change in recent history was the transition early in 2008 from a fulltime pastor to halftime. It signaled the congregation's admission to itself that it could no longer afford to finance a fulltime pastor. With that decision, we began sharing a pastor with the Plymouth Congregational UCC in nearby Dodgeville.
2. Trial Yoke – In 2014 we initiated a yoke agreement with Plymouth UCC. That relationship continued for less than 2 years with the shared pastor resigning from our church. Many congregants regard this attempt at yoking as unproductive and divisive.
3. Non-UCC Pastor – In 2017 we hired an ELCA Lutheran pastor whom we shared with the Hope Lutheran congregation in Mineral Point.

### **Describe a recent specific change we've managed**

COVID – Like congregations across the country, this has been a significant challenge. With guidance from our conference association, we ended in-person Sunday services and transitioned to online. In the spring of 2021 we began consideration of holding in-person services again. With the decision to do so, we purchased additional video technology and now conduct simultaneous in-person and online Sunday services through Zoom and Facebook Live. Additionally, our community meal project was suspended for a few months then began offering "carryout" meals only. Participation in our Youth Group program had been lessening. Covid has effectively caused the program to end altogether.

Non-UCC Pastor – Another change we've managed recently was concerning the experience we had in hiring an ELCA Lutheran pastor. Both pastor and the congregants had to be flexible in adjusting expectations and in finding common ground. Both discovered this was more challenging than had been anticipated.

### **Values and practices when managing conflict**

Values – Perhaps the greatest underlying value in conflict situations is trust. Even though we may not agree on an issue, for the most part, our congregants trust one another. We trust that our congregants and pastor have the church and our family of faith's best interests at heart.

Conflict resolution –

- We have had Pastor-Parish teams, also known as Pastor Advisory Teams, that meet with the pastor. These primarily serve as a confidential avenue for the pastor to ask questions about the congregation and to seek guidance on issues. But they also provide opportunities for team members to raise up potential areas of conflict to the pastor with the goal of minimizing or preventing conflict. We do not currently have a Pastor Parish team working with our interim pastor. Ideally, congregants are also comfortable bringing any conflicts to one or more of the church council members who then share that concern with the council as a

whole where members work to come to a satisfactory resolution.

- A few times in recent years we have appreciated help from the conference office in smoothing conflict with our pastor. None of these required formal procedures.
- Conflict ending with mixed results When our church tried yoking with another congregation our called, halftime pastor resigned after serving us just one year. She then became the fulltime pastor of our yoked partner church. This caused conflict because it signaled to some that the yoking trial was a failure. The dynamic of still needing to work at least minimally with that pastor continued because of the yoke extended the conflict to a small degree.

Resolution – On the other hand, both congregations have moved on since that conflict, so some would consider the issue as having been resolved in a satisfactory manner. Unfortunately, a few congregants did leave our church as a result of this conflict.

Recent conflict and lessons learned Our last settled (halftime) pastor was trained as an ELCA Lutheran pastor. It was a challenge for him to become familiar with UCC polity while he was also still serving halftime with a Lutheran congregation. Our congregation understood that there had to be time for a “learning curve” in becoming familiar in UCC polity, but that didn’t happen as well as most had hoped.

In the end, the lesson for our congregation is that asking a pastor trained by another denomination to serve as our pastor may be an expectation few pastors could actually manage well. In the future we’ll likely place a priority on calling a pastor trained in UCC polity or who has demonstrated success in serving a denomination outside of their formal training.

**Ministerial History** – (attached)

Any past leader left under pressure or involuntary termination? YES (O’Conner and Graham)

Any Situational Support Consultation? NO

Any Fitness Review needed? NO

**COMMUNITY VISION** (pg. 18)

**Outward service activities this past year** – We continue our monthly free community dinner program described earlier. Our congregation collected a trailerful of clothing and household goods as well as cash donations that were delivered by husband and wife congregants to the victims of the Mayfield, KY tornados. During the Christmas season we support local low-income families through area social service organizations.

**Global outreach of care and justice** – We regularly collect for the UCC special offerings and support OCWM throughout the year.

**Current “transformational” outreach** – We’re trying to maintain as much as we can the outreach connections we’d fostered for many years.

**Association / Conference participation** – One husband & wife couple regularly participated in annual association and state conference meetings. One member participates with the Wis. conf. Creation Care Team. The team donated copies of his eco-themed book to every congregation in the state.

**(Bottom 2 sections of pg. 18)**

Concerning specific UCC outreach opportunities to the wider community such as A2A, GISS, or ONA - We have not formally adopted any of these but are open to exploring training and participation in many of them.

