

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Union-Congregational Church

Waupun, Wisconsin

Full-time Pastor

Wisconsin Conference, Northeast Association

April 21, 2022

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

# 1. POSITION POSTING

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

## 1a. LISTING INFORMATION

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Church name: [Union-Congregational Church of Waupun](#)

Street address: [125 Beaver Dam Street](#)  
[Waupun, WI 53963](#)

Supplemental web links: Church Website: <http://www.uccwaupun.net>

YouTube: <https://www.youtube.com/channel/UCZhRLqYjiaLodN8Hrxz497Q/videos>

Facebook: [https://www.facebook.com/uccwaupun/?ref=page\\_internal](https://www.facebook.com/uccwaupun/?ref=page_internal)

Additional ecumenical affiliations: [None](#)

Conference: [Wisconsin Conference](#)

Association: [Northeast Association](#)

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

[Rev. Jane Anderson, Associate Conference Minister](#)  
[\(920\) 540-2586](#)  
[janderson@wcucc.org](mailto:janderson@wcucc.org)

Summary Ministry Description:

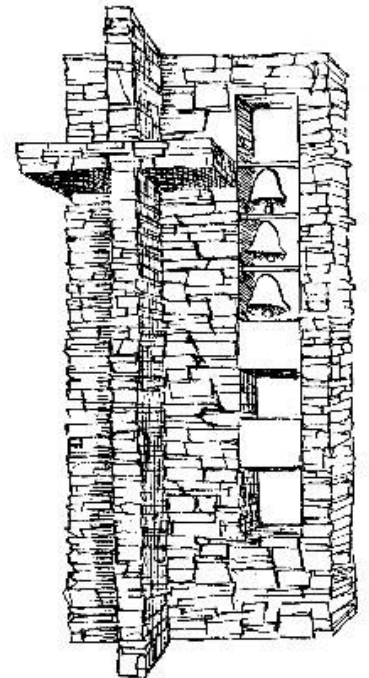
*[Romans 15:7 Therefore welcome one another as Christ has welcomed you, for the glory of God.](#)*

Our church is best described by our Mission Statement: **[Love God's Creation. Share in Fellowship. Live Christ's Example.](#)**

We are seeking a Pastor who:

- ✝ will lead us in thoughtful and impactful lives of service to our church and our community
- ✝ will provide scripture-based sermons and learning opportunities on how to live a Christ centered life in today's world
- ✝ will create moments so impressive that our members want to share the experience

If this describes you and what God is calling you to do and be, then come and join us!



Photographs:













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

Waupun is a rural community with many cultural and recreational assets. It is located within an hour of Madison, Milwaukee, and the Fox Valley area of south-central Wisconsin. There is a strong ethnic and religious background based on immigrant traditions.

Waupun has businesses focused on agriculture, manufacturing, and a long history of correctional institutions. The economic base of Waupun is growing. Retail opportunities are on the rise, seeing an increase in both small businesses and franchises. We have a strong school system, local hospital, rehabilitation/assisted living facilities, and cultural opportunities with a vibrant fine arts community that sponsors many local festivals and events. Numerous higher education facilities are nearby. Waupun has a golf course, aquatic center, community center with ice skating facilities, exceptional baseball/softball fields, and many local parks.

Waupun is known as the “city of statues,” home to James Earl Fraser’s *End of the Trail*, Loreda Taft’s *Recording Angel*, and works by local sculptor Clarence Shaler. The city received a \$5 million grant in 2022 to construct a new senior community center.

Living on the edge of the Horicon Marsh brings an environmental focus to the multitude of recreational activities on the National Wildlife Refuge including trails, birdwatching and hunting. Area lakes offer many recreational activities including boating, fishing, and water sports.

Waupun is a friendly, family-oriented community where you feel safe and everyone cares about each other. Historically, Waupun has been a generous community where organized groups and individuals step up for both annual events and emergent needs.

Current size of membership: 259

Languages used in ministry (*other than English*): N/A

Position Title: Full-time Pastor

Position Duration: Settled

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines? Yes

## 1b. SCOPE OF WORK

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As defined by the Constitution and Bylaws of Union-Congregational Church – Waupun, the Pastor shall:

1. Provide administrative guidance to the Church
2. Be intimately involved in the spiritual life of the Church
3. Be responsible for the conduct of worship
4. Be competent in the administration of the sacraments
5. Participate actively in pastoral care
6. Consult with the appropriate boards and officers with regard to elements of the total church program, and
7. Be a member with a vote on the Council and shall be directly responsible to that body

Core Competencies:

Recognizing that no one person can be everything to everyone and being unable to limit it to three core competencies, we hope that our new Pastor exhibits some of the following:

**Warm, welcoming, caring presence.** Being able to relate to an intergenerational family of faith is of utmost importance.

**Excellent communication skills and an effective speaker.** Through sermons and interpersonal interactions, inspire and motivate us to live a Christ like life. Sermons based on scripture and *related to everyday life* will help us to go out into the world to show God's transformative love.

**Comfortable with today's technology.** Our church remains relevant by embracing new tools, such as media in sermons and Zoom for worship services and meetings. Meeting people where they are continues to be so important as our church reaches out to new members and the local community.

**Open to new ideas and forward thinking.** Along with lay leadership, lead us forward in increasing membership and in growing our faith. Our outreach to our local community and the world is central to our understanding of the work of the church.

**Make a joyful noise!** Music in all forms is important to our congregation. Encourage and seek ways to incorporate music into our services and celebrations.

**Collaborative and foster a partnership in leadership.** The new pastor should offer guidance in decision making and voice his/her thoughts, encourage and support us always, and occasionally hold up a mirror to us so we can see when we are doing well or when we are losing sight.

## 1c. COMPENSATION AND SUPPORT

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Salary Basis:

Per Wisconsin United Church of Christ guidelines based on experience

Benefits:

Salary plus Benefits

What is the expected living situation for your next minister?

Living nearby with a housing allowance

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

Living in the community or an adjacent area

State any incentives:

To be negotiated upon call

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

Our conference has a group of retired ministers that provides support. There is a conference minister who is also available for support. In our local community, there has been a local ministerium group that was active before COVID.



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

We are looking for a full-time pastor. We would consider accommodations for other employment based on type of work and hours needed.

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

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

*Our Pastoral Leader will -*

- **Lead and guide** members in understanding their individual spiritual journey and growth through various mediums, such as sermons, adult and youth education, and fellowship opportunities.
- **Encourage** participation in the life of the church by communicating with committees and supporting mission opportunities.
- **Reach out** to our local community through community wide events. Participate in ecumenical pastoral groups and activities.
- **Continue to support** projects, such as Mobile Meals, our local Food Pantry, and REACH. Seek out new Mission Projects.
- **Encourage** our congregation to join sister churches for ecumenical services and activities, such as Vacation Bible School.
- **Make** pastoral calls to members who reside in care and assisted living facilities and those who are in the hospital as well as the homebound.
- **Place** UCC-Waupun on the cutting edge of being a welcoming church. Continue our goal of becoming a diverse and inclusive congregation.

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

*Our Pastoral Leader will -*

- **Exhibit** strong people skills in order to reach all age groups and beliefs through personal interactions.
- **Collaborate** with the congregation to provide a traditional and media-based worship service every Sunday.
- **Possess** a personal vision and exhibit understanding of God's relationship to our congregation and community.
- **Provide** educational opportunities on pressing social issues, such as social justice awareness, the role of social media in the lives of our children, and the root causes of homelessness and poverty in our community and the world.
- **Help** people in need both spiritually and physically.

- **Collaborate** with other churches and community leaders.

***Overall, our Pastoral Leader will guide us to a future where we will continue to spread the Good News of God's love throughout our community. By doing so we will increase our visibility and extend our welcoming presence to everyone.***

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

No multi-language speaking pastor is needed. Our congregation occasionally embraces more inclusive language; however, we do tend to use mostly traditional language. We see this as an opportunity for our new pastor to explore in furthering progress in inclusiveness and diversity.

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

#### BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

- Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Performing necessary and appropriate administrative tasks.
- Working collaboratively with intercultural awareness and sensitivity.
- Encouraging leadership development of self and others through continuing education and lifelong learning.

#### ENGAGING SACRED STORIES AND TRADITIONS

- Maturing in effective proclamation and preaching.
- Leading faith formation effectively across generations.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness.

#### WORKING TOGETHER FOR JUSTICE AND MERCY

- Practicing the radical hospitality of God.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.

#### STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Respecting the dignity of all God's people.
- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.

## 2. WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

Based on a recent survey of our congregation, we seek to enhance our reputation for being a warm, welcoming, inclusive church. We recognize the need to meet people where they are on their faith journey. Embracing technology and new ways to worship, while preserving cherished traditions, will help us navigate an ever changing and complex society. We hope to continue to challenge each other to work toward acceptance of all. In our everyday lives and actions, we hope to show God's transformative love.

These are the words that define our vision: “We the family of Union Congregational Church seeks to deepen our own spirituality and acceptance of all through love and a commitment to Christ.”

“Love God’s creation - Share in Fellowship - Live Christ’s Example.”

Our vision is clear; we want our members to be leaders in a commitment to Christ. We need to meet the needs of our own congregation but also of our local and wider community.

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

Although it has been two challenging years in many ways with the pandemic, U-CC of Waupun has continued to address opportunities and initiatives for the congregation and beyond our walls.

In November 2020, U-CC Waupun’s Constitution and Bylaws were updated, and the structure of the Boards and Committees was completely revamped to streamline tasks and assist efficiency. The number of members on committees and the term length were reduced to allow more participation from the congregation. With the new committee structure, it became apparent that the moderator and moderator-elect positions were having to attend too many meetings. Therefore, in May 2021, an amendment was made to the Constitution and Bylaws to address this issue. In addition, in November 2021, an additional amendment was approved to adjust tasks between the Diaconate Committee and the Personnel Committee. We are a church willing to change and evolve as needed.

Our building has recently been updated to allow access to all persons so that we can worship in person. While the COVID lockdown and health challenges have impacted our ability to attend in person, we have effectively implemented technology to allow all persons to attend virtually. This has allowed travelers, college students, and many new persons to experience our style of worship and commitment to our vision.

Our mission and vision are “who we are” and what guides us. In 2019, goal planning for the current year as well as a 5-year plan had been started. However, with the pandemic, the general



strategic planning was paused. The Property committee over the past year has developed an extensive long-range plan for the next ten-plus years. It is a goal to have an ongoing effort toward long range planning. It is evident that the members of this church want to be here and be relevant and sustainable for many years.

### 3. WHO ARE WE NOW?

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

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

#### 3a. CONGREGATIONAL REFLECTIONS

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Describe your congregation’s life of faith.

Traditional reference to God is being utilized in worship. It is evident in our church that the Holy Spirit is at work among us as we support and care for one another, have courage to try new ideas, respect each other’s perspectives, and trust that we can accomplish God’s work.

- Our Mission: Love God’s Creation – Share in Fellowship – Live Christ’s Example
- Our Vision: We the family of U-CC seek to deepen our own spirituality with acceptance of all through love and a commitment to Christ
- Our Covenant: We covenant one another and the Lord to seek and respond to the Word and the will of God. It is our purpose to journey 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 good news of Jesus Christ in all the world, striving for truth, justice, and peace, while worshipping God and depending on the Holy Spirit to lead and empower us.

Describe several strengths or positive qualities of your congregation.

Our church family is welcoming, warm, caring, and friendly.

Our church is characterized by many talented, engaged, and dedicated members willing to share their time and talents to serve the Church.

We are a diverse congregation made up mainly of transplants from other churches and religious traditions. While we don’t always agree, we continue to find ways to work together for the greater good.

We are open to new ideas, such as the implementation of our media-based worship service. We also treasure many traditions, such as “The Hanging of the Greens.”

We like to laugh and find positive ways to encourage each other on our own spiritual journeys.

Our church choir continues to add that joyful musical component to services.

