

UNITED CHURCH OF CHRIST  
**LOCAL CHURCH PROFILE**

FIRST CONGREGATIONAL CHURCH UNITED CHURCH OF CHRIST  
FORT ATKINSON, WI

**SETTLED PASTOR**

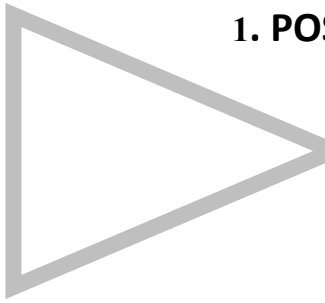
Wisconsin Conference  
Southwest Association  
Family of the United Church of Christ

[June 24, 2022]

LOCAL CHURCH PROFILE CONTENTS

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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: First Congregational Church United Church of Christ  
Street address: 31 West Milwaukee St.  
Fort Atkinson, WI 53538

Supplemental web links: [Fort Atkinson UCC - website link](#)  
[Fort Atkinson UCC - youtube link](#)  
[Fort Atkinson UCC - facebook link](#)  
[www.fortpreschool.com](http://www.fortpreschool.com)

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Conference: Wisconsin Conference  
Association: Wisconsin Southwest  
UCC Conference or Association Staff Contact Person:  
Ted Drewsen, Bridge Associate Conference Minister  
Phone: (920) 251-9640  
Email: [tdrewsen@wcucc.org](mailto:tdrewsen@wcucc.org)

Summary Ministry Description:

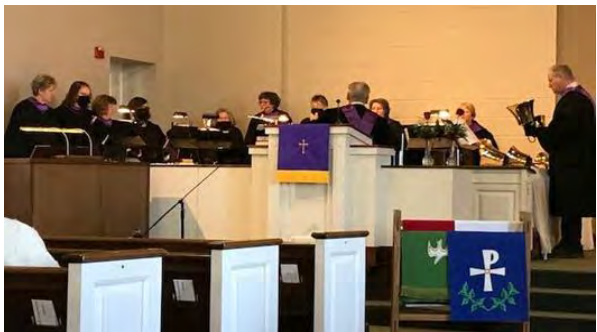
*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

**First Congregational Church United Church of Christ is prayerfully searching for a pastor whose gifts and passions will blend our deeply rooted traditions with modern ideas to guide our congregation along our journey with God. We don't want to just "go to church", we want "to be the church" and live the life God wants us to. Working together with the congregation, we want our new pastor to help us develop a strategic plan with a vision and goals reflecting our mission statement. We are the "Church of the Open Door". Our congregation is seeking a pastor who will help open our hearts and minds to grow in**

**love and faith no matter who we are or where we are on our individual spiritual journey. Our hope is to find a pastor who feels called to covenant with God and us, to prayerfully seek and respond to God’s will, and to work in God’s ways as a church.**

Photographs: Psalm 100:5 “The Lord is good; His mercy endures forever. His faithfulness endures throughout every generation.”







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

Fort Atkinson (pop. 12,000) is small enough to know your neighbor, but big enough to offer a variety of professional and personal opportunities. Ideally located between Madison, Milwaukee, and Chicago, one can easily enjoy all types of big city entertainment. If seeking quieter pursuits, the community is directly connected to bike paths, hiking trails, and waterways; it's a quick drive "up North" to pine trees and cabins. Our school district prides itself on being a beacon district in the area. It is one of our largest employers along with the local hospital, several manufacturers, and The Fireside Dinner Theater.

Current size of membership: 327

Languages used in ministry (*other than English*): No other languages necessary

Position Title: **Settled Pastor**

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

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines? Yes

## **1b. SCOPE OF WORK**

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

### **Pastor Position Description**

The pastor will be a person of strong faith in Christ who is able to communicate effectively, is organized, has exceptional leadership skills, and is preferably an ordained UCC minister.

The pastor shall be responsible for the spiritual life of the church, the conduct of worship, and the administration of the sacraments. He/she will form a positive and productive working relationship with the church officers, council, and ministry teams.

The pastor will evaluate their work and spiritual activities against the church's current vision and mission statements.

The pastor will comply with the bylaws of the church.

The pastor shall be an ex-officio, non-voting member of the council and all ministry teams.

### **Primary responsibilities of the pastor include:**

1. Plan and conduct meaningful and spiritual worship services.
2. Administer sacraments (baptism and communion), confirmations, marriages, and funerals.
3. Conduct visitations to the homebound and hospital visitations to those in need.
4. Provide pastoral counseling as requested.
5. Coordinate regular staff meetings.
6. Understand and provide input regarding the organizational structure of the church, offering guidance to council and the ministry teams to enhance their effectiveness while maximizing cooperation and minimizing redundancies.
7. Make efforts to maintain or enhance church membership and participation.
8. Work with the education director on the development and maintenance of child, youth, and adult education programs.

9. Provide frequent written communication to church membership via the newsletter and annual report.
10. Keep church officers and the council informed of ministerial activities as appropriate.
11. Develop and maintain involvement with community ecumenical groups and activities.
12. Positively represent our church in the community, association, conference, and the greater United Church of Christ.
13. Be willing to work flexible hours as the position requires.

Core Competencies:

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

First Congregational Church is seeking a pastor who is

- Caring & Compassionate.
- Relatable.
- Visionary.

## 1c. COMPENSATION AND SUPPORT

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

Salary will be based on experience and education between Step A and Step C (membership 251-350) of the current Wisconsin Conference *Authorized Ministry Compensation Guidelines*. An annual housing allowance is determined as outlined by the UCC compensation guidelines.

Benefits *(choose one):* Salary plus Benefits

Benefits include:

- PBUCC retirement pension (14% of salary basis, i.e. salary plus housing).
- Life insurance and disability income plan (1.5% of salary basis).
- UCC ministerial health and dental insurance for the individual plus family.
- Four weeks of paid vacation.
- Holidays and days off.
- Leaves: sick, disability, maternity/paternity, civic service, sabbatical, wider church involvement, compassionate, and continuing education.
- Travel and education expenses.
- Other negotiated benefits such as moving expenses.

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

A housing allowance is provided.

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

It is our preference that the pastor live in the Fort Atkinson community or a nearby community.

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

Possible negotiable benefits but have not been offered in the past.

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

Statewide, there are Communities of Practice peer groups that are organized by the Wisconsin Conference. Locally, the ministers have a history of being supportive to each other, working ecumenically.

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

N/A

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

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

We envision that our next minister will collaborate with us to:

- Live faith-filled lives.
- Broaden our understanding of what it means to be a UCC church.
- Lead inspirational worship services.
- Develop a strategic plan.
- Help growth of the Church by adding new members, all ages, all generations.
- Connect with members and those in need.
- Facilitate communication amongst the ministries.
- Continue to support and explore outreach programs.

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

By inspiring us to live faith-filled lives, our pastor will invigorate us to continue our support of the Fort Atkinson Preschool & Childcare Center, the local food pantry, and Meals on Wheels. It is our hope that our new pastor will help us explore other outreach opportunities and partnerships to help improve life in our area.



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

English is the primary language of our membership, however, there is a growing Latinx population in Fort Atkinson so some Spanish skills might be helpful for outreach purposes.

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

- Exhibiting a Spiritual Foundation and Ongoing Spiritual Practices.
- Caring for All Creation.
- Building Transformational Leadership Skills.
- Engaging Sacred Stories and Traditions.