**Ecumenical and interfaith activities (pg. 19)**

- As described earlier, our congregation was yoked with Plymouth UCC in the neighboring town, Dodgeville, while we share our pastor with one another.
- Also described earlier, our last settled (halftime) pastor was concurrently the halftime pastor of Hope Lutheran church here in Mineral Point.
- We partner with St. Mary’s Catholic church in hosting our community dinners.
- And as discussed earlier, for 20 years we hosted and ecumenical teen youth group open a all Mineral Point youth.

**Congregational Mission Statement –**

Our mission at Congregational United Church of Christ is to celebrate God’s love. As disciples of Jesus Christ, we celebrate that love by responding to the needs of our congregation, community, and the world through worship, education, fellowship, and service to all.

**Scope of minister’s community outreach – expectations on their time** - Our congregation has had a halftime pastor for several years. We’re very aware of the limitations this puts on the pastor’s ability to engage in greater community outreach. We appreciate any support our pastor can offer in the outreach that individuals and church groups / committees undertake.

**Mission InSite – N/A**

**REFERENCES**

- #1 – Pastor Sonny
- #2 – Jeff Basting
- #3 – Chris Reynolds

## Closing Prayer

Lord help us to become instruments of Your peace.

Where there is hatred show us how to sow love.

Where there is injury help us learn to pardon.

Where there is doubt, show us how to grow and share our faith.

Where there is despair help us find and foster hope.

Where there is darkness illuminate our souls that we may brighten the lives of others.

Where there is sadness may we find joy in bringing joy to others.

O Divine Master grant that we may learn to

console, understand and love others before expecting those same comforts from others toward us.

For we've learned that in giving we receive

and when we pardon we are pardoned.

Give us the wisdom to understand that in dying we are born...

To eternal life.

## STATEMENT OF CONSENT

**Who contributed to these contents:** - Five-member Transition Team and five-member Search Committee

## Additional Comments

Our congregation seeks a friendly, gracious and kind spiritual leader who will partner with us as we continue our search to "Be the Church", to care for and nurture one another, to serve the wider community, and to guide our children and youth to grow in love, compassion and grace.

We find our congregation, our wider community and our serene rural setting an ideal place to live and grow in grace. We believe many pastoral candidates would find the same. So Welcome! We're eager to meet you.

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 'Ted', with a stylized flourish extending from the top left.

Name / Title: Rev. Ted Drewsen/Bridge Associate Conference Minister

Email: [tdrewsen@wcucc.org](mailto:tdrewsen@wcucc.org)

Phone: 920-251-9640

Date: March 18, 2022

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

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

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



Church#: 861920

Assoc: 836

Schedule: 0

Congregational UCC

Mineral Point

WI

53565

| YEAR | MEMBERS | AVG WEEKLY<br>ATTENDANCE | CHR ED/<br>FAITH FORM | CONFIRMATION | CONFESSION | TRANSFER OR<br>REAFFIRM | DEATHS OR<br>TRANS OUT | OTHER<br>LOSSES | NET MEMBS<br>ADDS-REMOVED |
|------|---------|--------------------------|-----------------------|--------------|------------|-------------------------|------------------------|-----------------|---------------------------|
| 2010 | 208     | 58                       | 25                    | 0            | 0          | 0                       | 0                      | 0               | 0                         |
| 2011 | 141     | 50                       | 12                    | 0            | 0          | 0                       | 10                     | 57              | -67                       |
| 2012 | 146     | 50                       | 10                    | 0            | 0          | 6                       | 1                      | 0               | 5                         |
| 2013 | 146     | 50                       | 10                    | 0            | 0          | 0                       | 0                      | 0               | 0                         |
| 2014 | 146     | 50                       | 10                    | 0            | 0          | 0                       | 0                      | 0               | 0                         |
| 2015 | 142     | 40                       | 10                    | 0            | 0          | 0                       | 4                      | 0               | -4                        |
| 2016 | 126     | 38                       | 8                     | 0            | 0          | 6                       | 4                      | 22              | -20                       |
| 2017 | 122     | 40                       | 8                     | 0            | 0          | 0                       | 4                      | 0               | -4                        |
| 2018 | 123     | 32                       | 21                    | 4            | 0          | 0                       | 3                      | 0               | 1                         |
| 2019 | 111     | 28                       | 12                    | 0            | 0          | 0                       | 7                      | 5               | -12                       |
| 2020 | 105     | 28                       | 12                    | 0            | 0          | 0                       | 6                      | 0               | -6                        |