Demonstrating God's directive to "love your neighbor", we exhibit a strong emphasis on community through mission outreach. Our facilities are available for Al Anon meetings and for use by the local animal shelter for fundraising. We have collaborated with the hospital across the street on parking issues and disaster planning.

### **Describe what worship is like when your congregation gathers.**

We worship most often in our sanctuary. Both services utilize our beautiful setting in different ways. After an extensive five-year improvement, we are fully handicap accessible and have a lovely new adaptable space at the front for our choir and musicians. We have a beautiful baby grand piano and organ to accompany worship at both Sunday services; however, they are used mainly at the 9:30 am traditional service. Our informal media service at 8:30 am uses our large screen at the front of the church to project video images and musical videos that tie into an abbreviated scriptural based service. A committed group of parishioners works with the Pastor to plan and execute the technical aspect of this service.

We have a "Pray Ground" at the front of the church reserved for parents with small children that allows for quiet play as the service continues. Young children are supervised by an adult, which allows the adult to remain a part of the service; and by osmosis, the child begins to understand what it means to worship. During baptisms, the child is presented to the congregation and given a baby afghan made by women of the church.

In the past and pre-Covid, youth have always been an integral part of the work and worship of the church. They have taken on the responsibilities of assisting with scriptural readings, special music, and assisting with Sunday school for our youngest members. During confirmation, they intensify their involvement with service opportunities. For example, they visit other faith communities and help persons in need with projects, such as leaf raking for our infirm or elderly members and serving meals at a food bank.

We also have found ways to incorporate nature into our worship. During warmer months, we hold an annual worship at our nearby Daycholah Center (formerly Pilgrim Center). And on occasion, we have joined with other local churches for a picnic worship service in one of our beautiful city parks.

Because we have two different worship styles and devoted advocates of each, we have found that a coffee hour between the services serves to link us all to our church and allows for fellowship opportunities for all ages.

During the Covid shutdown, there was only a 9:30 am service via Zoom. All church services, excluding the 8:30 am media-based service, are available via Zoom at the time of service as well as on YouTube later in the day. We will continue these offerings long-term to enable us to reach our homebound,



college students, snowbirds, and other friends from afar. We consider “virtual church” a new enhancement for our outreach efforts.

We want Sunday preaching to provide a meaningful message that keeps members thinking about it – and ways to put it into action – all week long. The message should be understandable, relevant, challenging, and heartfelt.

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

We help our youth form their faith identity starting at a young age. Our Sunday School Program begins at age 4, Pre-K, and goes through age 12/13 years or grade 7. They then continue with Youth Group, which is for grades 7-12, ages 12/13-17/18 years.

The most recent curricula we have used are “An Illustrated Earth”, “Picture the Bible Spark House” and “Spark House Connect”. In the past, the curriculum was developed by the Christian Education Coordinator, a position which has been vacant for two years. Christian Education Committee member(s) searched online and found a curriculum, “An Illustrated Earth”, that fits our beliefs and current Sunday School needs for this year. There are 10 children registered for Sunday School for the 2021-2022 year.

Our Confirmation Program starts when the children are in 8th grade. The number of children has been declining the last two years, so this has been a difficult journey. It is still a work in progress, but we are trying very hard to make sure it works. We currently have four students in the Confirmation Program. The students have already completed their first-year requirements and are now meeting with their Faith Partners. The tentative confirmation date will be in May 2023. This is a little later than first thought due to the Covid outbreak. Our last Confirmation Class consisted of 9 students, 6 of which were confirmed in May 2019.

Our Youth Group leader pulls the curriculum from two main websites and three books. Those websites are [www.thesource4ym.com](http://www.thesource4ym.com) and [www.ministrytoyouth.com](http://www.ministrytoyouth.com). The books are “Everyday Object Lessons for Youth Groups”, “Faith Metaphors” and “Jump Starters”. The group consists of two youth members of our church and four youth from outside of our church.

Our interim pastor has been conducting classes for the adults in our church. The most recent was a history class on Early Congregationalism. The adults who participated were happy to be able to get together and discuss topics of faith again. They really enjoyed being in a group setting and being able to share their ideas and comments on the aforementioned topic.

We are a work in progress when it comes to our youth in leadership roles. In recent years, our youth numbers have been declining. One reason is the pandemic, but we, as a congregation, need to include the youth more into our services. It would be nice to put a youth service on once a month. We believe that this will keep them engaged, have them come to church, and hopefully, want to be a part of our congregation.

Describe how your congregation is organized for ministry and mission.

Our congregation participates in community outreach programs and has an extremely active Missions Committee. Throughout the past year, U-CC Waupun supported different initiatives every month including the Waupun Food Pantry, Dominican Republic Dentistry Initiative, Paralyzed Veterans of America/WI, 5-Stones Dodge County (combat sex trafficking), and REACH Waupun (a nonprofit organization committed to improving the physical, social, emotional, and economic health and well-being of Waupun area youth). We also make our facility available for Al Anon meetings and the Waupun Animal Shelter's annual fundraiser. The recent pastoral search survey responses show a strong desire by our congregation to expand upon tough issues in our community in an open and safe space that will allow us to follow Christ's example and make a positive impact in our church and our community.

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

The church council and most committees meet monthly with each meeting usually lasting 1-1 ½ hours. Although all welcome the pastor's attendance, there are only three groups that meet monthly that require it. Church council meetings generally last about an hour, as do Diaconate meetings. The Diaconate deals with business relating to worship and spiritual life. The Media committee/team, which chooses song and video clips for the early Sunday worship service, usually meets for two hours. The Pastoral Relations subcommittee of the Personnel Committee meets quarterly or as necessary.

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

Due to the pandemic, the church had to make decisions quickly about how to worship and how the work of the church would continue. The Church Council met and quickly orchestrated the use of Zoom for church service and all committee and other group meetings. The Diaconate made calls to all members to check in and see if they had any material or emotional needs. The decision making was quickly and efficiently communicated to the congregation through email and the weekly e-newsletter.

Another example involves the resignation of the outdoor custodian last spring, 2021. Spring clean-up was needed quickly. Communication was sent out via the weekly e-newsletter and approximately 20-25 members volunteered to spruce up the church grounds on a Saturday morning.

The Council can meet in special session on the call of the Moderator, and the Moderator may call a congregational meeting to be held within two weeks upon the request of five congregants or the Council.


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

Yes, upon request.

The Committee and Church Council structure is defined and organized according to the U-CC Waupun's Constitution and Bylaws. Briefly, members are elected by the congregation to serve two-year terms on committees with the option to renew. The chair or a representative of each committee serves on the Church Council. Committee decisions are communicated through announcements during worship, the Sunday bulletin (currently by media onscreen), and the weekly e-newsletter. In addition, the weekly e-newsletter is mailed to members upon request. Members often serve for multiple terms or volunteer to serve on a different committee when their term has ended. Our nominating committee actively seeks new volunteers. We do lack a coordinated long term or strategic (5 year) plan.

### 3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite) (Also see full size in appendix)

UNITED CHURCH OF CHRIST										
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS										
										
Church#:	863070	Schedule: 0		Union-Congregational Church			Waupun		WI	53953
Assoc:	824									
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2010	433	142	92	0	0	0	0	0	0	0
2011	344	121	57	0	0	6	13	39	-46	
2012	292	97	35	7	3	6	14	54	-52	
2013	291	88	46	1	0	4	4	2	-1	
2014	284	104	37	1	2	1	6	5	-7	
2015	298	97	38	6	11	0	3	0	14	
2016	247	110	52	6	4	7	8	49	-40	
2017	267	111	67	8	1	15	2	2	20	
2018	262	107	82	7	5	0	2	12	-2	
2019	268	110	54	6	1	3	4	0	6	
2020	262	80	25	0	0	2	8	0	-6	
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	\$210,243	\$0	\$19,000	\$3,684	\$22,684	\$0	\$22,684	9.04	\$232,927	\$0
2011	\$184,704	\$0	\$19,000	\$9,659	\$28,659	\$0	\$28,659	10.29	\$213,363	\$178,213
2012	\$29,178	\$0	\$16,899	\$4,136	\$21,035	\$0	\$21,035	57.92	\$50,213	\$183,673
2013	\$213,178	\$0	\$15,122	\$3,820	\$18,942	\$0	\$18,942	7.09	\$232,120	\$126,943
2014	\$222,390	\$0	\$15,000	\$20,272	\$35,272	\$0	\$35,272	6.74	\$257,662	\$180,335
2015	\$181,913	\$0	\$16,177	\$6,096	\$22,273	\$0	\$22,273	8.89	\$204,186	\$168,772
2016	\$272,575	\$0	\$15,502	\$3,372	\$18,874	\$0	\$18,874	5.69	\$291,449	\$181,860
2017	\$218,365	\$0	\$16,170	\$605	\$16,775	\$0	\$16,775	7.41	\$235,140	\$181,194
2018	\$213,859	\$12,000	\$15,526	\$22,480	\$38,006	\$10,197	\$48,203	7.26	\$262,062	\$151,310
2019	\$198,483	\$34,400	\$15,500	\$17,013	\$32,513	\$1,319	\$33,832	7.81	\$232,315	\$143,124
2020	\$41,500	\$90,288	\$10,000	\$4,995	\$14,995	\$2,980	\$17,975	24.10	\$59,475	\$182,131
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2015-2020	-12.08	-17.53	-34.21	-88.24	166.67	-77.19	-32.68	-70.87		
2010-2020	-39.49	-43.66	-72.83	0.00	0.00	-80.26	-33.90	-74.47		

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.



### 3c. CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	199	
Number of active non-members:	60	Yes
Total of church participants (sum of the numbers above):	259	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	61%	Yes
Less than 10, more than 5 years:	31%	Yes
Less than 5 years:	8%	Yes

Number of total participants by age: (**percentage**)

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>
6%	6%	6%	6%	17%	17%	19%	12%	11%	Yes, estimates

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	10%	Yes
Households with minors:	30%	Yes
Single adults age 35-65:	8%	Yes
Joint households with no minors:	42%	Yes
Single adults over 65:	10%	Yes

Highest Education level attained of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	40%	Yes
College:	34%	Yes
Graduate School:	13%	Yes
Specialty Training:	13%	Yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	37%	Yes
Adults who are retired:	37%	Yes
Adults who are not fully employed:	26%	Yes (includes part-time)

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

We are home to ALL. Occupations range from agriculture, manufacturing, corrections, and professional. We also have retirees and youth. We are all willing to share our faith journey with each other.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

U-CC Waupun is mono-cultural; however, we are a “melting pot” of other churches and diversity. We are known as the church that “accepts all” in our local area. Waupun has a rich ethnic background (Dutch, German, etc.) and each has “churches” to continue those traditions. Christianity does prevail in Waupun. We embrace diversity and encourage all to follow our vision: “We the family of U-CC seek to deepen our own spirituality with acceptance of all through love and a commitment to Christ.”

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

There have been some conversations regarding welcoming diversity and being open and affirming. However, there has been no formal voting and/or documentation other than through our vision statement which states “with acceptance of all”. It is felt that this is something that could be further enhanced and pursued.