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

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

Who is God calling you to become as a congregation?

God is calling our congregation to, “Act justly and to love mercy and to walk humbly with your God.” (Micah 6:8 NIV) These three actions should be paramount in everything that we do. We should serve one another, our community, our nation and our world.

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

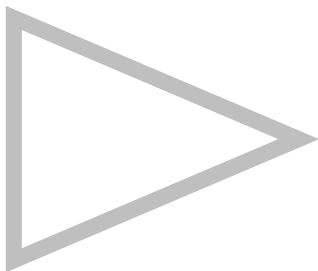
*For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

Recently we faced the challenge of filling the position of office manager. Collectively, the Church Council, our Clerk, Treasurer, and Financial Secretary, with the support of the Interim Pastor, spearheaded the tasks needed to keep the office open and to hire a new manager. Our Clerk recruited and scheduled volunteers to work in the office. The office volunteers covered the desk during regular business hours, answering the phone, greeting visitors, sorting the mail, etc. The Treasurer managed the payment of our bills, and the Financial Secretary formatted and printed the weekly bulletin. These three officers and the Interim Pastor also reviewed submitted resumes and conducted interviews with potential candidates. Together, these volunteers kept the office open and running for eight weeks at which time our new office manager was hired. How we managed this challenge is one example of how our congregation pulls together when facing a challenge.

An immediate challenge (as of May 2022) is to continue evaluating the “next steps” for rejuvenating our Sunday School program and role of the Christian Education Director. Our moderators and Church Council members are actively addressing this challenge. Our long-range challenge is to create growth in overall membership. Although we do not currently have a plan in place to reverse this situation, we have faith and are hopeful that this situation can be reversed. We are open to exploring new ways of connecting with our community.

The challenge for our community is to address the economic struggles faced by many. According to school data, 40% of the students in the district qualify for free lunch (even pre-COVID.) Along with the other churches in town, we continue our support to the Fort Atkinson Food Pantry with donations and with hands-on distribution. Additionally, each fall, members individually “adopt” a preschool child at Head Start and purchase a pair of sneakers and a pair of boots for that child. Homelessness is a growing issue and is being addressed by The Homeless Coalition of Fort Atkinson, a new, local non-profit. First Congregational Church is involved with these efforts as we lend financial support and have some members lending support as individual volunteers.

### **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.

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

**MISSION STATEMENT:** "Founded in scripture and led by the Holy Spirit, our mission is to be a Christ-centered family of faith. Through worship, prayer, study, fellowship and outreach, we seek to be a loving congregation committed to spiritual nourishment and growth. Empowered by God's grace, we extend an invitation to all to join us serving the local and worldwide community."

**Membership Vows: Our Constitution states:** *Membership in this church shall be open to any person who has been baptized, has been confirmed, or has made public confession of faith in Jesus Christ as Lord and Savior. In accordance with the gospel covenant, which binds into a unity faithful people of all ages, tongues and races, membership is open to all.*

Members 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 benevolences; and to seek diligently the spiritual welfare of the membership and the community.

Within our Liturgy, God is usually referred to by traditional words: God, Father, Creator, Jesus Christ, and Holy Spirit. God is portrayed as loving, caring, and merciful.

**Faith in Our Midst:** Several church members cited the Baptism and Confirmation of themselves and/or their children as defining moments of faith. Others reflected on our reliance on our faith through times of struggle and loss - a 1942 fire that destroyed our sanctuary during the turbulent times of World War II, a pastor's struggle with cancer and his eventual death in 1993, and COVID to name a few. At the annual meeting in February 2020, the members voted to adopt our Covenant of Inclusion, subsequently receiving our certificate of being an Open & Affirming congregation. The Holy Spirit is moving in our midst when members of the congregation reach out to each other during times of illness and mourning. Members have said, "I would not get through this without the support of my church family," or in a difficult time, "I had to be here today with my church family because it is my major source of support." Our steadfast faith has kept us together for over 180 years and continues to lead us onward.

Describe several strengths or positive qualities of your congregation.

- Well-established church in our community - 180th Anniversary.
- Dedicated volunteers and atmosphere of "family".
- Known as the "Church of the open door".

- Covenant of Inclusion and ONA Certificate since 2020.
- All can participate in Communion and Baptism.
- Accessibility - ramps and elevator.
- Facilities in good repair (newer roof, updated kitchen, etc).
- Fort Atkinson Preschool and Childcare has operated from our facility since 1969.
- Financially secure at this time.

Describe what worship is like when your congregation gathers.

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

**Prior to Covid-19** our church held two worship services each Sunday, “**The Breeze**” from 8:00-8:30 a.m. and a “**Traditional**” service from 10:00-11:00 a.m. Social interaction and coffee were available before and after each service. The Breeze was suspended when we had to close the sanctuary due to COVID and has not resumed.

#### **The Traditional Service:**

Held in our sanctuary, our 10:00 a.m. service is mostly traditional with some contemporary elements. Several volunteers, including sanctuary decorators, ushers, greeters, lay readers, technology operators, and musicians support the pastor in conducting the service.

Bulletins are available in regular and large print versions while the Good News Bible, The Celebration Hymnal, and the Spirit Anew hymnal are available in each pew. Until it is time for service, we enjoy organ or piano music and socialize. Church bells are rung fifteen and five minutes prior to worship.

Communion is held the first Sunday of each month with gluten-free bread and grape juice. The elements are served to parishioners in the pews or sometimes by intinction at the altar.

The sacrament of Baptism occurs during the service at the altar. Traditionally, the infant is brought forward to the Baptismal font by the parents and sponsors. It is a time of celebration for the family and friends. Once baptized, our pastor introduces the infant to the congregation by carrying the child up and down the aisle. The parents receive a baptismal certificate and rose. It is a joyful time for those in attendance. Baptism ceremonies for older children or adults are appropriately modified to reflect the candidate’s age.

We very much enjoy our time together each Sunday. Based on our recent survey, members seek a style of preaching that puts the Bible and its teachings into modern context; that is interesting, genuine, and conversational; and that brings the Word of God into our hearts and lives. We look

forward each week to laugh together, to support each other, and to reflect on God's word and the presence of God in our lives.

The Church has "online" ministry & worship capabilities via YouTube.

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

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

All events and experiences are designed to help children, youth, and adults grow in knowledge, faith, service, and love. COVID-19 interrupted the flow of Sunday School. With declining attendance and volunteers to participate our educational program is currently (May 2022) being assessed and we are experiencing a transition period. We are hopeful the program can be revitalized.

Faith formation was offered for ages 3 and up including Sunday School, Confirmation, and Adult Education. Our Christian Education program followed these 3 guides:

**Learn** – About Christian Faith through Worship and Study

**Love** – Others as Jesus Taught

**Serve** – God by Serving Others

Normally, all of our Christian education programs run from September – May.

### **Sunday School -**

Our Sunday school classes used the **Deep Blue Rotation Station Model**. When using the rotation model, the same story is taught for multiple weeks providing an opportunity to engage with the same story in multiple ways. It also includes a reproducible page for the children to take home with suggestions for continued learning with their families.

Some creative Sunday School activities in the past were Legend of the Sand Dollar and Resurrection Eggs; Praying in Color; Chrismon Ornaments and Celebration; Jesse Tree Worship Events; and singing with the adult choir. Examples of Children's Outreach were making Butterfly Kisses and cards for those that receive Meals-On-Wheels and making Prayer Bracelets. Another example was the Minute-To-Win-It fundraiser which raised \$755.00. The youth chose to distribute the funds to the local Boys and Girls Club, Paddy's Paws Rescue, and Wildlife in Need.