| YEAR | CURRENT<br>EXPENSES | CAPITAL<br>PAYMENTS | BASIC<br>SUPPORT | TOT OTHER<br>UCC GIVING | TOTAL<br>OCWM | OTHER<br>GIFTS | WIDER<br>MISSION | BASIC SUPP%<br>CURR LOCAL | TOTAL EXPEND | PLEDGES AND<br>OFFERINGS |
|------|---------------------|---------------------|------------------|-------------------------|---------------|----------------|------------------|---------------------------|--------------|--------------------------|
| 2010 | \$72,163            | \$0                 | \$4,250          | \$2,743                 | \$6,993       | \$0            | \$6,993          | 5.89                      | \$79,156     | \$0                      |
| 2011 | \$85,049            | \$0                 | \$4,250          | \$1,171                 | \$5,421       | \$3,352        | \$8,773          | 5.00                      | \$93,822     | \$60,174                 |
| 2012 | \$63,550            | \$7,063             | \$4,250          | \$668                   | \$4,918       | \$2,815        | \$7,733          | 6.69                      | \$78,346     | \$57,870                 |
| 2013 | \$63,550            | \$0                 | \$4,251          | \$499                   | \$4,750       | \$0            | \$4,750          | 6.69                      | \$68,300     | \$0                      |
| 2014 | \$63,550            | \$0                 | \$4,250          | \$602                   | \$4,852       | \$0            | \$4,852          | 6.69                      | \$68,402     | \$0                      |
| 2015 | \$77,479            | \$0                 | \$4,250          | \$5,922                 | \$10,172      | \$8,906        | \$19,078         | 5.49                      | \$96,557     | \$58,578                 |
| 2016 | \$13,957            | \$5,318             | \$4,250          | \$1,865                 | \$6,115       | \$3,793        | \$9,908          | 30.45                     | \$29,183     | \$54,062                 |
| 2017 | \$146,506           | \$0                 | \$4,250          | \$370                   | \$4,620       | \$2,550        | \$7,170          | 2.90                      | \$153,676    | \$67,637                 |
| 2018 | \$67,792            | \$0                 | \$4,250          | \$544                   | \$4,794       | \$1,700        | \$6,494          | 6.27                      | \$74,286     | \$66,673                 |
| 2019 | \$71,341            | \$23,272            | \$4,250          | \$500                   | \$4,750       | \$455          | \$5,205          | 5.96                      | \$76,546     | \$52,206                 |
| 2020 | \$45,984            | \$0                 | \$4,250          | \$145                   | \$4,395       | \$285          | \$4,680          | 9.24                      | \$50,664     | \$49,255                 |

| % CHANGE  | MEMBERS | AVG WEEKLY<br>ATTENDANCE | CHR ED/<br>FAITH FORM | TOTAL<br>ADDITIONS | TOTAL<br>REMOVALS | CURR LOCAL<br>EXPENSES | TOTAL<br>OCWM | TOTAL<br>EXPENDITURE |
|-----------|---------|--------------------------|-----------------------|--------------------|-------------------|------------------------|---------------|----------------------|
| 2015-2020 | -26.06  | -30.00                   | 20.00                 | 0.00               | 50.00             | -40.65                 | -56.79        | -47.53               |
| 2010-2020 | -49.52  | -51.72                   | -52.00                | 0.00               | 0.00              | -36.28                 | -37.15        | -35.99               |

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.

**Congregational UCC Mineral Point  
Pastoral Leadership Since 1955**

BJ Talledge (Dec 31, 1955 – Aug 31, 1963)

Max Rigert (Sept 1963 – June 1966)

Jack Morrison (Oct 1, 1966 – June 1970)

Dennis Seibert (Dec 1970 – April 1976)

Dow Edgerton (July 18, 1976 – March 1, 1983)

Steve Gehlert (July 10, 1983 – May 5, 1989)

Beryl Melcher (Dec 3, 1989 – March 30, 1997)

Interim Gail O'Neil (Summer of 1997)

Scot O'Conner (Sept 9, 1997 – Sept 16, 2001)

Interim Philip Shively (Nov 11, 2001 – Nov 17, 2002)

Dave Schlieter (Dec 1, 2002 – December 2007)

Interim Beryl Melcher (Feb 4, 2008 – Sept 14, 2008)

Todd Smith- Lippert (Sept 21, 2008 – April 15, 2012)

Interim Marilyn Robinson-Summer 2012

Interim PCUSA Dan Yeazel (September 2012 – 2014)

Joylynn Graham (November 2014-October 2015)

Interim David Moyer (October, 2015-January, 2016)

Interim Beryl Melcher (January 2016-October 2016)

Interim Luke Bocher (October 2016 – Sept 2017)

Rich McLeer (Sept 10, 2017 – March 1, 2020)

Interim Bev Davis (March 2020-March 2021)

Interim Sonny Graves (April 2021-Present)

Dick Josh

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**From:** Richard Josh <rjosh0749@gmail.com>  
**Sent:** Tuesday, March 15, 2022 2:50 PM  
**To:** Dick Josh  
**Subject:** Fwd: statement

----- Forwarded message -----

**From:** Chris Reynolds <chrisreynolds7200@gmail.com>  
**Date:** Fri, Mar 4, 2022, 3:29 PM  
**Subject:** statement  
**To:** Dick JOSH <rjosh0749@gmail.com>

I have been asked to share my thoughts on my experiences at the UCC.