### 3d. AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? ( <i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i> )
Adult Groups or Classes	6-12	Book Bags Club – Designated leader. Al-Anon Pre-Covid – also open to Weight Watchers, Knit Night
Baptisms ( <i>number last year</i> )	4 (2021)	Pastor
Children’s Groups or Classes	10 enrolled; due to Covid, approx. 3-5 attend	Christian Education Coordinator, Christian Education Committee, Sunday School teachers
Christmas Eve and Easter Worship	Christmas – 47 Easter – 97 (2021)	Diaconate, Pastor, Choir, Organist (Attendance larger in non-Covid years)
Church-wide Meals	Normal year – approx. 6-8	Non-Covid year – Lenten soup suppers, fall Reunion picnic, social hour for graduates and confirmands
Choirs and Music Groups	8-15 choir members	Music Committee, Choir Director, Organist. Have had an organ recital in the past
Church-based Bible Study	5-8	Pastor. Pre-Covid - lay leaders led adult study
Communion ( <i>served how often?</i> )	Once per month; also served on liturgical holidays (Ash Wed, Good	Pastor, Diaconate



	Friday)	
Community Meals	Community Table 25-40 Summer Lunch Program 80-100	Missions Committee and church volunteers
Confirmation ( <i>number confirmed last year</i> )	0 (2021) 6 (2019)	Pastor, Christian Education Coordinator, Christian Education Committee, Faith Partners
Drama or Dance Program	1-2	Children's Christmas Program and sometimes a spring children's program
Funerals ( <i>number last year</i> )	2 (2021)	Pastor
Intergenerational Groups	0	Nothing formal, however coffee hour after church mixes all ages
Outdoor Worship	Occasional	Pastor, Diaconate
Prayer or Meditation Groups	17	Prayer Chain consists of 17 individuals. Also prayer requests are in the weekly e- newsletter.
Public Advocacy Work	As needed; Mission Committee is very active	Emergency Fund for people in need (members and non-members); Work collaboratively with local hospital
Retreats		UCC Conference Camps and retreats offered to children and members
Theology or Bible Programs in the Community	0	
Weddings ( <i>number last year</i> )	1 (2021)	Pastor & Wedding Board
Worship (time slot: 8:30 & 9:30 in person)	60-75	Pastor, Diaconate, Media Committee
Worship (time slot: 9:30 Zoom)	20-30	Pastor, Diaconate, Media Committee
Young Adult Groups or Classes	0	
Youth Groups or Classes	4-6 in person	Youth Advisor, plus adult chaperone

Other:		
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Additional comments:

COVID has limited many “in person” church activities during the last few years. We are anxious to get “face to face” activities going again.

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
John O’Donovan			Lay Leader – Graduate of Lay Academy	
Linda Alsum-O’Donovan			Lay Leader- Graduate of Lay Academy	

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

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Church Secretary		Part-time	Pastor, Personnel Committee	Since 9/2021
Christian Education Coordinator		Part-time	Pastor, Personnel Committee	Vacant Position
Youth Leader		Part-time	Pastor, Personnel	8 years

			Committee	
Bookkeeper		Part-time	Pastor, Personnel Committee	15 years
Organist		Part-time	Pastor, Personnel Committee	Vacant Position – former organist retired after 40 years of service
Choir Director		Part-time	Pastor, Personnel Committee	20+ years
Custodian-Indoor		Part-time	Pastor, Personnel Committee	7 years
Custodian – Outdoor		Part-time	Pastor, Personnel Committee	Since 9/2021

The Pastor supervises on a daily basis. The Personnel Committee evaluates and hires staff. Respective committees provide input for staffing.

## REFLECTION

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

U-CC Waupun is proud to be the “melting pot” in Waupun that offers ALL persons a place to explore their spiritual relationship with God. We accept all persons and encourage them to worship in ways that are most effective for them.

The greater majority of our membership are long-term members and over one-third of members are retired. We are blessed with many talented members that are willing to share their unique abilities and gifts. We hope to increase the number of young people, families, and diversity in our church.

There has been turnover recently among our current staff. However, it appears that reasons for these separations have been for normal reasons and not for any conflict issues.

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$151,122.24
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$153.76
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$15,000.00
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$40.00
Rentals of Church Parsonage	\$
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$1,196.50
Transfers from Special Accounts	\$13,500.00
Other (specify):	\$
Other (specify):	\$
<b>TOTAL</b>	<b>\$181,012.50</b>

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

For Fiscal Year 2021:

\$203,524.09 spent (expenses); budgeted \$248,558.00

Full Treasurer's report is available upon request.

**Union-Congregational Church - WAUPUN WI  
Treasurer's Report as of December 2021 (YEAR END)**

Thursday, January 13, 2022

Page 1 of 3

Account Name	YTD Balance	Annual Budget
<hr/>		
<b>Income</b>		
BUILDING USE	40.00	
CHRISTMAS OFFERINGS	1,285.00	
EASTER OFFERINGS	730.00	
ENVELOPES-GENERAL	151,122.24	
FAMILY SUP. CONTRIB	300.00	
FLOWERS - CHRISTMAS/EASTER	623.00	
INITIAL OFFERINGS	80.00	
LOOSE OFFERINGS	897.00	
MISC INCOME-GENERAL	1,350.10	
<b>Total for Basic Operations</b>	<b>\$156,427.34</b>	
MISSIONS / OCWM DONATIONS	10,628.42	
NEIGHBORS IN NEED DONATION	45.00	
ONE GREAT HOUR OF SHARING DONATIONS	240.00	
SPREAD THE LOVE DONATIONS	105.00	
VETERANS OF THE CROSS DONATIONS	155.00	
<b>Total OCWM Gifts</b>	<b>\$11,173.42</b>	
BRAT FRY	1,196.50	
BUILDING MAINT- UCC	9,835.65	
COOK BOOK	15.00	
FURNACE	7,937.21	
GENERAL ACC'T:PASS-THRU INC	600.00	
INTEREST INCOME-KLOPF FUND	125.00	
INTEREST INCOME-MMA	28.76	
MEMORIALS	815.00	
MISSIONS INCOME	4,195.31	
REVOLVING LOAN-BORROWED	13,500.00	
UNICEF	178.53	
<b>Total Other Income</b>	<b>\$38,426.96</b>	
<b>Total Income</b>	<b>\$206,027.72</b>	
<hr/>		

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? [2022 ministerial support is budgeted as 46% of our overall budget.](#)

Has the church ever failed to pay its financial obligations to a minister of the church? [No](#)

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? [YES](#)

[\\_X\\_ Our Church's Wider Mission \(OCWM – Basic Support\)](#)

[\\_X\\_ One Great Hour of Sharing](#)

[\\_X\\_ Strengthen the Church](#)

[\\_X\\_ Neighbors in Need](#)

[\\_X\\_ Christmas Fund](#)



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

OWCM is a budgeted item each year determined during the budgeting process by the finance committee.

What is the church’s current indebtedness?

Total amount of loan debt: \$50,000.00

Reason for debt: Revolving loan for operational needs.

Are capital and other payments current? Yes

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

Capital campaign building project concluded December 2021.

Current campaign is for updating the Air Handling (Heat/AC) system and building maintenance.

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

Year(s)	Purpose	Goal	Result	Impact
2016	Remodeling	\$551,472	\$551,472	Updated offices, entrance, commercial kitchen, extra bathroom, lighting, and technology. Handicap accessibility brought up to code
2022	Multi-year building maintenance plan. First item to update is HVAC system	TBD	\$64,403.30, to date	Current Collections

If a capital campaign is underway or anticipated, describe:

Multi-year plan to keep building in sustainable condition is ongoing. The most current need is HVAC. Current balance raised = \$64,403.

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

We supported the upgrades to the Daycholah (Pilgrim) Center Camp and supported the Christian Home and Rehabilitation Center (our local elder care facility which was originally started by local churches in the community and surrounding area).

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

What is the market value of the assets? **\$408,392.68**

Are funds drawn as needed, regularly, or under certain circumstances? **As needed.**

What is the percentage rate of draw (last year, compared to 5 years ago)? **40% less**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **To pay interest on revolving loan, pay salary of Christian Education Coordinator, student scholarships to camps, and to support local missions, wider missions, and major maintenance.**

At the current rate of draw, how long might the endowment last? **25-Plus years**

Please comment on the above calculations or estimates:  
**Calculations are from Foundation Report.**

#### Other Assets

Reserves (savings): **\$11,108.16 (foundation balance on hand)**

Investments (other than endowment): **\$0**

Does your church have a parsonage? **No.**

Describe all buildings owned by the church:

The church building is a single-story structure with a Fellowship Hall and a Christian education wing.

Our building was constructed in 1958 with an ADA update completed in 2021. The building includes at least 6 classrooms, a modern office suite, choir room, meeting room, and a commercial kitchen. The Sanctuary expands into the Fellowship Hall and each can hold a group of 200-250 people.

Describe non-owned buildings or space used or rented by the church: N/A

Which spaces are accessible to wheelchairs?

All church facilities are handicap accessible after the 2016 Capital campaign/remodel project.

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

During the pandemic, our congregation has continued to support missions to areas hurt by national disaster, support our local food pantry, and provide assistance to community members suffering financial hardships.

Even through these difficult times, our congregation has continued to support the United Church of Christ's 5 for 5 missions. We are proud of the fact that we exceeded our pledge for OCWM during 2021.

We currently need to update our heating system. We have received money from members before the project estimates have been presented. Our property committee is looking ahead to other maintenance projects that might be needed in the next 25 years.

We are financially stable. Online giving has been implemented for many years.

### **3f. HISTORICAL INFORMATION**

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

"Union-Congregational Church" is a union of churches that occurred over 100 years ago combining four churches. First Congregational Church of Waupun was started by ten members in July of 1845. In 1897, 3 other local churches merged to become "union church" which merged with the First Congregational Church of Waupun in 1917 to become "Union-Congregational Church. The current church structure was built in 1958, and in 1961, we joined the "United Church of Christ." Because of this long history, we have always had multiple viewpoints and open discussion of our identity. We are known as a local melting pot that will accept ALL persons with open arms and welcome them with friendship and an accepting vision. Our mission: "Love God's creation - Share in Fellowship - Live Christ's Example."

Our Church was the local leader and pioneer in developing a media-based approach to worship in the late 1990's. We explored contemporary music and video in a second Sunday service. Using digital technology, although primitive at that time, we reached a new audience that led to new visual and musical approaches to living our mission. Other churches came to us to see and train how to

incorporate this into their church setting. This type of worship is here to stay at U-CC along with traditional worship, and we hope to expand upon different approaches to enhance and energize our worship services.

The most important event in the life of our church in the past 10 years is really one of insight and growth. After losing our last long-term pastor of 17 years and then subsequently faced with a pastor not meeting our needs, our congregation was in a place of turmoil. We, as a congregation, had to identify “who we are” and “what we wanted to be” as well as how we are viewed in the community. With the leadership of interim pastors and the church leaders, we were able to focus on love for all. This made us grow and develop a greater united purpose moving us forward to a stronger church. We realized that “we” are the church. Our last settled pastor ably helped guide us along this continuing journey.

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

During a time of change and challenges after a minister had left and with an interim minister, the church leaders pursued the dream of moving our “main” entrance to the rear parking area and updating our facilities to meet ADA guidelines to make our space accessible for all as well as being safer and more efficient for staff. We began a capital campaign and engaged professional fund-raising assistance. During this campaign, our congregation pledged over a half million dollars. The update is now complete, and there is no outstanding debt. In hindsight, the capital campaign was not only successful but brought our congregation together stronger and better during a challenging time. Our fund-raising continues for future building needs, and we have collected over \$60,000 toward our HVAC updates.

In addition, how can we not mention Covid and its lingering impact. Although in this case, its impact is perhaps a blessing in disguise. We continue to have many people worshiping through Zoom from their homes. Although we would like to be together in person, what a wonderful gift it is for those who are homebound, out of town, college students, or just plain tired from the workweek. It is a blessing that they are able to gather with the church, just a bit differently.

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

We have had conflict, but through living our mission we have learned to adapt and heal. Two examples of conflict are summarized. Our first settled pastor after our 17-year pastor, did not turn out to be a good fit for our congregation. Our senior leadership engaged a professional religious mediator to assist us. We worked together, and an amical settlement was reached. In another situation there was conflict between church staff. A senior leadership team met with the parties, and issues were resolved.