### **Confirmation Education –**

Confirmands and mentors use **Affirming Faith: A Confirmand's Journal**, as the primary guide for learning and reflection. Supplemental readings are given to confirmands and mentors from **Words for the Journey**, and other sources as needed.

In our church, confirmation education is the process of learning and reflection which takes place during the two years preceding confirmation. It is their opportunity to acquire or reinforce knowledge and experiences which will help them make informed and inspired decisions related to their faith commitments and faith community. In addition to group meetings and activities, each confirmand is partnered with a mentor from the congregation. The mentor and confirmand develop a unique bond; the one-on-one partnership helps the confirmand explore their faith on a personal level. Examples of how the Confirmands have helped with activities in the past are: grounds cleanup, decorating the church for Christmas and highway clean up along Hwy 89. They broaden their understanding of the worship service by helping with Ash Wednesday and Maundy Thursday services, and the Advent lighting ceremony throughout December.

### **Adult Christian Education –**

Our Adult Christian education program provides a wide variety of studies through **Amplify Media**. The small group, in-person format allows our members the opportunity to explore additional studies on their own. Videos are viewed and discussed during the Sunday morning classes which are facilitated by a team of lay leaders dedicated to helping the congregation grow in their faith.

Describe how your congregation is organized for ministry and mission.

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

**Communication:** Decisions are communicated in various ways: an announcement during worship, in the bulletin, via email, and the monthly publication of the Broadcaster.

Communication between the ministries is an area for improvement.

**Teams:** The diagram following these responses outlines the organization of our Council and Ministries.

**Vision:** While we have officially adopted both a Mission Statement and a Statement of Faith, our Mission, Vision, and Core Value statements are currently in development. We also need to establish a Strategic Plan.

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

The Church Council is the executive body of the church. Meetings are held a minimum of eight times a year. However, they usually meet monthly during the evening, in person or via zoom, for one to two hours. The Clerk, Financial Secretary, Treasurer, and the Pastor, attend as ex-officio members of the Council. The Personnel Committee (sub-committee of the Council), consisting of the Past Moderator, Vice Moderator, Moderator and Pastor (Ex-Officio), meet as needed. Other ministries listed

on our organizational chart must hold meetings at least quarterly and as needed to carry out their planned tasks and activities; the pastor serves as an Ex-Officio member of all Ministries.

- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? As with most congregations, our most recent crisis has been the COVID-19 pandemic. From March 2020 to August 2020, we suspended in-person worship services. Decisions for any and all reopening guidelines have been made by our Church Council, collaborating with our pastor. It is with this same process that we continue to modify our operations on a week-to-week, month-to-month basis, utilizing guidelines from our local health department, the CDC, and the Wisconsin Association of Churches. The moderators have kept our membership apprised of these decisions via emails, phone calls, and announcements within services and bulletins.
- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No]

Yes. Any documents not included in this profile can be provided upon request.

**FIRST CONGREGATIONAL CHURCH FORT ATKINSON  
ORGANIZATIONAL STRUCTURE & MINISTRIES**

**CONGREGATION**

**CHURCH COUNCIL (7 Voting)**

**Moderator, Vice Moderator, Past Moderator, 4 Elected at Large**  
**Non-voting, ex-officio: Pastor, Clerk, Financial Secretary, Treasurer**  
**Council Responsibility – Total Church Oversight:** Finance, Stewardship/Budgeting, Personnel/Staff Recruitment and Evaluation, Nominating, Delegates, Memorials, Fort Atkinson Preschool and Childcare, Pastoral Care, Update Membership Roll (every 2 years), Time and Talent, Long Range Planning, Fundraising approval.

**MINISTRIES (Elected)**

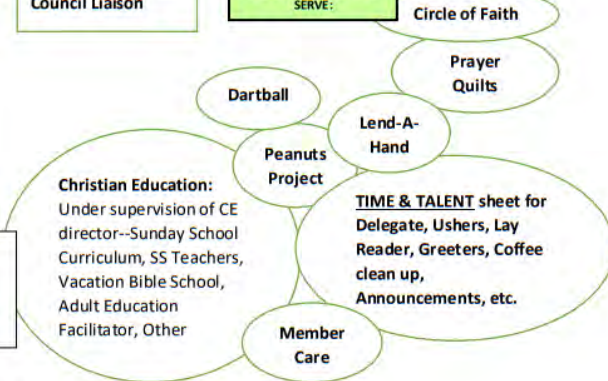
<p><b>Worship Ministry</b>                  Communion, Candles, Banners, Ushers, all aspects of Music program, Lay Readers, Paraments, Announcements, Altar Flowers, Baptisms, Hearing Aids, Seasonal Decorating, Other as Directed.  <b>5 Elected Members, Pastor, Music Director, Council Liaison</b></p>	<p><b>Facilities Ministry</b>                  Maintenance, Clean-up, Lawn Care, Snow Removal, Upkeep of all Church buildings and grounds, Mechanics and Systems, Decorating, Special Projects, Others as Directed.  <b>4-5 Elected Members, Pastor, Council Liaison</b></p>	<p><b>Nurture Ministry</b>                  Fellowship, Youth Activities, Christian Education Support, (including Rally Sunday, Palm Sunday, receptions for 3<sup>rd</sup> Grade Bible, CE Christmas, Fairhaven, Graduates, and Confirmands). Also, other special events throughout the year.  <b>8 Elected Members, Pastor, CE Director, Council Liaison</b></p>	<p><b>Evangelism Ministry</b>                  New Member Class, Visitor Follow-up, Greeters, Directory (every 5 years), Publicity, Create an Inviting Atmosphere, Other as Directed.  <b>5 Elected Members, Pastor, Council Liaison</b></p>	<p><b>Outreach Ministry</b>                  One Great Hour of Sharing, UCC Christmas Fund, Strengthen the Church, Neighbors in Need, Blankets and Tools, Food Pantry, Shoes that Fit, Meals on Wheels, Coats for Kids, Missions, Mission Trips, Other as Directed.  <b>5 Elected Members, Pastor, Council Liaison</b></p>
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**STANDING COMMITTEES (appointed by Council)**

**TECHNOLOGY COMMITTEE**  
 Telephone and Alarm Systems; Website; Audio/Visual including Radio Broadcast, Video streaming and Conferencing and use in Worship Services; Oversight of computer systems; Internet and wireless connectivity

**LONG RANGE PLANNING COMMITTEE**  
 Makes study of issues of Church financial and structural health using five, ten and twenty year time lines. Reports to Council.