I first became involved about 20 years ago through the youth group as my children were in high school. The Mission trip experiences my kids had helped shape who they are today. As my children aged out of the youth group I had two opportunities to contribute by chaperoning a youth mission trip to Kentucky and accompanying adults on a mission trip to Mississippi after Hurricane Katrina. During these years, both the clergy and youth group leadership were strong.

As a non-member, I see this church as loving and welcoming. Each month a free community dinner is prepared, and is open to everyone. Most months a pasty sale fundraiser is held and several hundred pasties are sold. Volunteers are around every corner, decorating, organizing, reading, teaching, cleaning, and offering carpentry and maintenance skills.

This last year I was involved in the Transition Team. The UCC is similar to many small rural churches as membership declines and the current members are aging. Through small group meetings I learned most members, current and former, have deep roots in the church and do not want it to close its doors. As the groups exchanged views and talked of what did not work in the past and what could work in the future there was excitement and hope that new leadership can be found to lead the church forward.

Chris Reynolds



**Dick Josh**

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**From:** Richard Josh <rjosh0749@gmail.com>  
**Sent:** Tuesday, March 15, 2022 2:40 PM  
**To:** Dick Josh  
**Subject:** Fwd: Home em

----- Forwarded message -----

**From:** jeff basting <pointfoods@frontier.com>  
**Date:** Mon, Mar 14, 2022, 2:45 PM  
**Subject:** Re: Home em  
**To:** Richard Josh <rjosh0749@gmail.com>

To whom it my concern.

My name is Jeff Basting and I am the owner of Point Foods. I have lived in Mineral Point for most of my life. I would like to tell you a little bit of what I know about the parishioners of the United Church of Christ Church here in Mineral Point,

It truly is an honor to know the parishioners of this church. They are the first congregation that always steps forward to help our locals and people from around the world. This church started our free community dinners almost 10 years ago. They raise money for needs in Mineral Point and always step up to help families who could use some help.

This group of people welcome all who come to their church. We have attend church a number of times over the past few years and have always been treated friendly and honestly like family. This is very cool since I am a catholic but love to be around these folks. My children have been welcomed over the years when the UCC does their youth programs even though we are not members of the church. My kids have never felt anything but acceptance.

This church and parishioners are the most accepting of all our churches in town, the kindest and most carrying, and the most loving church that I have ever been around.

Thank you for your consideration of this church .

Sincerely

Jeff Basting

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Rev. Sonny Graves  
pastorsonnygraves@gmail.com (608) 535-9251

Dear Ministerial Candidate:

I have had the pleasure of serving as an Interim Minister with Congregational Church Mineral Point since April 2021. A strength of this church is the depth and importance of the relationships here. It is a family sized congregation that truly *cares* - about God, one another, and the needs of their wider community. They are a congregation that values putting their faith in action. This may be on a local level nurturing friendships and fellowship through the Pasty making and sale or the community meal, in mentorship and guidance of youth connected to the congregation, or in spontaneous acts of generosity such as gathering supplies to bring to a crisis or disaster area. **Community service** is an important value to the members of this church.

The congregation has adapted to a part-time minister by taking on important roles and responsibilities to maintain and keep the church functioning. As we know the pandemic and upheavals of the past few years have presented a challenge to all our churches – and this congregation has found creative ways to adapt, learn, and embrace different methods of being the church. Like many small and more rural based congregations in person worship, activities, and communication is highly important to their wellbeing and I believe they have done an excellent job practicing wisdom of balancing both of these needs. There is a wide spectrum of political and theological identity and understanding here – and as a church they practice the UCC spiritual value of unity within differences and that is a strength for them.

Through the activities of their transition team prior to creating a church profile I observe that the congregation has been able to release some of pain, and fear from past experiences in different ministry models and Pastor's tenures and be able to look to the future with clarity. As much of their energy and time goes towards maintaining the church, there are few opportunities to experiment with outreach to and integration of new members.

The town and surrounding areas are popular to move to or visit as a tourist – and this congregation is one of the progressive churches in the region. There's an opportunity to embrace or partner events geared towards transplants, tourists, and artists traveling through in addition to long term families and members who are a part of the church that hasn't been realized yet in the limited energy and time of the current members. I observe that the congregation will have an increasing need for ministry to home bound members, and supporting funerals and families in their grieving in the future. As worship size adjusts to being smaller and more intimate, and possible staffing transitions approach as the main musician begins to explore retirement in the coming years – I think

this congregation will have an opportunity to experiment, refashion, and reveal new ways of worshipping and possible partnerships with other local churches if they can stay open to that.