In general, our church works on conflict as a Congregational church – getting input from the congregation and others, as appropriate, presenting an option or options, and if not a unanimous agreement, at least consensus. We look at the Constitution and By-laws to see if there is an answer

and do what is right for the greater whole. Our interim pastors truly helped us to live our mission, as did our last pastor before he retired. We have learned to live with and resolve conflict and move on by living our vision: We the family of Union Congregational Church seeks to deepen our own spirituality and acceptance of all through love and a commitment to Christ.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Robert Sherwood	5	Y
Rev. Gary Miller (Interim)	0.5	Deceased
Rev. Jack Kraaz (Interim)	2	Y
Rev. Mark Arbisi	5	Y
Rev. Michael Bausch	17	Y
Rev. George Wolseth	12	Deceased

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

We have learned that we are all human and that pastors are not to be held at a different standard. We all have strengths and weaknesses. The church is the “people.” We have weathered a couple of bumps, but we still remain a healthy, vital church. We want to continue to live our mission: “Love God’s creation – Share in Fellowship – Live Christ’s Example.”

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

No, in one case, an amical and agreeable separation was negotiated at the request of the pastor after a period of professionally guided discernment revealed the areas where the congregation and pastor differed. (See the answer to the conflict question above.)

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church?

No



## 4. WHO IS OUR NEIGHBOR?

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

### a. COMMUNITY VISION

### b. MISSION InSite

#### 4a. COMMUNITY VISION

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

U-CC Initiatives:

- Participated in U-CC 5 for 5 annual campaigns
  - OCWM
  - Neighbors in Need
  - Strengthen the Church
  - One Great Hour of Sharing
  - Christmas Fund for Veterans of the Cross and Emergency Fund
  - An additional Haiti Campaign was requested and supported.
- Community Support
  - Waupun Food Pantry
  - Summer Lunch Bag Program
  - Salvation Army
  - U-CC Giving Tree – a tree has tags for children’s presents and utility gift cards for those in need in Waupun
  - Holiday Help
- Wider Reaching Mission
  - Dominican Republic Dentistry Initiative (portable X-ray machine)
  - Paralyzed Veterans of America/WI
  - 5-Stones Dodge County (combating sex trafficking)
  - KIVA, international loan program for small business
- Fund Raising
  - Annual fundraiser (formerly Cookie Walk) to support various community needs
- Community Projects
  - Salvation Army bell ringing
  - Delivery of Mobile Meals
  - REACH and Church Women’s United School Supply Roundup
  - Holiday Help
  - Christmas gifts for local families/children

Note: Due to Covid, the following initiatives we normally support were not held:

1. Lenten Soup Suppers
2. Summer Community Table
3. December Cookie Walk

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

Our congregation has participated in UCC regional and district meetings and retreats. Congregation leaders and staff attend when possible. When the national UCC conference met in Milwaukee (general synod), we took a bus load of youth and members to attend. We have had many children attend our church camps over the summer.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at [ucc.org](http://ucc.org).) Check any statements below that apply to your UCC faith community.

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

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

Our church has not formally adopted any of the UCC languages listed above. We live our vision and are open and affirming, but as stated, have not formally adopted these statements. Although our community leans to the conservative side, our church is in a place to further investigate and possibly formally pursue one or more statements. We have held a same-sex wedding in our church and do really accept all.

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

Our members have participated in numerous ecumenical and interfaith activities which may vary from year to year.

- Our church continues to partner with a nearby ELCA Lutheran church with sharing Lent and Christmas programs, a summertime service in the park, Vacation Bible School, Summer Lunch Bag program along with their pastor providing "emergency" services if our own pastor is

unavailable due to vacation, etc. This year, we are having shared Lenten services with a variety of UCC churches in the area.

- In the past, we have partnered with an inner city UCC church in Milwaukee and shared worship.
- Three individuals supported by the church traveled to Biloxi, MS with hurricane recovery efforts.
- Adults and confirmation youth worked at Feeding America in Appleton, WI as well as participated in the Fishes and Loaves at a Presbyterian church in Fond du Lac, WI.
- Sunday school students have regularly participated in the efforts of Heifer International, KIVA, and UNICEF.
- As part of the confirmation class curriculum, students attend a service of another faith, usually a Jewish synagogue and/or the local Catholic church.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Our mission: “Love God’s creation - Share in Fellowship - Live Christ’s Example.” Our congregation does practice this mission, through worship, working together and participating in community and church groups. Our congregation has participated in many Initiatives. See question 4a for a complete list. Our youth had been very active; however, Covid has decreased that over the past two years.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation’s expectations on their time?

Our Constitution and By-laws identify seven pastoral duties as previously listed; the scope of work is negotiated.

Our community has a formal ministerial group that had met on a regular basis. This group has not reconvened since Covid; however, it would be expected for the pastor to attend this group once it is functioning again. We would like our pastor to have a presence within our community realizing that there are many duties, and the pastor must still achieve work life balance.

## **4b. MISSION InSite**

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

Full QuickInsite report is in the Appendix.

Reviewing the QuickInsight Report for a 16-mile radius from Union Congregation Church-UCC, Waupun indicates a stable community with very little diversity, a slightly lower poverty rating and little change on the other seven categories. There is nearly steady projection of both households and population. Nearly 70 percent of the sample is defined by traditional married-couple households with single mother households being slightly below the state average and single father households slightly higher. The largest phase of life increase is in the 65+ age group as forecasted by the plan.

Our study area describes a lower educational attainment than the state of Wisconsin and a 50-50 split of blue versus white collar workers. There is little racial diversity in our area, with nearly 91% identifying as White and 94.8% speaking only English at home. Our lifestyle segmentation is split somewhat evenly among the top 10 mosaic lifestyle segments, with the highest being the “thriving boomers” and the “family union” (potlucks and great outdoors); and the lowest segment being “suburban sport utility families”.

Household income stays below the state average, which is not a surprise for a rural agricultural community. Complete report is attached as an appendix.

**How do your congregation’s internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?**

It appears that our congregation is similar to our study area. We mainly have members from our study area. There are other UCC congregations beyond this radius.

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

From our current membership, we mirror our local community and study area. While we are often identified as the “most welcoming” local church, we do not have much racial diversity among our membership. As seen in the statistics above, there are not many minority prospective members in our community.

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

Our community leaders respect our church for being inclusive and being a good partner in our community. We actively support our local food pantry, other local initiatives and participate in numerous community events.

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

From our focus groups and individual responses from our survey, there were many comments that described how churchgoers became involved. Actual quotations from members are listed below: (selected from hundreds of responses)

- Welcoming church members
- Love the Mission Statement – don't change that
- Flexibility – ability to adapt to a variety of viewpoints
- We may have differing points of view (political), but we welcome everyone.
- The warmth and acceptance of the congregation
- Laughter
- When I first started coming to UCC, it was because I was a single mother of two children and most other churches within the community weren't accepting of that. UCC made me feel it was a place for all to come. That meant so much to within my life and is the tie that helps me still belong.
- Welcoming all as we are supposed to. Return to being a sanctuary for those who don't fit into other churches. Feeling like a family. Taking care of the basics before adding "frills".
- One search committee member stated that after 50 years in the church she grew up in, she felt more welcomed and cared for here in a short time of fellowship with us than in all of her years at her childhood church.



## 5. REFERENCES

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

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

### REFERENCE 1

Deanne Thurmer, President, SSM – Waupun Memorial Hospital

(920) 926-5409

[deann.thurmer@ssmhealth.com](mailto:deann.thurmer@ssmhealth.com)

Relationship: Neighbor to church and partners with church for parking, disaster planning, etc.

### REFERENCE 2

Terri Respalji, Waupun Food Pantry Coordinator

(920) 324-4000

[waupunfoodpantry@gmail.com](mailto:waupunfoodpantry@gmail.com)

Relationship: Works closely with Mission Committee

### REFERENCE 3

Paul Hartl, Community resident

920-318-0009 /[hartelpaul@live.com](mailto:hartelpaul@live.com) / friend of the Congregation

## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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Creator God, we have felt your presence as we have begun the process of finding a new Pastor. We believe that excellence matters. A successful church aims to create moments so impressive that people want to share the experience. We are ready to share those moments and experiences. Guide us as we continue our search for an excellent fit for our congregation. Though we may be impatient to complete this task, we ask for your steady, guiding hand. In God's own time, we will find the person meant to lead our congregation.

In Jesus' name we pray.

Amen.

## 6b. STATEMENT OF CONSENT

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

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

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

Nearly every church member contributed to this profile. Focus group interviews using three questions were held on Zoom and well attended after two worship Sundays, and on a Saturday morning. Each church committee held a focus group asking the same three questions. Every household in the church was mailed a survey with the three questions and nearly 40 were returned. The church council and moderator were asked to answer many of the profile questions and provided valuable input. Finally, eight long time members were interviewed by phone to complete questions and missing data from a historical perspective as required by the profile questions.

The Search committee has met numerous times for discussion and review of the written sections of our church profile.

Additional comments for interpreting the profile: None

Signed: Name / Title / Date:

Sandra Champion, Search Committee Member

Jeff Duchac, Search Committee, Co-chair

Kathy Duchac, Search Committee, Co-chair

Haley Huenink, Search Committee Member

Christina Neumann, Search Committee Member

Diane Prey, Search Committee Member

Paul Reynolds, Search Committee Member

Becky Smith, Search Committee Member

Penny Wegner, Search Committee Member

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

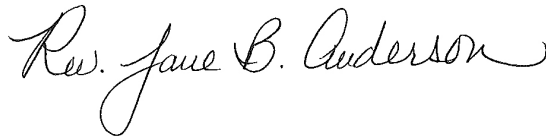
Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:



Name / Title: Rev. Jane B. Anderson/Associate Conference Minister

Email: janderson@wcucc.org

Phone: 920-540-2586

Date: April 21, 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***

Appendix:  
11 Year report



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

Church#:	863070	Schedule:	0	Union+Congregational Church	Waupun	WI	53963		
Assoc:	824								
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2010	433	142	92	0	0	0	0	0	0
2011	344	121	57	0	0	6	13	39	-46
2012	292	97	35	7	3	6	14	54	-52
2013	291	88	46	1	0	4	4	2	-1
2014	284	104	37	1	2	1	6	5	-7
2015	298	97	38	6	11	0	3	0	14
2016	247	110	52	6	4	7	8	49	-40
2017	267	111	67	8	1	15	2	2	20
2018	262	107	82	7	5	0	2	12	-2
2019	268	110	54	6	1	3	4	0	6
2020	262	80	25	0	0	2	8	0	-6

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	\$210,243	\$0	\$19,000	\$3,684	\$22,684	\$0	\$22,684	9.04	\$232,927	\$0
2011	\$184,704	\$0	\$19,000	\$9,659	\$28,659	\$0	\$28,659	10.29	\$213,363	\$178,213
2012	\$29,178	\$0	\$16,899	\$4,136	\$21,035	\$0	\$21,035	57.92	\$50,213	\$183,673
2013	\$213,178	\$0	\$15,122	\$3,820	\$18,942	\$0	\$18,942	7.09	\$232,120	\$126,943
2014	\$222,390	\$0	\$15,000	\$20,272	\$35,272	\$0	\$35,272	6.74	\$257,662	\$180,335
2015	\$181,913	\$0	\$16,177	\$6,096	\$22,273	\$0	\$22,273	8.89	\$204,186	\$168,772
2016	\$272,575	\$0	\$15,502	\$3,372	\$18,874	\$0	\$18,874	5.69	\$291,449	\$181,860
2017	\$218,365	\$0	\$16,170	\$605	\$16,775	\$0	\$16,775	7.41	\$235,140	\$181,194
2018	\$213,859	\$12,000	\$15,526	\$22,480	\$38,006	\$10,197	\$48,203	7.26	\$262,062	\$151,310
2019	\$198,483	\$34,400	\$15,500	\$17,013	\$32,513	\$1,319	\$33,832	7.81	\$232,315	\$143,124
2020	\$41,500	\$90,288	\$10,000	\$4,995	\$14,995	\$2,980	\$17,975	24.10	\$59,475	\$182,131

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-12.08	-17.53	-34.21	-88.24	166.67	-77.19	-32.68	-70.87
2010-2020	-39.49	-43.66	-72.83	0.00	0.00	-80.26	-33.90	-74.47

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.