**ADDITIONAL MINISTRIES and OPPORTUNITIES to SERVE:**



Original 1/21/15, Rev. 8/31/18, Rev. 10/10/18, Rev. 8/11/19, Rev. 9/20/19

**3b. 11-YEAR REPORT**



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



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

Church#:	860520	Schedule: 0	First Congregational UCC	For Atkinson	WI	53538				
Assoc:	836									
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	440	125	70	0	0	0	0	0	0	
2011	426	114	62	11	0	16	15	4	8	
2012	426	121	49	0	0	49	6	4	0	
2013	389	115	69	5	1	6	4	45	-37	
2014	385	118	66	9	0	8	11	0	6	
2015	389	110	56	0	0	11	14	3	-6	
2016	384	111	68	4	0	6	10	5	-5	
2017	381	106	65	0	0	2	5	0	-3	
2018	339	100	63	6	0	3	11	40	-42	
2019	337	88	75	0	0	7	7	2	-2	
2020	337	88	75	0	0	0	0	0	0	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2010	\$207,171	\$0	\$7,100	\$4,155	\$11,255	\$0	\$11,255	2.86	\$278,426	\$0
2011	\$239,433	\$0	\$7,000	\$2,655	\$9,655	\$15,247	\$24,902	2.92	\$264,335	\$209,426
2012	\$232,560	\$0	\$6,800	\$2,443	\$9,243	\$16,676	\$25,919	2.92	\$258,508	\$226,651
2013	\$240,318	\$0	\$5,200	\$1,644	\$6,844	\$16,121	\$22,965	2.16	\$263,383	\$212,945
2014	\$254,211	\$0	\$5,200	\$2,619	\$7,819	\$9,127	\$16,946	2.05	\$271,157	\$214,878
2015	\$253,949	\$0	\$5,350	\$3,223	\$8,573	\$2,485	\$11,058	2.11	\$265,007	\$211,438
2016	\$243,818	\$0	\$5,000	\$4,560	\$9,560	\$862	\$10,422	2.05	\$254,240	\$221,120
2017	\$264,363	\$0	\$5,400	\$4,050	\$9,450	\$5,355	\$14,805	2.04	\$279,168	\$235,160
2018	\$283,170	\$0	\$5,200	\$3,531	\$8,731	\$4,668	\$13,399	1.84	\$286,569	\$210,653
2019	\$265,283	\$0	\$5,000	\$2,148	\$7,148	\$3,945	\$11,093	1.88	\$276,376	\$237,604
2020	\$265,283	\$0	\$5,000	\$3,850	\$8,850	\$0	\$8,850	1.88	\$274,133	\$0
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	TOTAL EXPENSES	CURR LOCAL	TOTAL OCWM	TOTAL EXPENDITURE	
2015-2020	-13.37	-20.00	33.93	-100.00	-100.00	-100.00	4.46	3.23	3.44	
2010-2020	-23.41	-29.60	7.14	0.00	0.00	0.00	-0.71	-21.37	-1.54	

Please note: Zero values ("0" or "0.00") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	327	Yes - 102 pledging units in 2021

Number of active non-members:	13	Yes - only adults included in est.
Total of church participants (sum of the numbers above):	340	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	214 or 65%	Yes
Less than 10, more than 5 years:	91 or 28%	Yes
Less than 5 years:	22 or 7%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
25	17	27	26	36	39	57	70	76	Yes

Percentage of adults in various household types: We do not have records for this data.

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

Education level of adult participants by percentage: We do not have records for this data.

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

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	50-55%	Yes
Adults who are retired:	45-50%	Yes
Adults who are not fully employed:	4-6%	Yes

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

Our members are employed in a variety of occupations, as represented by the demographics in the appendices.

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?

Fort Atkinson First Congregational UCC is a predominantly white middle-class congregation. Our individual diversity stems from each member's spiritual, political and social beliefs, economic background, and sexual orientation, as well as their religious upbringing. Many of our members spent their youth attending other churches or religious denominations and have landed at First Congregational UCC.

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

Yes, within the year leading to receiving our O & A certificate (2020). Additionally, our Pastor Search Committee reviewed the videos regarding inclusivity as suggested by MESA and reviewed the Welcoming Diversity Inventory (2022).

### 3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	11	Christian Ed Director and group facilitators
Baptisms <i>(number last year)</i>	1-2021; 7- through 5/2022	Pastor, Church Clerk
Children's Groups or Classes	4-8 per month 2021	Christian Educ. Ministry
Christmas Eve and Easter Worship	A well-attended, in-person Christmas Eve service was held in 2021. It was also live streamed. There were 120 in-person attendees at our 2022 Easter Service.	Pastor, Worship Ministry
Church-wide Meals		Varies from time to time
Choirs and Music Groups	14 members of the chapel choir, 10 members of the bell choir, and various other musical offerings based on availability.	Music Director
Church-based Bible Study	6	Layleaders

Communion ( <i>served how often?</i> )	First Sunday of each month. Planned and organized by our Worship Board.	Worship Ministry
Community Meals: Meals on Wheels (Outreach Ministry)	21 volunteers help deliver daily meals, two months/year	The Meals on Wheels coordinator from our church in conjunction with local hospital and nine other churches
Confirmation ( <i>number confirmed last year</i> ) <i>*is a 2 year program</i>	6 in 2020 3 in 2022	Pastor, Christian Ed Director, Coordinator, Mentors
Drama or Dance Program		
Funerals ( <i>number last year</i> )	3	Pastor, Music Director
Intergenerational Groups		
Outdoor Worship	1 at the Buckskinners Rendezvous; 1 hymn-sing under our Burr Oak Tree	Pastor
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	2-2021	Pastor
Worship (10:00 - 11:00 AM)	YTD 5/2022: 50-70 in person, plus 26-103 views on YouTube	Pastor, Worship Ministry, Music Director, Lay Leaders, A/V technicians
Young Adult Groups or Classes		
Youth Groups or Classes		

Additional comments: Other opportunities to gather include: Prayer Quilts, Peanuts Project fundraiser (processing raw peanuts to sell), Dart ball, and Lend-a-Hand. Each is organized by a volunteer or small committee.

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)

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
Office Manager	No	part time	Pastor and Council	<1 year
Custodian/Grounds	No	part time	Facilities Board	5 years
Financial Secretary	No	part time	Council	2 years

Treasurer	No	part time	Council	12 years
Pastor	No	full time	Council	
Director of Christian Ed	No	Part time	Pastor	Vacant as of May 2022
Music Director	No	Part time	Pastor	40+ years
Organist	No	Part time	Music Dir	5 years

Who is Head of Staff?

The Personnel Committee conducts the Pastoral and Preschool/Childcare Director reviews. They make recommendations to Council for any staff compensations, hiring, firing, and coordinate recruiting functions for Church staff positions to be filled. With input from the Personnel Committee, the Pastor is the direct supervisor for and reviews the Education Director, Office Coordinator, and Music Director.

#### REFLECTION

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

Although we are a multi-generational congregation, current activities cater to an older demographic. We care about improving the lives of our struggling community members. Our members dedicate themselves to long-standing outreach programs in order to keep them viable and effective. These programs build on our strengths and move us forward on our faith journeys.

We are a devoted church with loyal, hardworking, forward-thinking members, anticipating growth and change.

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$204,251
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$0
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$0
Fundraising Events	\$1,654
Gifts Designated for a Specific Purpose	\$8,199
Grants	\$0
Rentals of Church Building	\$755
Rentals of Church Parsonage	\$0
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$750

Transfers from Special Accounts	\$0
Other (specify): Rental of Church owned building	\$12,840
Other (specify): Interest, Music Reimbursement, Childcare, Amazon Smiles (note: Childcare \$38,520)	\$55,648
TOTAL	\$283,447

Current annual expenses (dollars budgeted for most recent fiscal year): \$276,275

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

The Annual Church Budget in appendix.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 40%

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

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

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

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

Each year when we budget for the following year, an amount is set for OCWM. We have never reached the recommended level (Conference), and have been using \$5,000 as our annual contribution for a number of years.