A significant experience I have had with this congregation was the Baptism of the grandchild of one of the core members. This church has a huge heart for kids and families – and it was on full display! The love, prayer, and blessings that surrounded this family and child who don't get to regularly attend filled the room with the Holy Spirit. The congregation was open to and embraced a different ritual of Baptism that the parents of the child helped to shape. They extended hospitality and joy to all the Godparents and friends of the family. Some may think that Easter and Christmas are the most important holidays in the life of a Congregation – but I would argue for this church important moments come with the arrival of faith milestones like a Baptism may be even more treasured by the people here.

This is a church that strives to be **together**, loves sing together, laugh together, and abides to grieve together. They know how to journey through the challenges and celebrations that life brings and keep the hope as a community. They feel close to God when they are extending that hand of Christ to help or care for a neighbor, to seek justice in the face of what's unfair, and to care for their generations from children to elders. In this church you will find the beauty of the Spirit in the surrounding rolling hills, in the hands held on Sundays, and in the sense of purpose and responsibility to their neighbor.

I encourage you to consider this congregation as a meaningful place to partner in ministry, and I am available by phone or email to answer questions or discuss my time here further.

Sincerely,

Rev. Sonny Graves

## **CONGREGATIONAL UNITED CHURCH OF CHRIST**

**Mineral Point, Wisconsin 53565**

### **Article I. Name**

The name of this church shall be the Congregational United Church of Christ located in the City of Mineral Point, County of Iowa, and State of Wisconsin.

### **Article II. Purpose**

The avowed purpose of this church shall be to worship God, to preach the Gospel of Jesus Christ, and to celebrate the Sacraments; to realize Christian fellowship and unity within the Church Universal; to render loving service toward mankind; and to strive for righteousness, justice, and peace.

### **Article III. Government**

The government of this church is vested in its members, who freely accept the privilege and responsibility of co-operating with other congregations within the United Church of Christ in their associated activities, but recognize the duty and exercise the right of final control and autonomy in all matters pertaining to the work and government of this church.

### **Article IV. Faith and Covenant**

Faith - This church acknowledges as its sole Head, Jesus Christ, the Son of God and Savior of man. It acknowledges as brothers in Christ all who share in this confession. It looks to the word of God in the scriptures, and to the presence and power of the Holy Spirit, to prosper its creative and redemptive work in the world. It claims, as its own the faith of the historic Church expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformation. It affirms the responsibility of the Church in each generation to make this faith its own. In accordance with the teachings of our Lord and the practice prevailing among evangelical Christians, it recognizes two Sacraments; Baptism and the Lord's Supper of Holy Communion, which shall be observed at least four times each year. We join other congregations in the Statement of Faith adopted by the United Church of Christ

#### **"Statement of Faith"**

"We believe in God, the Eternal Spirit, Father of our Lord Jesus Christ and our Father, and to His deeds we testify: He calls the worlds into being, creates man in His own image, and sets before him the ways of life and death. He seeks in Holy love to save all people from aimlessness

and sin. He judges men and nations by His righteous **will** declared through prophets and apostles. In Jesus Christ, the man of Nazareth, our crucified and risen Lord, He has come to us and shares our common lot, conquering sin and death, and reconciling the world to Himself. He bestows upon us His Holy Spirit, creating and renewing the Church of Jesus Christ, binding in covenant faithful people of all ages, tongues and races. He calls us into his Church to accept the cost and joy of discipleship; To be His servants in the service of men, to proclaim the gospel to all the world and resist the powers of evil, to share in Christ's baptism and eat at His table, to join Him in His passion and victory. He promises all who trust Him forgiveness of sins and fullness of grace, Courage in the struggle for justice and peace, His presence in trial and rejoicing, and eternal life in His kingdom which has no end. Blessing and honor, glory and power be unto Him. Amen."

Covenant - We pledge one with another to seek and respond to the Word and **will** of God. We purpose to walk together in the ways of the Lord, made known and to be made known to us. We hold it to be the mission of the Church to witness to the Gospel of Jesus Christ in all the world, while worshiping God, and striving for truth, justice, and peace. As did our fathers, we depend on *the Holy Spirit* to *lead and* empower us. We pray for the coming *of the Kingdom of God*, and we look with faith toward the triumph of righteousness and eternal life.