## The QuickInsite Report

Prepared for: Wisconsin Conference UCC  
Study area: 16 mi Around 125 Beaver Dam Street, Waupun, Wisconsin 53963, United States

Base State: WI  
Current Year Estimate: 2021  
5 Year Projection: 2026  
10 Year Forecast: 2031  
Date: 3/4/2022  
Semi-Annual Projection: Summer

### About the QuickInsite Report

The QuickInsite report is designed to provide a quick look at a geography defined by a user. It provides an initial impression of a study area through a set of 12 demographic variables, the top 10 Mosaic Segments and 5 Religious Beliefs and Practices derived from the Simmons National Consumer research data.

NOTE: Not all of the demographic variables available in the MI System are found in this report. The FullInsite or ExecutiveInsite Reports will give a more comprehensive view of an area's demographics and ViewPoint a fuller view of its beliefs and practices.

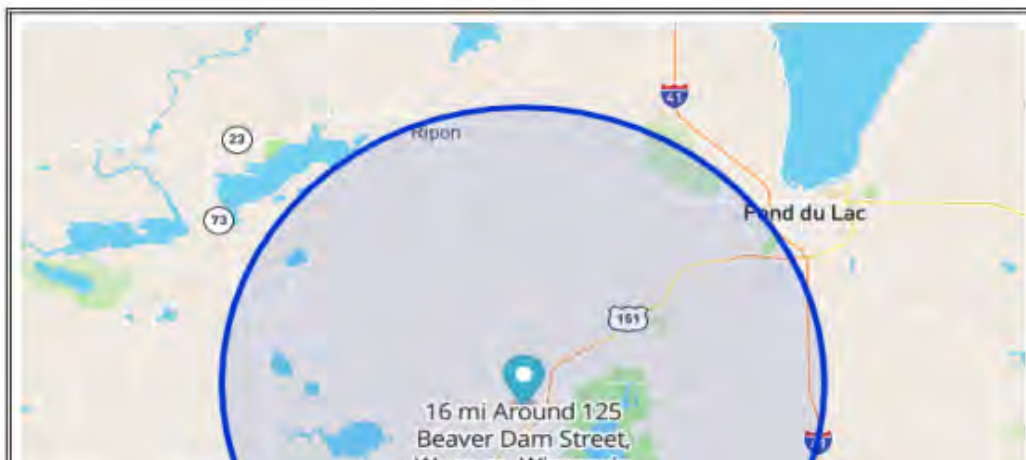
### Two Sections

Two reports are provided on the following pages.

- The StoryView Report presents 9 demographic indicators of your study area.
- The ThemeView Report presents greater detail about those 10 indicators but organized around themes.

For more information on interpreting the various data on this report, please refer to the Supporting Information on the final page.

### THE STUDY AREA



Full report in is PDF format, attached to profile.

## References:

### Reference 1:

Reference for Union Congregational Church for Search Process of a New Pastor

Name: DeAnn Thurmer

Position: President Waupun Memorial Hospital and Ripon Community Hospital

Setting: Healthcare

(Telephone/Email/Relationship to Congregation) 920-926-5409/ [deann.thurmer@ssmhealth.com](mailto:deann.thurmer@ssmhealth.com)

Prompts for Reference:

1. Describe some areas of strength in this church's ministry:  
Known for community involvement and active fund raising

Willing to assist the hospital during disasters and emergencies –has open its doors as able

2. Describe some areas for improvement in this church's ministry.  
Non known by writer

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

Worked with Church leadership for parking access during hospital construction and collaboration as the hospital is churches neighbor. I have found church to be helpful over my 35 years at Waupun Memorial Hospital- when we had an auxiliary they had some of their fund raising events at the church.

4. Anything else you wish to share.

The culture of the church has always been welcoming to new members and visitors, good community reputation

Note: The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions."

## Reference 2:

Reference for Union Congregational Church for Search Process of a New Pastor

Name: Terri Respalje

Position: Manager

Setting: Waupun Food Pantry

(Telephone/Email/Relationship to Congregation)

920-324-4000      waupunfoodpantry@gmail.com

Prompts for Reference:

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

UCC is a very active church in Waupun, with their cookie walk, the giving tree at Christmas and their eagerness to fill a spot to serve at the Community Table and the bag lunch for kids in the summer months.

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

Like everyone we wait to be able to have a bigger presence in the community. So that's a hard question to answer. I am not aware of the internal mechanics that make UCC run?

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

I do remember the Giving Tree at Christmas was a hit. I couldn't give them enough names, This told me they amount of wanting to help people was extreme. Ive never had to ask twice when the pantry needed something. I believe there is a lot of good caring people in that church.

4. Anything else you wish to share.

I have been involved in The Waupun Clergy group for many years. Always enjoyed the hospitality and the Pastors input. I am hoping to soon see the group start up again. We need the leadership of the churches in unity at this crucial time in history. I always loved praying with the clergy and how praying for one another's role in Gods kingdom changed so many things to the positive.

### Reference 3:

To Whom It May Concern,

My name is Paul Hartel, and I was asked to be a reference for Union Congregational Church. I am not a member of this church, but I have been accepted by it with open arms.

I used to, sit on a bench, outside of the church when I was recovering from my second surgery. The secretary came out to ask if I was okay and if I needed any help. I told her that I was okay, and that I was just resting. It made me feel good that someone that I did not know came out to see if I was okay.

The UCC church of Waupun also opens its door for charity work. One such event is for the Waupun Area Animal Shelter. They have a spaghetti supper they put on every year, and UCC is the place that they hold it. The last couple of years it has been carry out only to protect the community. They get a very good turnout no matter how they serve the dinner.

The people of this church are very caring. They put me on their prayer list for over a year as I was recovering from my many surgeries. I was also visited, at the hospital and at my home, by the pastor. It made me feel that people cared for me and what I was going through.

I am not sure what they can do to improve their ministry. I think they do a great job including people form outside of the church and pray for people who really need it.

My great experience that I was with this church was when they sent me a quilt. My stepdad had passed away, and they were kind enough to keep him and my family in their thoughts and prayers.

I think that any pastor would enjoy our community. The neighbors, and friends of the church, all have a pleasant attitude and care about our community.

Paul Hartel

[hartelpaul@live.com](mailto:hartelpaul@live.com)

920 318-0009

# The QuickInsite Report

Prepared for: Wisconsin Conference UCC  
Study area: 16 mi Around 125 Beaver Dam Street, Waupun, Wisconsin 53963, United States

Base State: WI  
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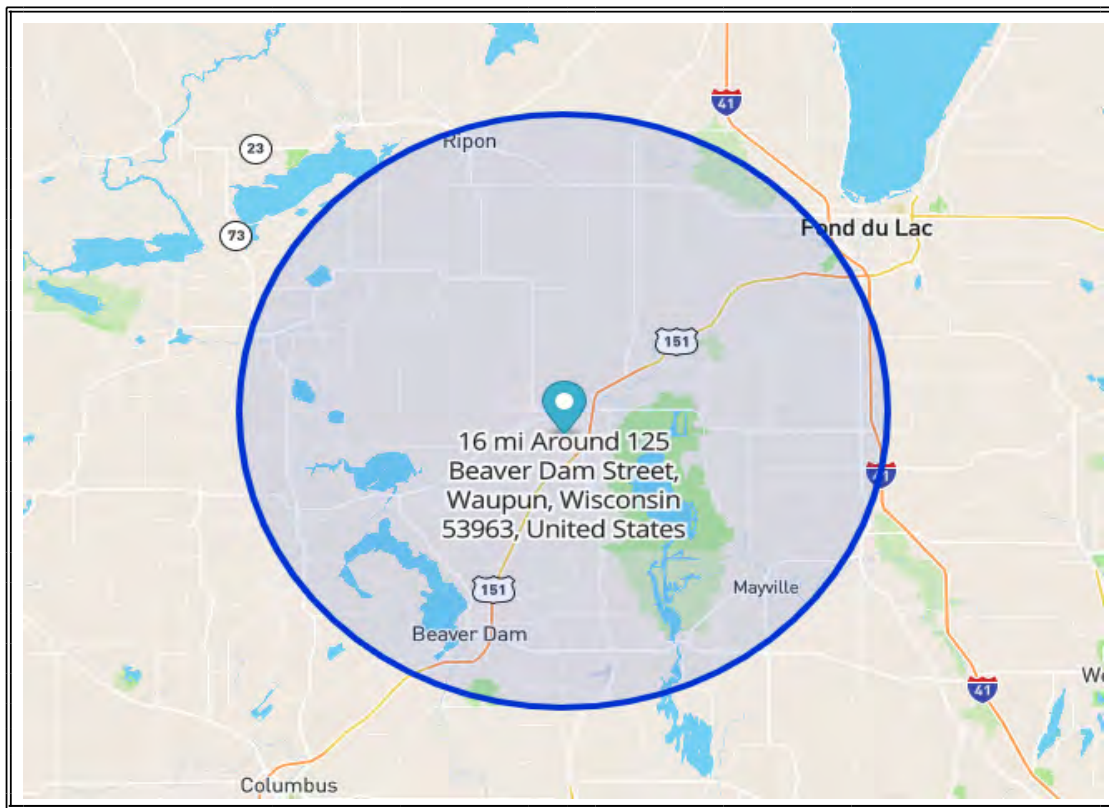
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## THE STUDY AREA



## More Information

Please refer to the last page of the report for additional notes and interpretation aides in reading the report.

# StoryView

## Significant Demographic Indicators of the Study Area's Story

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



# ThemeView

## Demographic Descriptions of the Study Area

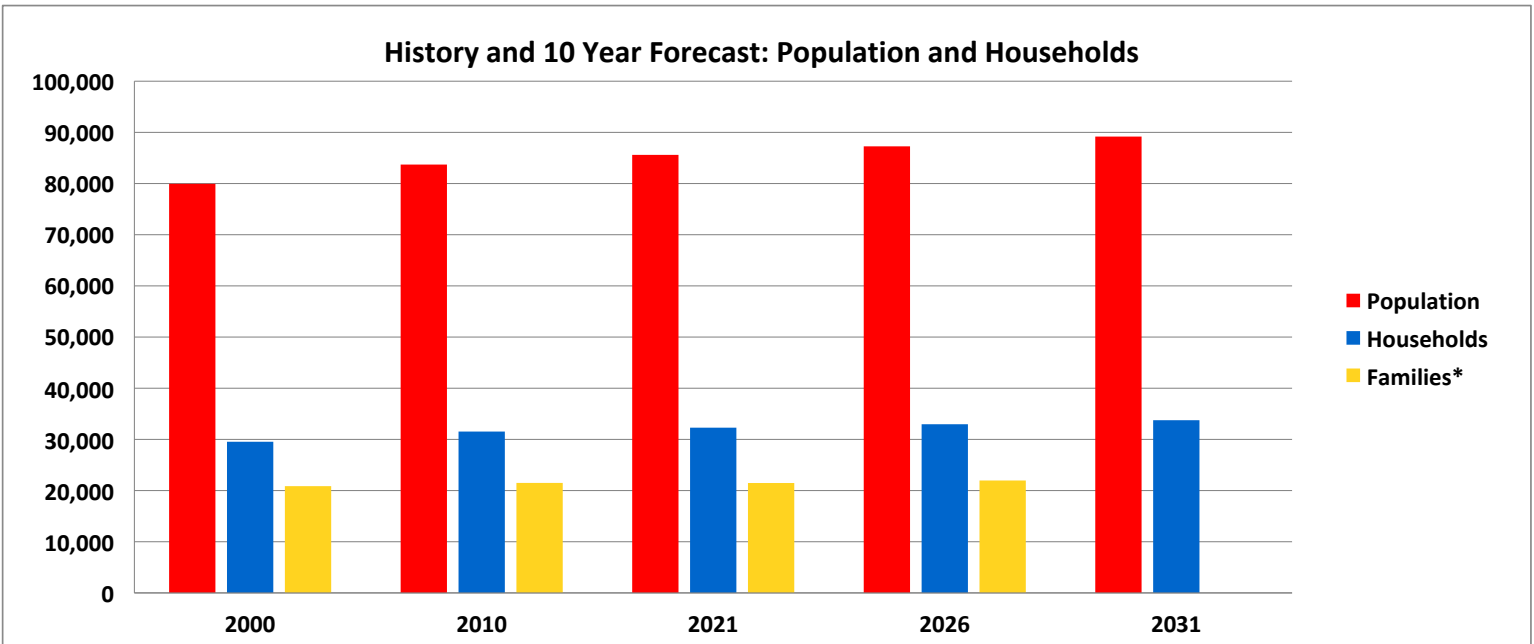
Study area: 16 mi Around 125 Beaver Dam Street, Waupun, Wisconsin 53963, United State

Date: 3/4/2022

### Population and Households Theme

Population is the most basic demographic characteristic. It indicates how many persons reside within an area and how that total changes over time. In addition, future population is forecasted looking out 10 years.