What is the church's current indebtedness? \$0

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

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



If the church has had capital campaigns in the last ten years, describe: Last capital campaign was completed in 2000.

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

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

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

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

Our most recent capital campaign (begun in 1998), completely funded construction of an addition to the existing building, creating a new entrance, narthex, and office space on the main level and reconfiguring the childcare center housed in the lower level.

Does your church have an endowment? Yes.

What is the market value of the assets? \$999,340 as of December 31, 2021.

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)? None.

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

We do not draw on the endowment to meet operating expenses as we have not had a need. Any shortfall (deficit) in the operations budget has been made up by surpluses from the Childcare operation. We do make transfers in and out of endowment to deal with excess or shortfalls in the checking account balance.

In 2019, \$235,000 was used to replace the church roof, most of which came from the church endowment.

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

If managed carefully, assuming reinvestment and legacy giving, the fund should be self-sustaining.

Please comment on the above calculations or estimates:

We do not do an annual draw from the endowment. The endowment is fully invested in equities and fixed income, and earns what the market earns, which, since 2008, has probably averaged 7% to 10% annually.

Other Assets

Reserves (savings): \$999,340 In the Endowment Fund.

Investments (other than endowment): \$207,770 in the Community Fund - To be used for the needs of the community as determined by the Church Council.

Does your church have a parsonage? No.

Describe all buildings owned by the church: We own our church building and the office building next to the church; that building is rented to a local business.

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

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

Our church has three wheelchair-accessible entrances with a power door at one, and all interior spaces are accessible via ramps and an elevator. There is a ramp and a manual door leading to the altar and pulpit area, however the piano and bell choir tables would need to be rearranged to accommodate complete wheelchair access. In the sanctuary, pews have been removed to accommodate wheelchairs within the general seating. Main restrooms accessible.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry? *For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?*

We have had very few years in the RED at the end of the year. We have passed yearly budgets that are negative, but they have turned out in the positive. Financing for our ministry, mission, and support staff is based on available resources. Our Stewardship Campaign takes place every October with members asked to pledge their money, time, and talents for the

upcoming year. The annual budget is created based on the response given in this pledge drive and on the needs for salaries, facilities, and outreach. Our investment funds are reviewed annually by the Council with guidance from a financial advisor. Any Child Care operating surplus is used in its entirety to supplement the ministries of the Church. Our newest ministry initiative is the financial support given to the local Homeless Coalition.

### **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.

In 1969, our pastor promoted the development of a childcare center in our facilities. This was a new concept for our community, developed to address the needs of working mothers. The Fort Atkinson Preschool and Childcare Center, a secular, non-profit facility, has fulfilled that need for more than 50 years, consistently receiving a 5-star rating from its accreditors. The existence of this program provides a vibrancy to our building each and every day.

In 1998 our congregation organized a capital campaign that we named “Building for Christ”. This ambitious project included a new entryway, elevator, narthex, office, completely remodeled basement for Sunday school, preschool and childcare, and all new roofs. We laid the cornerstone in 2000 and paid off the short term mortgage quickly. Twenty years later, we look back and appreciate the enhancements to worship, ministries, fellowship and community services that were made possible by the generosity of our family of faith.

In the last 10 years, the two most important events have been our decision to become Open & Affirming and the COVID pandemic (descriptions of each in other responses).

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

In August of 2018, our Evangelism Ministry asked our Church Council to consider becoming an “Open and Affirming” (ONA) congregation. A committee was formed with a time frame of approximately one year for praying, studying, and educating ourselves. Our purpose was to help our congregation explore becoming a community that openly welcomes all people, including those of all races, ethnicities, ages, sexual orientations, gender identities and expressions, family structures, faith backgrounds, abilities and economic circumstances. Members had the opportunity to review literature, view and discuss movies, contemplate scripture through Bible studies and our pastor’s sermon series, and participate in open dialogue at Fireside Chats. At our February 2, 2020 Annual Meeting our Covenant of Inclusion vote was 87 Yes, 5 No, 2

abstentions. We have since been recognized by the UCC as an Open and Affirming Church. In a recent church member survey, our becoming an Open and Affirming congregation was ranked as the most important historic event or faith experience for those who responded.

We do not have a policy in place for conflict resolution.

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 do our best to appropriately manage any situation that arises. For example, shortly after our Covenant of Inclusion vote, our ONA Committee presented options for publicly identifying our church as ONA, some large, some small. As a way to ease ourselves into this new identity, the Committee decided to add small rainbow signage to our marquee, welcome sign, weekly bulletins, and website. We now have a rainbow-colored welcome banner in our entryway that states “We Are Glad You Are Here”. We are a work in progress as we strive to live our Covenant of Inclusion.

Another example of conflict management regards how personnel issues for both our church and Fort Atkinson Preschool & Childcare are handled. For these situations, our Personnel Committee addresses the issue in consultation with the Church Council and/or the Director of the Childcare. Personnel issues are handled with discretion, love, kindness, and prayer while keeping what is in the “greater good” of our church and school in mind.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Lloyd Werthmann	11	Y
Peter Fabian (Part Time Associate Pastor)	2	Y
Deborah Allen (Associate Pastor)	2	Y
John Helt	8	Y
Jennifer Long (Associate Pastor)	6	Y
Chris Buckingham-Taylor	17	Y

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

Throughout our 180-year history, our church has been steadfast. Our congregation members have diverse denominational backgrounds, yet our beliefs are similar enough to worship together as a family of faith. In a recent survey church members said that impactful UCC pastors have had a great positive influence on their faith experiences and families. Their approach to the ministry and their sermon styles varied. This is a wonderful thing because it makes our faith more interesting. Our history taught us that polarizing views can divide us. It is important to focus on what unites us on our spiritual journey as we strive to grow in faith and love. Pastor visitations with active and inactive members are extremely important. Our interim pastor has established a Pastor Relations Committee to support the pastor in their various roles.

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

Y/N/Ask us Yes, this occurred over 20 years ago.

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us No

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

Y/N/Ask us 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?

*For example, which service activities has your church participated in this past year?*

*Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?*

Our church works in partnership with other community organizations and the wider UCC to bring aid and assistance to others. Through this work we attempt to embody loving our neighbors as we love ourselves. Through our annual participation with several local programs (Fort Atkinson Food Pantry, Meals on Wheels, Homeless Coalition, supply drives for different populations in need), our congregation works to bring comfort, security, and care to our neighbors near and far, through the wider UCC with the Five in One campaign. This work is

mainly done through funds provided by the larger congregation, fundraising efforts, and by individuals moved to help as needs arise (ex. disaster fundraising and the ongoing Ukraine Conflict).

Fort Atkinson Preschool and Childcare is located in the lower level of the church and is also part of our relationship with the community. The Preschool has a 5 Star Rating and is one of the 4K sites for the Fort Atkinson School District. It has been part of the Fort Atkinson community for decades and began as a way to help families with working mothers have a safe and affordable place for their children to learn and grow. The congregation helps serve the preschool by participating in outreach programs that donate shoes, boots, coats, hats, and mittens to children attending the preschool.

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

- We send representatives to the annual conference in Green Lake.
- Members of all ages have attended UCC camps at both Moon Beach and Daycholah Center (formerly Pilgrim Center).
- Five members have attended the UCC Lay Academy with an additional member receiving similar training through the Methodist church. Three of these members are willing to lead a worship service if the pastor is absent. One of the three is assisting with pastoral care, if asked to do so.