### **Article V. Membership**

1. Membership in this church shall be open to any person who has been baptized *and* then confirmed or made public confession of faith in Jesus Christ as Lord and Savior.
2. Members shall pledge themselves to attend the regular worship of the church and the celebration of the Lord's Supper; to live the Christian life; to share in the life and work of the church; to contribute to its support and benevolence; and to seek diligently the spiritual welfare of the membership and the community.
3. Reception of Members - Candidates for admission to church membership, on confession of their faith, confirmation, or by letter-of-transfer, may be received upon of the United Church Council and the minister. These candidates may be received into membership at a regular or special service of worship, or by special arrangement made with the minister and approval by the United Church Council.
4. Transfer of Membership - Any member in good standing, may, on his own request be granted a letter-of-transfer to another Christian church. Such letter shall be approved by the Minister and the United Church Council, and shall be sent by the Church Clerk.
5. Inactive List - A member who, for a period of three years, does not fulfill

the tenents of membership as described in Article V Section 2, will be moved to the inactive list.

If the inactive member resumes participation in accordance with Article V Section 2, they will be moved back to the current membership list.

6. The membership committee **will** review the active and inactive membership lists annually.
7. Members who will be absent from the parish for an extended period of time may be placed on the inactive list at their request *and* subsequently returned to the active membership list at their request.

### **Article VI. Governing Officers**

The ultimate governing body of this church shall be the members assembled in a congregational meeting (See Article IX. Church Meetings). The functions of the church however shall be carried on by the church officers which shall include the United Church Council members, a Religious Education Committee, Church Treasurer, Church Clerk, Church Auditor, Sunday School Superintendent, Chief Usher, and Asst. Chief Usher. These officers shall all be elected by the congregation at the Annual Meeting (See Article **IX**) except for the Church Treasurer who shall be appointed by the United Church Council. All church officers shall be members of the congregation.

- 1) The United Church Council shall be chosen for a term of three years and shall be elected so that the terms of three United Church Council members will expire each year. After serving two terms in succession, they shall not be eligible for re-election for a period of one year. The board is open to men and women. All church board members shall be members of the church. The board shall meet monthly with the minister and the Church Treasurer in attendance. They shall choose a chairman, Asst. Chairman and recording secretary.

There shall be two standing committees; church property, and finance: and any other committees deemed necessary for the church by the council. There must be a quorum or five members before the meeting can be called to order.

A council member shall not be absent more than four meetings in one year or his membership on the committee *may* be terminated.

- a) Duties - The United Church Council shall work closely with the Minister and shall support and assist him in all spiritual affairs of the church. Specific duties shall include:
  - i) They shall have general oversight of all services of worship held in the or by the congregation, including special services, such as Lenten services, marriage, Baptisms, funerals, etc. They shall be responsible for the use of the sanctuary.
  - ii) They shall be responsible for the Religious Education program of the entire church and shall appoint the Religious Education Committee to work with the minister in formulating and carrying out such a program. (See Article VI, Sec. 3).
  - iii) They shall provide the elements for the Lord's Supper and shall aid in such services of Holy Communion.
  - iv) They shall be directly responsible for the membership roll of the church in accordance with Article V. They shall approve new members and review the active and inactive membership list annually.
  - v) They shall be responsible for the benevolent concern of the church and shall incorporate into the annual budget, the amount to be given to benevolent causes each year.
  - vi) They shall be responsible for a program of missionary education to inform and create interest within the congregation through the use of films, brochures missionary speakers, etc.
  - vii) They shall take an active role in a program of church visitation to the sick, the aged, the unchurched, and those needing spiritual assistance.
  - viii) They shall be responsible for filling the pulpit when the Minister is on vacation, sick, or absent for other reasons. They shall see that there is a proper service of worship each Sabbath throughout the year and on all other appropriate occasions.
- b) Church Memorial Fund: The United Church Council shall be the administrators of the Church Memorial Fund. All memorials shall be administered through this channel. One member of the Council shall serve as Church Memorial Fund Treasurer. The Council will secure all memorials.

#### Further Council Duties:

- i) They shall present to the Annual Meeting for action, a proposed budget of expenses and benevolences for the forthcoming year.
- ii) They shall provide for the raising of funds and assume the responsibility for all-church expenditures and debts. The basis for financial support shall come from the pledged financial commitment of each member of the congregation.