#### Population and Household History with 5 and 10 Year Projected Change



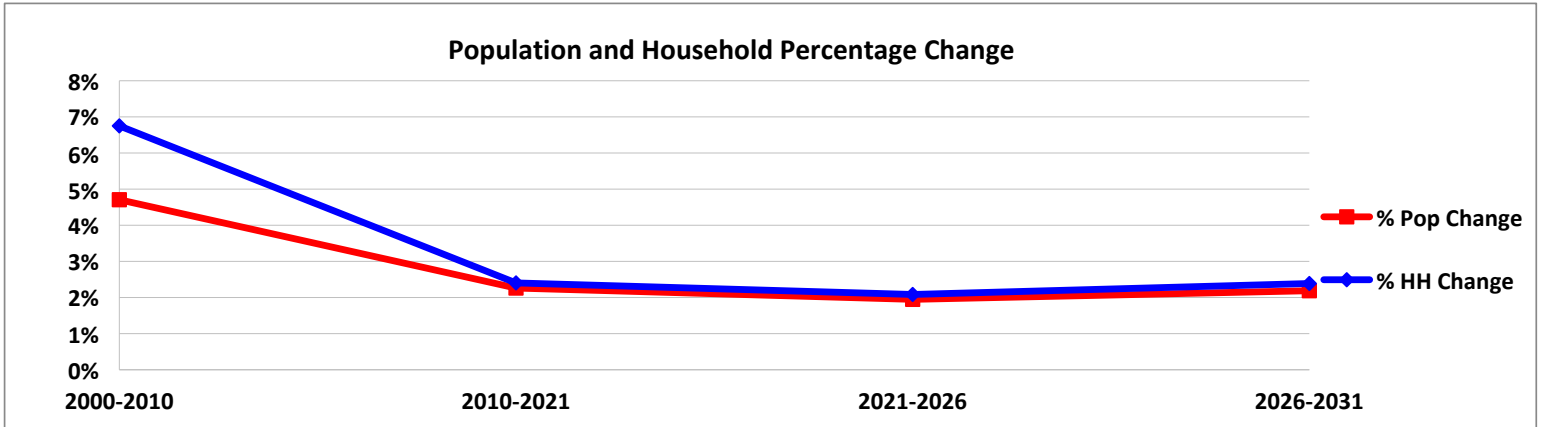
NOTE: Family Household data is not projected out 10 years.

#### Population, Households & Families

	2000	2010	2021	2026	2031
Population	79,947	83,710	85,603	87,271	89,180
Population Change		3,763	1,893	1,668	1,909
Percent Change		4.7%	2.3%	1.9%	2.2%
Households	29,538	31,532	32,290	32,963	33,750
Households Change		1,994	758	673	787
Percent Change		6.8%	2.4%	2.1%	2.4%
Population / Households	2.71	2.65	2.65	2.65	2.64
Population / Households Change		-0.05	-0.00	-0.00	-0.01
Percent Change		-1.9%	-0.1%	-0.1%	-0.2%
Family Households	20,863	21,494	21,476	21,968	
Family Households Change		631	-18	492	
Percent Change		3.0%	-0.1%	2.3%	

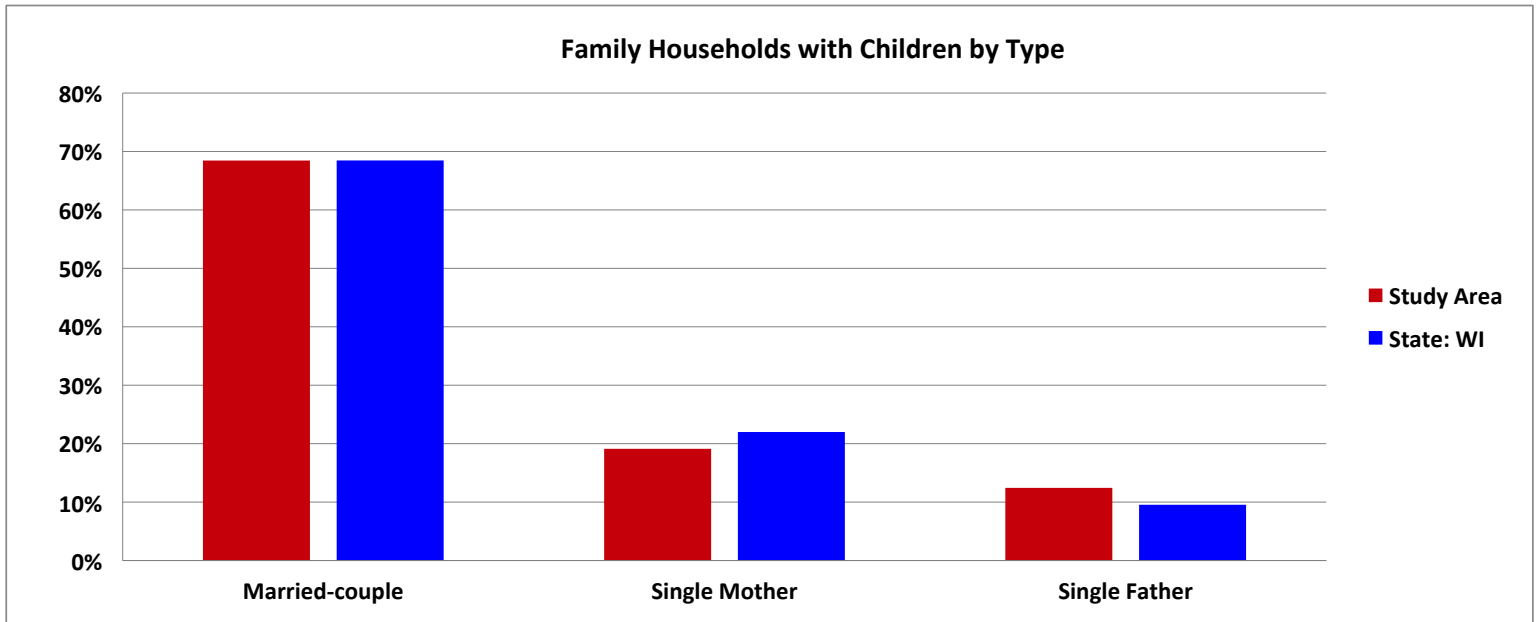
## Population and Households Theme

### Population and Household History with 5 and 10 Year Projected Percentage Change



### Family Households

Family households with children are changing. The traditional married couple structure is evolving into many different family expressions in which children are being raised. These data provide an insight into the family structures within the study area and then compares them to the state.



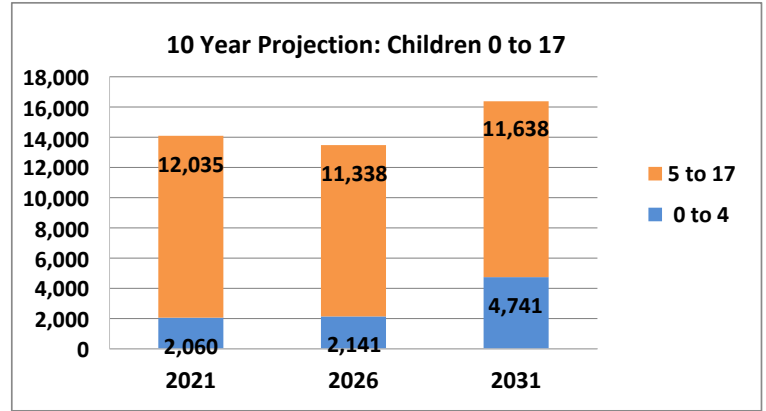
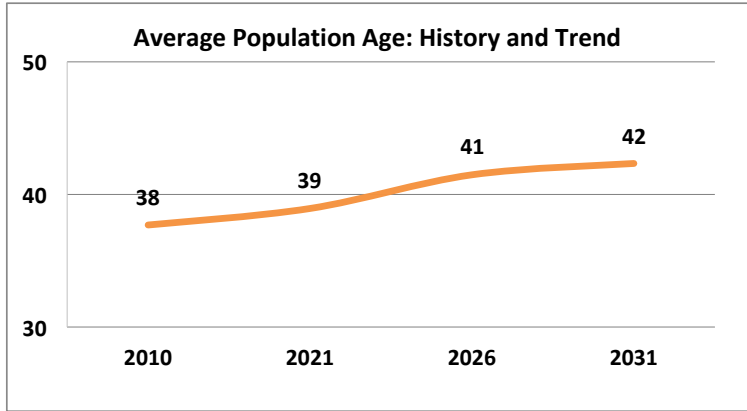
This table presents both the history and projections for family structures in the study area. Take note of the change column to discern how these family structures have changed and are projected to change in the future.

Households with Children	Actual Hhlds by Year			2010 to 2026 Change	Percent of all Hhlds by Year			2010 to 2026 % Change
	2010	2021	2026		2010%	2021%	2026%	
Family: Married-couple	6,712	6,083	5,941	-771	70.5%	68.4%	66.8%	-3.7%
Family: Single Mother	1,844	1,699	1,750	-94	19.4%	19.1%	19.7%	0.3%
Family: Single Father	968	1,105	1,203	235	10.2%	12.4%	13.5%	3.4%
<b>Total:</b>	<b>9,524</b>	<b>8,887</b>	<b>8,894</b>	<b>-630</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	

## Age Theme

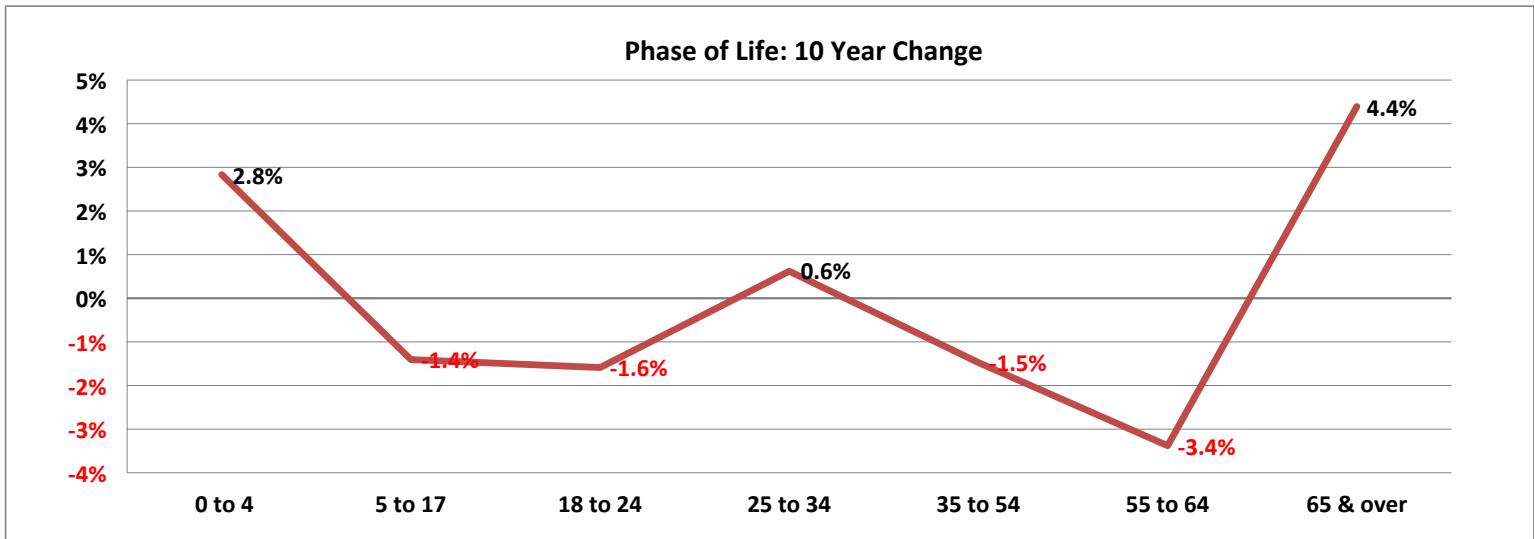
### 10 Year Average Age and Children 0 to 17 Trends

The age history and forecast reflect changes in a community. For example, two demographic trends currently in play are the aging of the Baby Boom generation and the decline in live births in the late 20th and 21st centuries.