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 checked="" type="checkbox"/> Open and Affirming (ONA)   |
| <input type="checkbox"/> Faithful and Welcoming                  | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Border and Immigrant Justice            | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M)       | <input type="checkbox"/> None                                  |

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

According to our recent survey, our congregation continues to be interested in working on the 2 initiatives marked above. More information would be needed to see if there is a passion for new initiatives. The next two areas of interest would be WISE for Mental Health and Faithful & Welcoming.

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

Our church works in ecumenical activities with Fairhaven Senior Living Community, the Fort Atkinson Homeless Coalition, Meals on Wheels, and the Fort Atkinson Food Pantry. The congregation has also combined with four other local churches to study and worship together during Lent and Advent. During the early months of the COVID shutdown, we invited another church, which lacked the technological resources, to share our pulpit and live stream capabilities. Our interim pastor is reaching out to the countywide homeless coalition.

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.

**“Mission Statement** *(adopted February 4, 2001)* Founded in scripture and led by the Holy Spirit, our mission is to be a Christ-centered family of faith. Through worship, prayer, study, fellowship and outreach we seek to be a loving congregation committed to spiritual nourishment and growth. Empowered by God's grace, we extend an invitation to all to join us in serving the local and worldwide community.” \*Note: Our interim pastor has established a Transition Team. That committee has worked on updated Mission, Vision, and Core Value statements, which are pending approval from the Council and the congregation.

Each week we worship and pray together, and gain new understanding through the sermon, Christian education, and fellowship. How we will serve our local and worldwide community is planned by the Outreach and Evangelism ministries. They carry out these plans, recruiting additional volunteers, if necessary.

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?

Recent survey results submitted by the congregation support the four following categories on the expectations of a pastor's time:

- Makes pastoral calls to people in hospitals and nursing homes and those confined to their homes.
- Minister to people in crisis.
- Work regularly to bring new members in.
- Be a helpful counselor.

Our recent pastor was active in the community and spent time with other religious leaders working in partnership to help those in our community. Our church will support our next pastor taking an active role in the community as well.

#### **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?

Using a 15 mile radius of Fort Atkinson with the 2021 data, the report shows that we will have a moderate population growth with a moderate increase in school-age children. The Community Diversity is very homogeneous with 90.4% being white. Other groups comprise the remaining 9.6 % with our growing Latinx population currently at 6.1%. The median income will remain about the same and we are somewhat below the state average of families living in poverty. The blue to white collar occupations are somewhat balanced at 43% and 57% respectively. (See MISSION InSite Chart \_\_ in 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?

Our congregation's demographics and those of nearby communities very closely mirror the data in the MISSION InSite data.

The following excerpt is from our local newspaper:

### **Census: Fort growing while some lose population**

By Steve Sharp Adams Publishing Group Oct 22, 2021 (*local newspaper: Daily Jefferson County Union*)

JEFFERSON — Concentrated areas of Jefferson County have grown substantially in population between the 2010 and 2020 US censuses, while others — including Watertown — have shown unsettling declines. Ixonia, Johnson Creek, Lake Mills and Waterloo are examples of communities that have grown in the southern area. Larger municipalities from north to south, such as the cities of Watertown and Jefferson, however, have shrunk considerably in terms of population over the past decade. The City of Fort Atkinson defied that trend, gaining 211 citizens, going from 12,368 to 12,579. Jefferson County, as a whole, grew from 83,686 to 84,900 residents in 10 years, a difference of 1,214 and 1.43%. “Generally, the population increases have followed the major transportation arteries of Interstate 94 and State Highway 26, in places like Lake Mills, Johnson Creek, Fort Atkinson and Ixonia,” Jefferson County Board of Supervisors Chairman Steve Nass said.

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

Community demographics shape our ministry by reinforcing our concept that we are a very homogeneous community. What the demographics (and therefore our ministry) don't address are the needs within the small, silent minorities - the Latinx community, the LGBTQ community, and the financially insecure community, as examples.

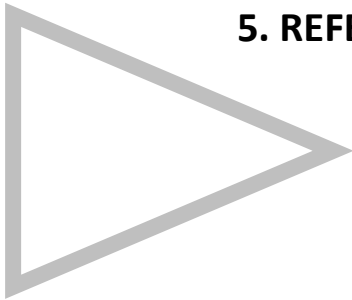
What do you hear when you talk to community leaders and ask them what your church is known for?

Community members generally refer to us as “the church with the Preschool & Childcare,” “the church that sells peanuts” (fundraising project of processing raw peanuts). or “the church with the gnarly, twisted, 310 plus year old Burr Oak tree.” Those who know us a little better, such as those who have written references for us, understand the commitment we've made to improving the lives of our fellow citizens.

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



Several aspects of our congregation brought new members into the life of our church. When asked directly, they cited our welcoming fellowship and friendliness, the UCC doctrine, and the church philosophy in regards to equity and inclusion. They also found our sense of community and the opportunity to help others appealing.



## 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**

**Rev. Paul Johnsen, minister, Monona United Methodist Church, Monona WI  
(608) 222-1633. Cell (920) 246-2855. pjohnsen58@gmail.com  
Friend of the church, Ecumenical Colleague**

March 2022

To Whom It May Concern:

As the former pastor of First United Methodist Church, Fort Atkinson and a current Fort Atkinson resident, I am honored to write on behalf of the First Congregational Church (FCC).

#### **Describe some areas of strength in this church’s Ministry.**

Through my time in Fort Atkinson, I have been impressed with both the pastoral and lay leadership at the FCC. I had a good working relationship and friendship with the Reverend Chris Buckingham-Taylor. I came to know the congregation and their missional commitments through Chris.

During my time, the FCC was an early supporter of the Fort Atkinson Homeless Coalition. They have advocated for a permanent facility to care for our homeless. They have also worked with the United Methodist on their weekly community “Feed Your Soul” meal.

As a United Methodist itinerant pastor, I am envious of FCC's long tenured pastors!

**Describe some areas of improvement in this church's ministry.**

As an outsider, I am reluctant to suggest any improvement for the FCC.

Having said that, I believe that as mainline Protestants we find ourselves in a most challenging time. Not only have we experienced a significant decades-long membership decline, but now we must navigate this Covid and (I hope) the post-Covid world. While FCC has dropped its weekly live radio ministry, they have increased their online presence. We will need our online skills and our best creativity to find our way forward. Our life together as congregations will continue to evolve.

**Describe a significant experience you had with this church's ministry.**

I have appreciated the ecumenical spirit among Fort Atkinson's mainline congregations including St. Peter's Episcopal Church, First English Lutheran Church, First United Methodist church and First Congregational Church. I liked our Wednesday noon Lenten services. As we worshiped, we discovered how much we had in common and found new areas of ministry—like the Fort Atkinson Homeless Coalition.

**Anything else you wish to share.**

The FCC has a very accessible, downtown location.

The Fort Atkinson community is a wonderful place to live with outstanding schools and cultural opportunities, numerous parks and the Rock River. Fort Atkinson is conveniently located between Madison and Milwaukee.

Sincerely,

Paul Johnsen

Pastor at the Monona United Methodist Church, 606 Nichols Road, Monona, WI. 53716.  
(608) 222-1633. Cell (920) 246-2855.