- iii) Any borrowing of funds exceeding \$1,000.00 shall be submitted to a church meeting for approval. Likewise, any expenditure over \$1,000.00 not included in the annual budget shall be approved by the congregation.
  - iv) They shall have one sub-committee responsible for the care and maintenance of the church building and property and another like committee for the care and maintenance of the parsonage and property.
  - v) They shall determine the use of the building or properties of the church for purposes outside the general program of the church and its organizations. Cost of any such use **will** likewise be determined by the United Church Council.
  - vi) They shall see that all properties are properly and sufficiently insured, and shall provide public liability coverage where deemed necessary.
  - vii) They shall have final control over all funds and treasuries of the church and its organizations, however they shall allow, whenever possible, for various organizations within the church to remain
  - viii) They shall determine the salary and benefits to be paid to all employees of the church. They shall determine the salary, benefits, and allowances paid to the minister and this shall be reviewed each year.
  - ix) They shall be responsible for appointing a church Treasurer and shall supervise the care of funds, receipts, disbursements, and the keeping of proper records.
  - x) They shall be responsible for the work of the Church Clerk and Church Auditor and shall see that these functions are carried forth in satisfactory manner.
- 2) Religious Education Committee: The Religious Education Committee shall be determined and appointed by the United Church Council, but shall include: at least one member of the United Church Council, the Superintendents of Sunday Schools, the Asst. Superintendent of Sunday Schools, a representative for Adult Education, and the head of each Sunday School Department.
- a) Duties: It shall be the purpose of the Religious Education Committee to formulate and carry out a program of Religious Education for the entire church. They shall do so in close cooperation with the Minister of the church. This committee shall choose its own chairman and shall meet at least quarterly. Specific duties shall include:
    - i) They shall determine the Sunday school curriculum material to be used in the church. When there is serious controversy over this matter they shall meet together with the United Church Council for a decision.
    - ii) They shall determine the policies of the Sunday school Department such as promotion time, presentation of awards,



regulations on absenteeism, cost of materials, offerings, etc.

- iii) They shall determine when special Sunday school programs will be held and should assist the Superintendent of Sunday Schools in carrying out of these programs.
- iv) They shall be responsible for the proper training of Sunday school Teachers both in the local church and through the use of Conference teaching workshops and other educational helps.
- v) They shall make provisions for a program of Adult education. This may be accomplished through regular Sunday school classes, short courses of study, discussion groups, or any other forms which will carry forth a program of ongoing adult religious education.
- vi) They shall assist the minister in planning and carrying through a thorough course of Confirmation study.

3) Church Treasurer: The Church Treasurer shall keep an accurate account of the funds received and disbursed by the church, pay the bills of the church on order of the United Church Council, submit an audited report to the church at its Annual Meeting, and make a report of the financial condition of the church at other times as requested. The Treasurer shall keep an accurate account of each member's donations and shall send periodic statements to those who are arrear in the payment of their committed pledges. The Treasurer shall be appointed by the United Church Council for a term of one year.

4) Church Clerk: The Church Clerk shall be the recording secretary for the Annual meeting and for all general church meetings of the congregation. The Clerk shall make a record of all legal matters the church might become involved in. The Clerk shall keep an accurate and up to date record of all church members with date of their reception and removal, record baptisms, marriages, deaths and funerals, and make a full and complete report to the church at the Annual Meeting. The Clerk shall keep a record of church attendance. The clerk shall be custodian of the file and correspondence of the church and shall send all letters of transfer or other letters pertaining to church records. The Church Clerk shall be elected at the Annual Meeting for a term of three years.

- 5) Church Auditor: *It shall be the duty of the Church Auditor to audit the accounts of all general church funds including the Building Fund, Church Memorial Fund, etc. These reports shall be audited for the Annual Meeting and at such other times as may be desired. The Church Auditor shall be elected at the Annual Meeting for a term of two years.*
  
- 6) Sunday School Superintendent: The Superintendent of the Sunday School Department shall direct the work of the Sunday school, appoint a Secretary-Treasurer of the Sunday school, appoint department heads, and see that the Sunday school is properly staffed. He shall be a member of the Religious Education Committee and shall seek advice and guidance from this group. He shall work closely with the Minister in seeking to guide the program of the Sunday school. He shall be responsible for Sunday school programs and shall be assisted by others on the Sunday school staff. The Superintendent shall be elected at the Annual Meeting for a term of two (2) years. .
  
- A. Asst. Sunday School Superintendent: The Asst. Sunday school Superintendent shall assist the Superintendent in directing the work of the school and shall do such other duties as the Superintendent may delegate to him. In the absence of the Superintendent shall be a member of the Religious Education Committee and shall be elected at the Annual Meeting for a term of two years.
  
- 7) Chief Usher: It shall be the duty of the Chief Usher to provide adequate and properly trained ushering for all regular services of worship. He shall do the scheduling of ushers and be responsible for the periodic training of new ushers. He shall work closely with the Minister and the United Church Council. He shall be elected at the Annual Meeting for a term of one (1) year.
  
- A. Asst. Chief Usher: It shall be the duty of the Asst. Chief Usher to assist the Chief Usher in his duties and to assume the responsibilities of the Chief Usher when he is absent. He shall assist in the training of new ushers. He shall, be elected for a term on one (1) year at the Annual Meeting.
  