### Phase of Life

The Phase of Life 10 Year Change graph highlights life phases that will increase or decrease as a percentage of the total population in the forecasted 10 year future.



Phase of Life presents how a community changes and people age through their various life phases.

Phase of Life	Actual Population by Year & Phase				Percent of Pop by Year & Phase			
	2010	2021	2026	2031	2010%	2021%	2026%	2031%
Before Formal Schooling: 0 to 4	4,779	2,060	2,141	4,741	5.7%	2.5%	2.5%	5.3%
Required Formal Schooling: 5 to 17	13,981	12,035	11,338	11,638	16.7%	14.4%	13.3%	13.0%
College/Career Starts: 18 to 24	7,246	8,863	8,687	8,076	8.7%	10.6%	10.2%	9.0%
Singles & Young Families: 25 to 34	10,721	11,266	12,506	12,625	12.8%	13.5%	14.7%	14.1%
Families & Empty Nesters: 35 to 54	24,741	21,041	20,254	21,226	29.6%	25.2%	23.8%	23.7%
Enrichment Yrs Singles/Cpls: 55 to 64	9,923	12,439	11,549	10,307	11.9%	14.9%	13.6%	11.5%
Retirement Opportunities: 65 & over	12,319	15,750	18,556	20,805	14.7%	18.9%	21.8%	23.3%
<b>Total:</b>	<b>83,710</b>	<b>83,454</b>	<b>85,031</b>	<b>89,418</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

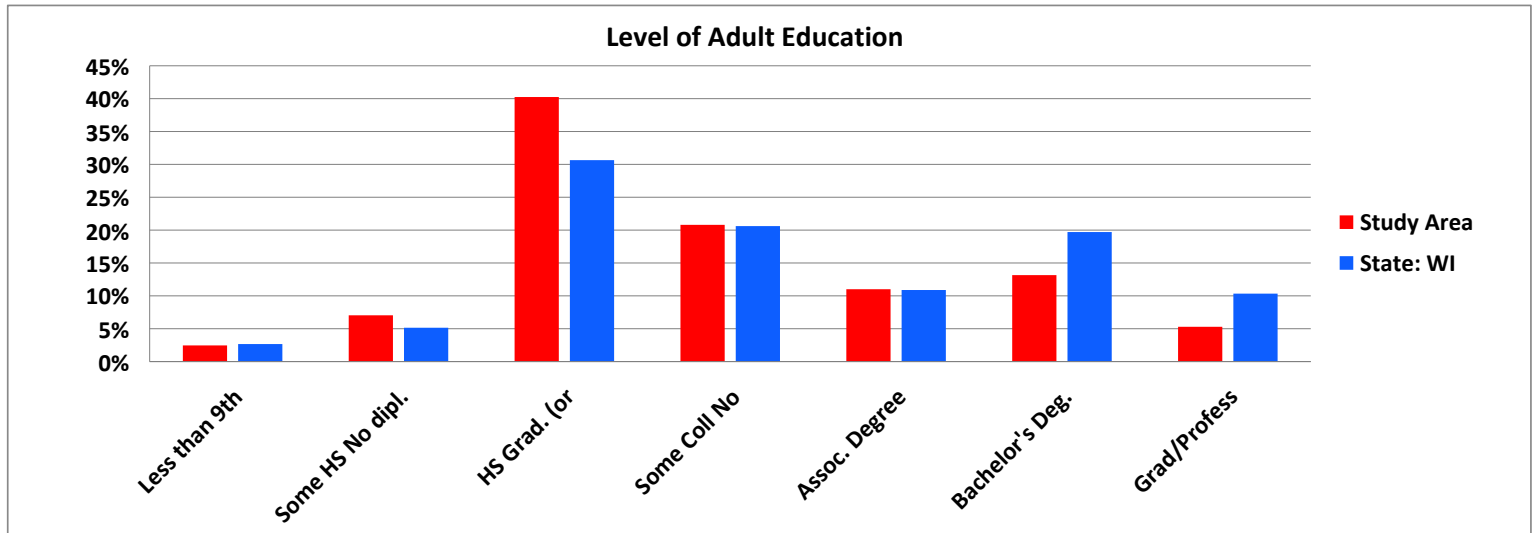
## Education and Career Status Theme

The Education/Career Status theme portrays the level of education and the career types by the categories of Blue Collar and White Collar in the study area.

### Adult Educational Attainment

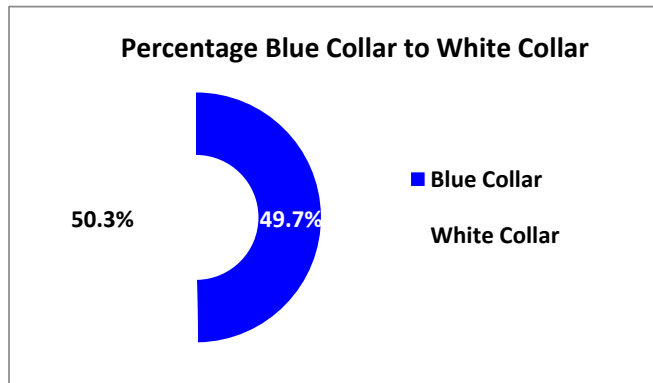
The following graphs array the adult population 25 years of age and older within the study area by their level of education completed.

### Adult Educational Attainment Compared to the State of WI



Education Level of Adults 18 Years and Older	Actual Hhlds by Year		2021 to 2026 Change	Percent of all Hhlds by Year		2021 to 2026 % Change
	2021	2026		2021%	2026%	
Less than 9th Grade	1,487	1,556	69	2.5%	2.5%	0.0%
Some High School, No diploma	4,259	4,329	70	7.0%	6.9%	-0.2%
High School Graduate (or GED)	24,348	25,209	861	40.2%	40.1%	-0.1%
Some College, No degree	12,584	12,935	351	20.8%	20.6%	-0.2%
Associate Degree	6,659	7,100	441	11.0%	11.3%	0.3%
Bachelor's Degree	7,957	8,402	445	13.2%	13.4%	0.2%
Graduate or Professional school degree	3,202	3,334	132	5.3%	5.3%	0.0%
<b>Total:</b>	<b>60,496</b>	<b>62,865</b>	<b>2,369</b>	<b>100.0%</b>	<b>100.0%</b>	

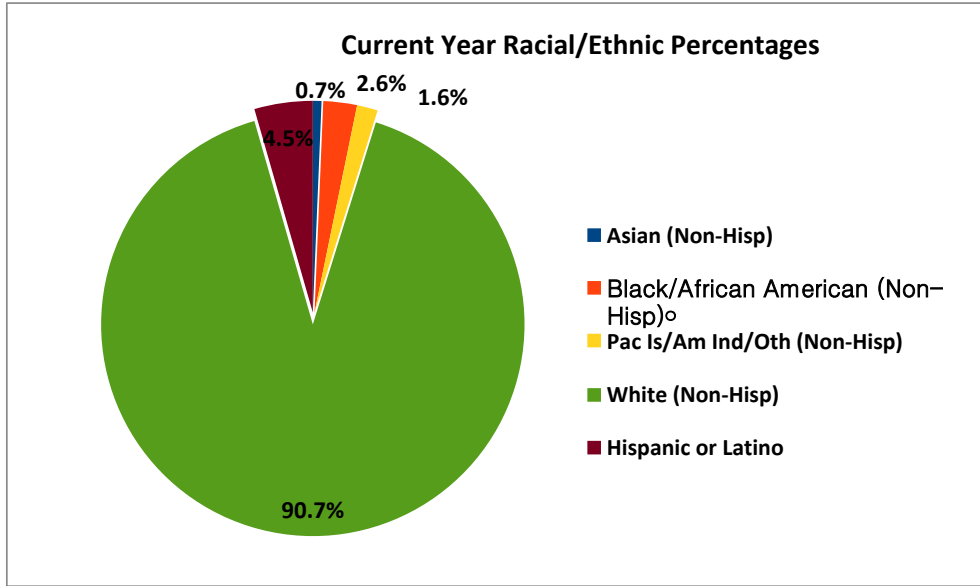
### Career Types: Blue Collar and White Collar



## Community Diversity Theme

The diversity of a community is shaped by the racial/ethnicity of the people who reside in it as well as people's age, income and education.

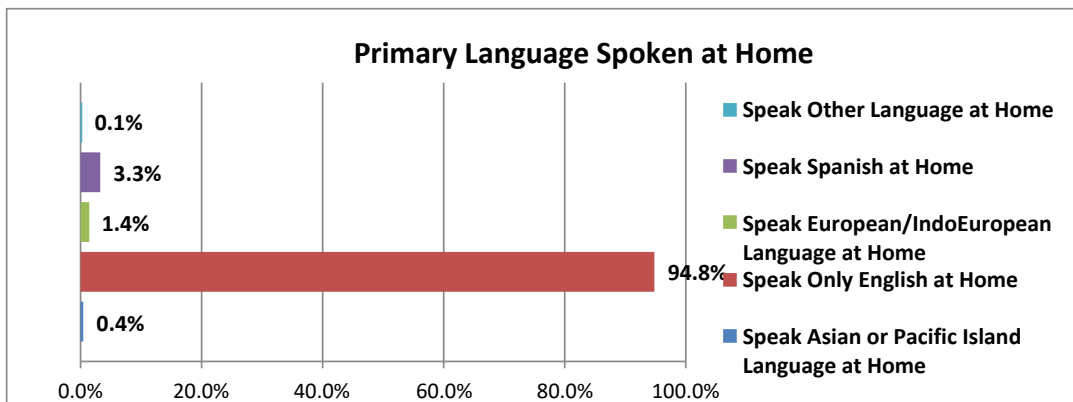
### Study Area Racial and Ethnic Diversity



NOTE: Race and ethnicity breakouts are based upon Census Bureau categories. Only those groups for which the Bureau provides extended detail can be reported.