**REFERENCE 2**

**Jen Graf, Director, Fort Atkinson Preschool and Childcare**

**920-650-8001, jen.graf.22@gmail.com**

**Friend of the church**

3-21-2022

To Whom It May Concern:

I am proud to be able to provide a reference for the First Congregational Church in Fort Atkinson, Wisconsin. I first came to be acquainted with the church and its ministry in August of 2011 when I began working at Fort Atkinson Preschool and Childcare as an assistant teacher. Over the past 11 years I have been a teacher and for the past 7 years the director of the preschool. While I am not a member of the congregation I have worked closely with the

church and its members and ministries on a daily basis throughout this time period as our preschool is located in and is a mission of the church.

The church has run our preschool as a ministry since 1969 with the goal of providing quality childcare to parents who work, go to school, need an occasional day out or who have emergency situations. Our center is a self-supporting not for profit organization administered by myself and overseen by the Church Council. We serve 75 children ages two and a half through ten, year round.

I have colleagues who are directors at other church-run preschools and frequently hear their complaints about church councils who are not up to date regarding current early childhood practices, who wish to cut funding or spend less to provide services. In all the years of working with the First Congregational Church in Fort Atkinson I have never felt in any way unsupported by the church council or the members of the congregation. They take the time to understand the complex field of early childhood education and make decisions based on what is best for the children and staff at Fort Atkinson Preschool and Childcare even if this means less income for the church. Because of their unyielding support I can say we have one of the best preschools in the state achieving Five Star status with the state's early childhood rating system.

During the worst of the pandemic our church council chose to do what many did not, or were unable to do. We closed for the first two months of the pandemic, paid the staff and did not charge families. We reopened in June of 2020 to significant financial losses and never once was closing the preschool discussed as an option, rather only how can we get through this together. Today we are stronger for the experience.

This church has many strengths including most importantly a dedicated and caring staff and group of parishioners. The ministries are run by a core group of volunteers who give of their time, talent and treasure to make a small church have the impact on the community of a large church. I am continually in awe of what they accomplish with volunteers. Things that other centers have to pay for are usually provided to us by volunteers - routine maintenance, playground clean up, painting classrooms and more.

The only area for improvement I would wish for this church is a nationwide problem - bringing new and young families into the church. Through its Sunday school program, family events and vacation Bible school programs the church provides so many opportunities for families with children to come to the church and reap its benefits and it is unfortunate more do not take advantage of what could be a life-changing experience.

While my family regularly attends Catholic Church we do from time to time attend services at the First Congregational Church, often when invited by the church to honor the preschool staff or for special events. I am always appreciative when I do as it reminds me what a special place this church is and how lucky our families are that it exists. Everyone in the congregation is so welcoming and friendly and you feel like they notice you are there and are happy to have you, which is sadly a different experience than I have at my own church each week. The First

Congregational Church in Fort Atkinson is an open, loving environment and any pastor should consider himself/herself lucky to become a part of it.

If you have any questions I would love to talk with anyone considering becoming a part of this marvelous church.

Sincerely,

Jennifer Graf

### **REFERENCE 3**

**Jude Hartwick, Community Leader, Fort Atkinson**

**920-563-0626, judehartwick@gmail.com**

**Friend of the Church**

March 2, 2022

Dear Applicants,

I am very pleased to write a letter of support for the First Congregational Church of Fort Atkinson. It is a deep honor actually to be even considered. I don't consider myself a deeply religious person, but a very spiritual individual. To me that says volumes about the Cong Church. It is a place that I always feel welcome and appreciated.

I started exploring churches in the Fort Atkinson area in 1992 when my family moved to Fort Atkinson from Milwaukee. I was raised Catholic, but had fallen away from traditional church in the 1980's. I wanted something deeper, something to match my spiritual side with the temporal/physical side of living in Fort Atkinson. Being a citizen of a community also meant having the religious side to life in that community. I sought out a church that fulfilled that spiritual need. I failed in my quest to belong, but succeeded in finding a church that I could partially belong to and identify with. My daughter became active in UCC's bell choir through friends when she was in middle school. I attended regularly in support of her, as well as very much enjoyed the sermons of Reverend Chris. I identified with the welcoming atmosphere, in addition to the wonderful ministries that existed for our community. In this respect I belong.

I want you to know that though I don't belong to the church as a member, I identify with the church. I have basic tenet differences with the church, more likely because of my upbringing in the Roman Catholic Church. I believe in helping others find their worth, their god inside of them. UCC is a place of worship of God, as well as a place of goodness.

To me, a church, or community, should follow its preachings. The ministries at UCC do that. I've been a leader in city government (City Council for 6 years) and president of the Homeless Coalition of Fort Atkinson, as well as spent twenty-two years as a teacher of at-risk youth in Fort Atkinson. During this time, the ministries at the UCC have supported my efforts to make Fort Atkinson a better place for all of its citizens. They embraced through generous donations to programs, as well as

noteworthy, and timely, acknowledgements of accomplishments. Embracing community is the pivot of UCC from their peanut sales to rummage/craft sales. It's an impressive place

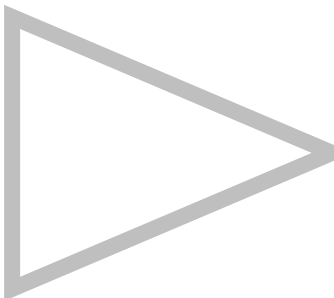
Lastly, all of us become troubled at times in our lives. When I would be bothered by an issue at the city, state, community level, or even personal level, I would attend service at UCC. It was amazing to me how often a message would come through to me. The reflection and spiritual qualities of the church lend itself to deeper beliefs. I found those there on a regular basis. Part of that was always the lack of pressure put on me by the congregation/community. I was welcome, but never recruited. To me, it was always understood that I could join, and I spoke with Reverend Chris about that a few times. It was the tenets of the belief, not the doings of the believing that stymied me. Regardless, I was always welcomed with a hug and "Nice to see you. Thanks for being here."

It is with great honor that I write this letter in support of UCC. The Cong Church is my church and I support it fully, as it supports our community. They practice what they preach and live their ministry.

Sincerely and Respectfully,

Jude Hartwick

## 6. CLOSING THOUGHTS



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

### 6a. CLOSING PRAYER

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

**Psalm 100:5 "The Lord is good; His mercy endures forever.  
His faithfulness endures throughout every generation."**

***Our hope and prayer for our next settled pastor is that she or he:***

***will feel welcomed, loved and valued by our congregation;***

***will accept us as we are, nurture us, and move us forward on our faith journey, collectively and individually;***

*will use his or her gifts and passions to blend our deeply rooted traditions with modern ideas as our spiritual leader;*

*We pray for guidance of our congregation on our journey with God, and to enhance that journey for those in and beyond our sanctuary.*

*We hope and pray that our next settled pastor will strengthen our understanding of Jesus' teachings and help us follow the direction of the Spirit. 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.)*

Search Committee Members:

Carol Maasz	Martha Firari	Jennifer Nowotny
Dana Bertelsen	Zachary Finch	Chris Reed
Roy Hetts	Kurt Wesemann	Joe Slaney

Membership Survey Respondents-had 72 responses

Transition Team Members

Mary Narkis	Bob Rose	Nancy Onufer
EG Becker	Sandy Czech	

Ministry Committee Chairpersons' reports, Church Council, Church Officers.