- 8) Working Committees: Other working committees shall be elected at the Annual Meeting. These shall include: (1) Flower Committee, (2) Music Committee, (3) Table-Set-Up committee, and any other committee deemed necessary by the congregation to carry forth the work of the church. The chairman of each of the committees shall be elected at the Annual Meeting and shall be responsible for their functioning. These committees shall be answerable to the United Church Council in matters concerning worship or the spiritual welfare of the congregation, and to the United Church Council in matters concerning finances or any properties of the church.

### **Article. VII. The Minister**

- 1) Duties: It shall be the duty of the Minister to preach the Word of God, to care for the services of worship, to administer the Sacraments and perform the rites, to visit the sick and needy, to set a Christian example by his own life, to be a teacher of the Christian Faith, and to promote the spiritual welfare of the

church and its members in the community. The Minister shall be an ex-officio member of all boards and committees of the church *and* he shall become a member of the church. The minister shall *make* a full report to the church at its Annual Meeting.

- 2) Selection of a Minister. The Minister of this church must be a properly qualified and trained person. He must be a graduate of an accredited Theological Seminary. He must be ordained, or be qualified for such ordination, in the United Church of Christ. He must be a person worthy of the high trust bestowed upon him by his office as Christian Messenger.
  - a) Pulpit Committee: When a vacancy in the ministry of this church occurs, a Pulpit committee shall be formed at a specially called congregational meeting. The Pulpit Committee shall consist of at least ten members nominated by members of the congregation and shall not include spouses, (i.e., one from each family). The Committee shall include the Charmin of the United Church Council, and the Superintendent of Sunday Schools. The Pulpit Committee shall choose their own Chairman and Secretary and it shall be the duty of this committee to seek out qualified candidates for the ministry of this church and to recommend a candidate for approval.
  - b) Extending a Call: When a candidate has been recommended by the Pulpit Committee to the congregation, this candidate may be extended a call upon a favorable vote of four-fifths of the members present at a properly called meeting of the congregation.
- 3) Terms of the Relationship: When called, the relationship between the Minister and the church shall clearly be stated in a written contract or agreement. This shall include salary, benefits, and other terms agreed upon by the candidate and the Pulpit Committee. The Minister, the Church Clerk, the Conference Office and the Chairman of the Pulpit Committee shall each be in possession of a copy of this contract.
  - a) Termination of the Relationship: The relationship between the Minister and the Church may be terminated by either party, with a three months notice to be given. Notice of such termination shall be given to the Conference Office. Such termination of the relationship shall, be approved by the congregation at a properly called church meeting.
    - i) Advisory recommendation for the termination of this relationship may be made by the Church Council and submitted to the congregation for action at such meeting.

## Article VIII. Church Meetings

- 1) Annual Meeting: The Annual Meeting shall be held in the month of January for the election of church officers and the transaction of business. At this meeting the reports of the minister, church officers, and United Church Council and all auxiliary organizations shall be submitted in the form of an Annual Report to the members of the congregation. The Annual Meeting shall be announced from the pulpit or the church calendar for two Sundays. The chairman of the United Church Council shall preside at the Annual Meeting and the Church Clerk shall act as recording secretary.
  - a) Nominating Committee: Nominations for all church officers may be made by a Nominating Committee to the Annual Meeting. The Nominating Committee shall consist of The Minister, a representative from the United Church Council, a representative from the Religious Education Committee, and a representative of each of the auxiliary organizations of the church. The Church Clerk shall call this committee together and the committee shall choose its own chairman. Such nominations made by this committee are meant to facilitate the process of electing church officers, and shall in no way be meant to curtail nominations from the floor of the Annual Meeting.
  - b) Delegates to Wisconsin Conference: Two delegates and two alternate delegates shall be elected at the Annual Meeting to attend the Annual Wisconsin Conference of the United Church of Christ.
- 2) Special Church Meetings: Special meetings of the congregation may be called at the request of the Minister, the United Church Council, or by written petition of ten members from the congregation. Such meetings shall be announced from the pulpit or the church calendar for two Sundays. The chairman of the United Church Council shall preside over such special church meetings and the Church Clerk shall act as recording secretary.
- 3) Action of the Church: The vote of a majority of members present at a church meeting shall be the action of the church. A quorum shall consist of 15% of the total membership of the church.
  - a) Exceptions: When a new minister is being voted upon, a favorable vote of four-fifths of the members present must occur. When an amendment is added to the Constitution, it must be approved by a two-thirds affirmative vote of the members present.
- 4) Rules of Order: "Robert's Rules of Order" shall be the parliamentary authority for all matters of procedure not specifically covered by this constitution.

## **Article IX. Amendments**

*1.* Amendments to this constitution may be made at any properly called church meeting by a two-thirds affirmative vote of the member's present, public announcement of the text of the proposed amendments having been made two Sundays prior to the meeting.

Typed 01/06/2010

Nancy Schmit, Council Member