### Race and Ethnic History and Trends

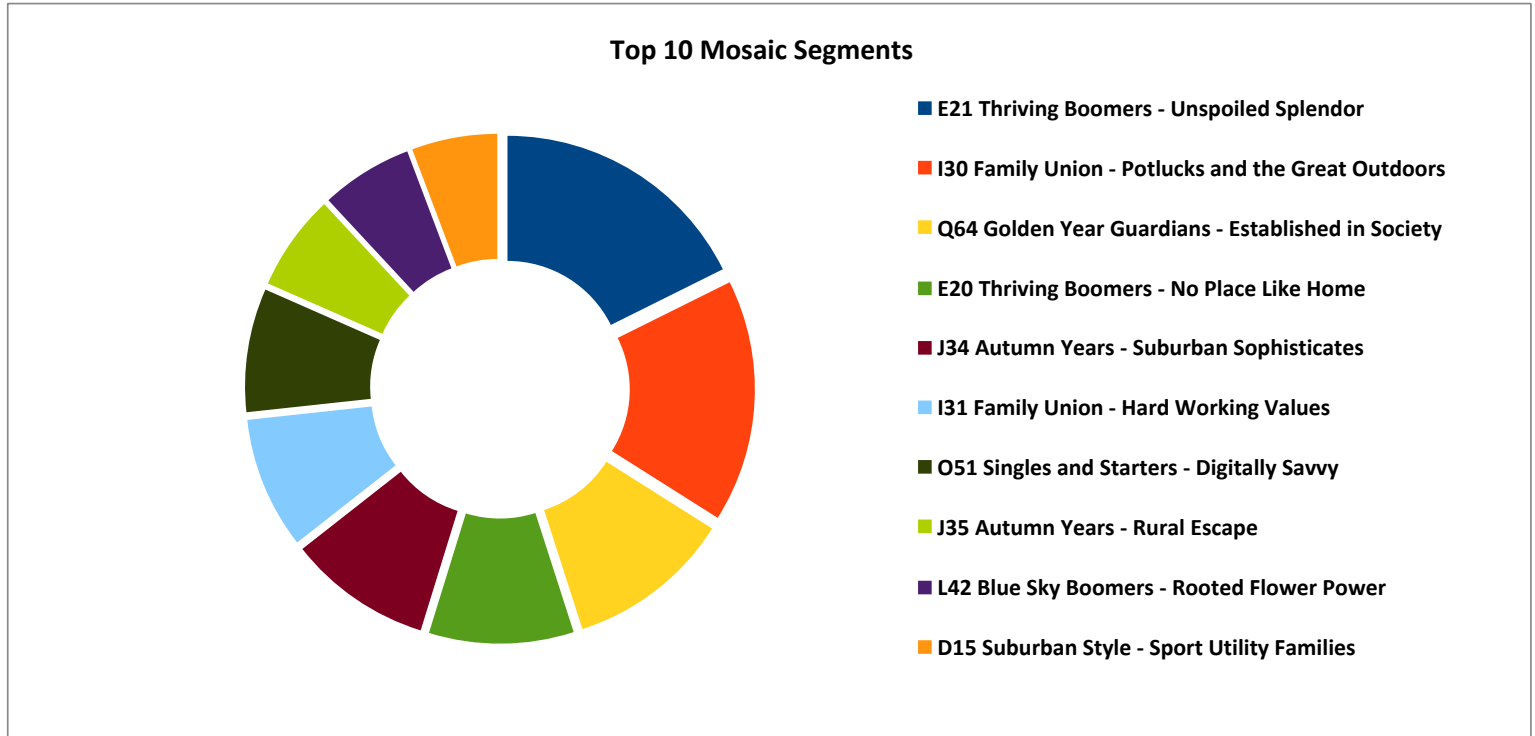
Racial/Ethnicity by Year	Actual Population by Year			2010 to 2026 Change	Percent of all Pop by Year			2010 to 2026 % Change
	2010	2021	2026		2010%	2021%	2026%	
Asian (Non-Hisp)	459	565	605	146	0.5%	0.7%	0.7%	0.1%
Black/African American (Non-Hisp)	2,333	2,199	2,208	-125	2.8%	2.6%	2.5%	-0.3%
White (Non-Hisp)	76,401	77,669	78,965	2,564	91.3%	90.7%	90.5%	-0.8%
Hispanic or Latino	3,491	3,813	3,984	493	4.2%	4.5%	4.6%	0.4%
Pac Is/Am Ind/Oth (Non-Hisp)	1,025	1,357	1,509	484	1.2%	1.6%	1.7%	0.5%
<b>Total:</b>	<b>83,709</b>	<b>85,603</b>	<b>87,271</b>	<b>3,562</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	



## Community Diversity Theme

### Mosaic Lifestyle Segmentation Types

Mosaic Lifestyle Types provides insight into the behaviors, attitudes and preferences of the households within the Study Area. The result is a fuller multidimensional understanding of a community, neighborhood, zip code or other geography.



Mosaic	Study Area	State	Comparative Index
E21 Thriving Boomers - Unspoiled Splendor	3,648	11.3%	136,416
I30 Family Union - Potlucks and the Great Outdoors	3,371	10.4%	109,307
Q64 Golden Year Guardians - Established in Society	2,289	7.1%	98,534
E20 Thriving Boomers - No Place Like Home	2,010	6.2%	106,664
J34 Autumn Years - Suburban Sophisticates	1,994	6.2%	125,055
I31 Family Union - Hard Working Values	1,833	5.7%	63,261
O51 Singles and Starters - Digitally Savvy	1,717	5.3%	93,603
J35 Autumn Years - Rural Escape	1,339	4.1%	77,941
L42 Blue Sky Boomers - Rooted Flower Power	1,276	4.0%	82,025
D15 Suburban Style - Sport Utility Families	1,188	3.7%	64,412
	<b>20,665</b>		<b>957,218</b>

### Learn about your Mosaic Households

#### To access Mosaic Portrait data click on:

[Mosaic USA E-Handbook by Experian](#) (To open in a new Tab hold Control key when you click on the link)

Handbook includes Mosaic Overview and two graphic pages for each of the 19 Groups and 71 Segments.

[How to Read and Understand a Mosaic Portrait - Video](#)

[Understanding Mosaic Portraits for Mission Planning - Video](#)

Faith based clients: To access the Mosaic application guide click on:

[Mission Impact Mosaic Application Guide by Bandy](#) (To open in a new Tab hold Control key when you click on the link)

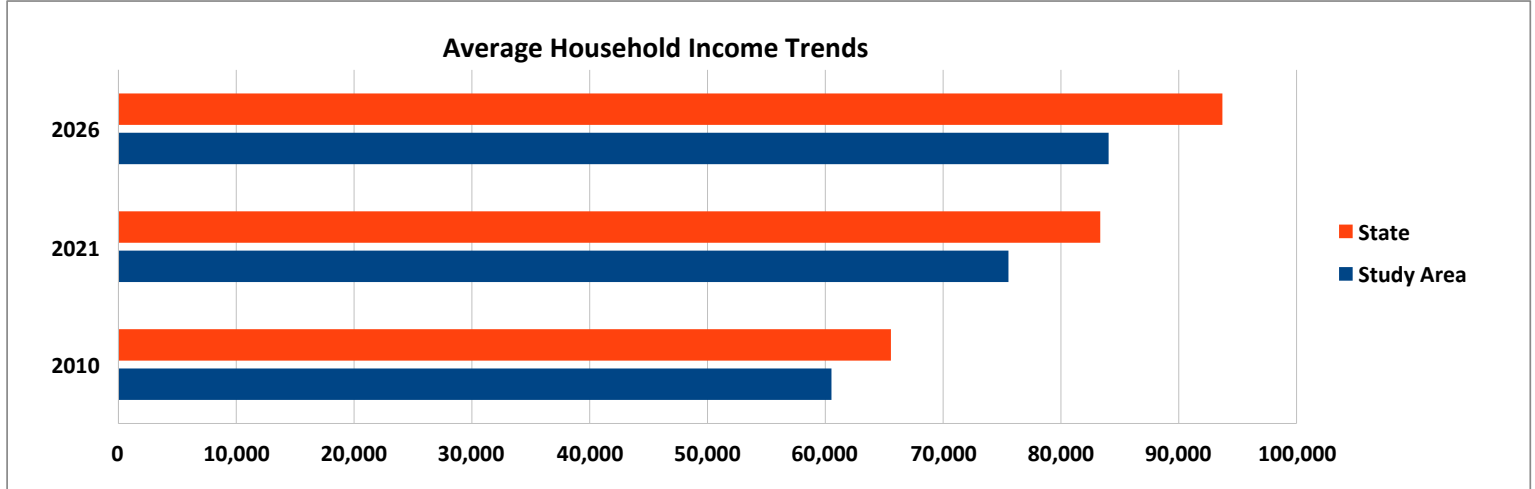
Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite



## Financial Resources Theme

Financial resources available is an indicator of community opportunity or distress. Three variables are presented in this category: 1) Household Income, 2) Family Income and 3) Poverty.

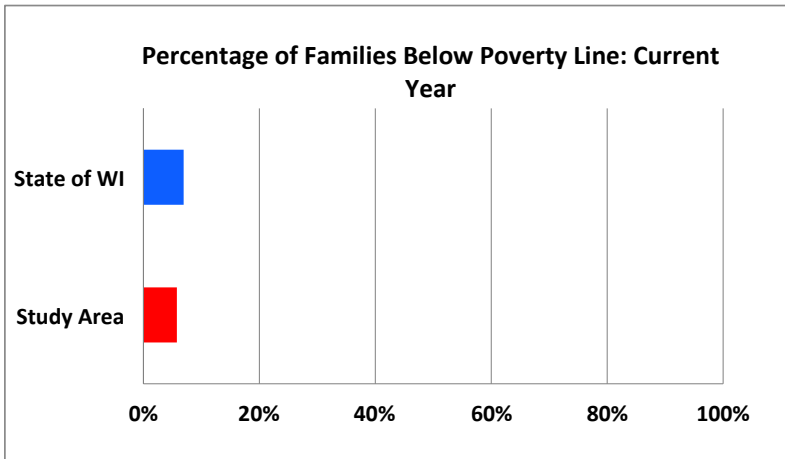
### Household Income



### Income Trends: Households and Families

	2010	2021	2026	2010 to 2026 Change
Average Household Income	60,522	75,545	84,047	23,525
Median Household Income	52,391	62,642	69,939	17,548
Per Capita Income	22,797	28,496	31,745	8,948
Median Family Income		76,300	75,759	541

### Poverty



Poverty Level	Pop	Area % Pop	WI % Pop
Above poverty level	20,237	94.2%	93.1%
Below poverty level	1,239	5.8%	6.9%
<b>Total</b>	<b>21,476</b>	<b>100.0%</b>	<b>100.0%</b>

# Supporting Information

## Correlating the StoryView and DetailView Reports

The Detail View Report presents the important demographic detail behind the Demographic Indicators found on the QuickView page. It is organized around six themes.

DetailView Themes	StoryView Number	DetailView Themes	StoryView Number
1. Population, Households & Families	1 & 3	4. Community Diversity	5 & 9
2. Age	2	5. Financial Resources	6 & 7
3. Education/Career Status	4 & 8		

## Interpreting the Report

The QuickInsite report is formatted to help you interpret data at a glance.

**Change over time:** Several trend tables have a column indicating a change over time. Generally these tables begin with the last census, include the current year estimate, a five year projection and if available, a 10 year forecast. The data in each cell represents a percentage change up or down.

**Color Coding:** Both the "Change over Time" and "Comparative Indexes" columns are color coded to easily spot any change and the direction of that change.

Change:	Increasing	Stable	Declining
Index:	Above Ave	Ave	Below Ave.

## Variable Definitions

Full variable definitions can be found in the MI Demographic Reference Guide. Download it free from the Help/Documents menu located on the map screen of your study area on the MissionInsite website.

**Indexes:** Some variables will have a column called "Comparative Index." An index is an easy way to compare a study area with a larger area. For this report, all comparisons are with the state or states within which the study area falls. The indexes can be interpreted as follows.

- Indexes of 100 mean the study area variable is the same as its base area.
- Indexes greater than 100 mean the study area variable is above the base area. The higher the number, the greater it is above the base.
- Indexes less than 100 mean the study area variable is below the base area. The lower the number, the greater it is below the base.

## Support

If you need support with this report, please email MissionInsite at [misupport@missioninsite.com](mailto:misupport@missioninsite.com).

[Download QuickInsite Worksheet \(To open in a new Tab hold Control key when you click on the link\)](#)