2. Additional comments for interpreting the profile:  
Supporting data located in the appendix.

Signed:

Name / Title / Date:

## 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. Ted Drewsen/Bridge Associate Conference Minister

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

Phone: (920) 251-9640

Date: June 24, 2022

**UNITED CHURCH  
OF CHRIST**



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

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

**LCP Appendix**  
**First Congregational Church United Church of Christ**  
**Fort Atkinson, Wisconsin**

**COVENANT OF INCLUSION:**

Be it resolved, the First Congregational Church, United Church of Christ, Fort Atkinson, Wisconsin, is an inclusive congregation who welcomes all persons, including those of all races, ethnicities, ages, sexual orientations, gender identities and expressions, family structures, faith backgrounds, abilities and economic circumstances. All persons are invited to fully share and participate in leadership, ministry, fellowship, worship, sacraments, responsibilities, blessings and joys of our church family.



## 1st Congregational Church - 2022 Budget Proposal

	BUDGET 2022 Proposed	ACTUAL 2021	ACTUAL 2020	ACTUAL 2019
<b>RECEIPTS</b>				
Indiv Pldg	190,000	189,886	170,216	181,579
Memorial Donation		17,000		
Non-Pldg Offerings	18,000	12,270	15,163	27,284
Group Pldg	2,000	750	750	3,000
Fund Raisers	6,800	1,654	17,850	23,780
Holiday Offerings	1,200	1,445	2,190	1,961
Outreach	0	8,199	5,709	3,843
Rents & Misc Receipts	53,042	52,243	52,113	50,572
Tot Receipts	<u>\$271,042</u>	<u>\$283,447</u>	<u>\$263,991</u>	<u>\$292,019</u>
<b>Disbursements</b>				
Pastor Salary & Fringe	109,092	109,802	111,021	106,395
Assoc Dues	2,100	2,022	2,034	2,286
Church Officers	1,000	3,500	3,958	6,979
Council Misc	1,500	1,312	1,799	1,721
Worship	12,950	9,409	8,398	12,624
Education	9,000	8,053	8,925	10,250
Nurture	300	33	0	225
Evangelism	600	771	382	612
Outreach	5,400	14,572	13,695	17,751
Office	39,881	49,644	52,860	48,941
Facilities	83,184	77,157	69,631	72,152
<i>Utilities</i>	17,100	15,101	12,439	15,556
<i>Repairs/Maint</i>	9,000	9,345	10,774	8,131
<i>Janitorial</i>	28,770	27,836	26,925	28,613
<i>Insurance</i>	18,179	15,808	15,202	14,174
<i>Other</i>	10,135	9,067	4,291	5,678
Payroll Protection Loan			(32,194)	
<b>TOTAL DISBURSEMENTS</b>	<u>\$265,007</u>	<u>\$276,275</u>	<u>\$240,509</u>	<u>\$279,936</u>
<b>NET SURPLUS(DEFICIT)</b>	<u>\$6,035</u>	<u>\$7,172</u>	<u>\$23,482</u>	<u>\$12,083</u>

# StoryView

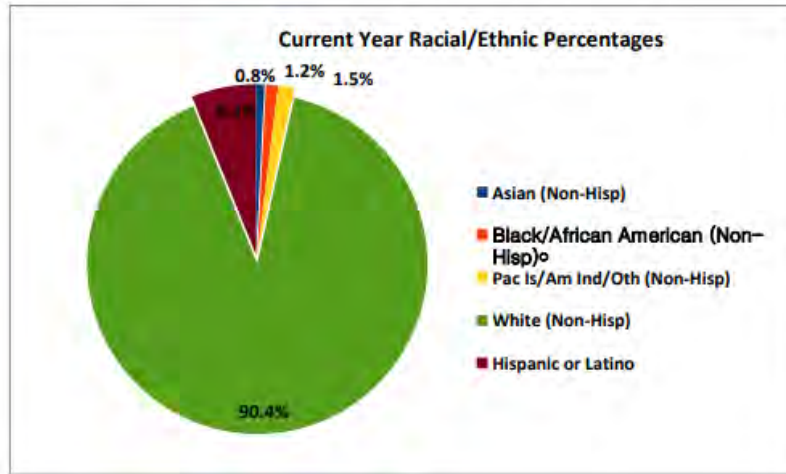
## Significant Demographic Indicators of the Study Area's Story

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

## 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



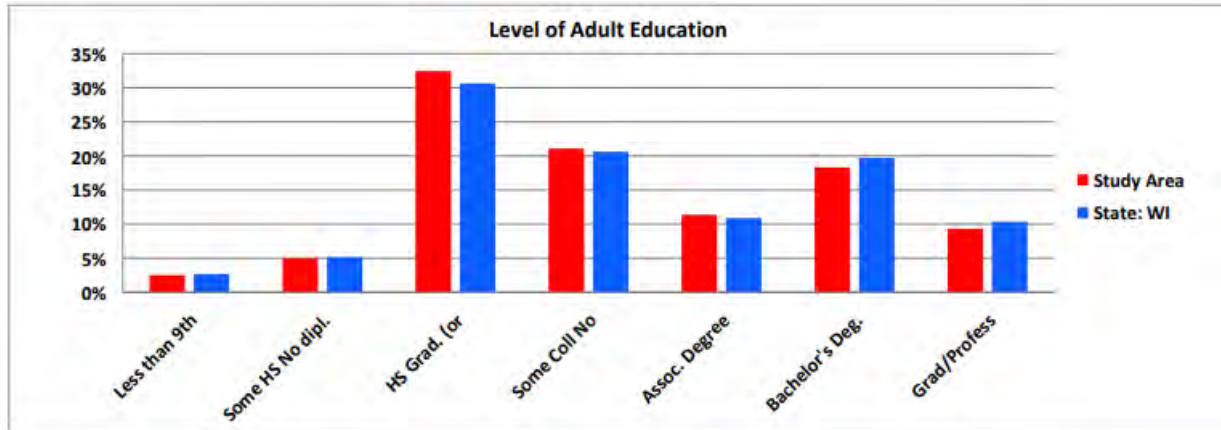
## Education and Career Status Theme

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

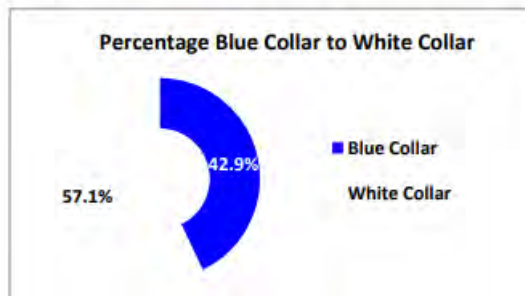
The following graphs array the adult population 25 years of age and older within the study area by their level of education completed.

### 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	1,701	1,798	97	2.5%	2.5%	0.0%
Some High School, No diploma	3,362	3,541	179	5.0%	5.0%	0.0%
High School Graduate (or GED)	21,988	22,546	558	32.4%	31.7%	-0.8%
Some College, No degree	14,290	15,094	804	21.1%	21.2%	0.1%
Associate Degree	7,703	8,276	573	11.4%	11.6%	0.3%
Bachelor's Degree	12,404	13,096	692	18.3%	18.4%	0.1%
Graduate or Professional school degree	6,327	6,872	545	9.3%	9.6%	0.3%
<b>Total:</b>	<b>67,775</b>	<b>71,223</b>	<b>3,448</b>	<b>100.0%</b>	<b>100.0%</b>	

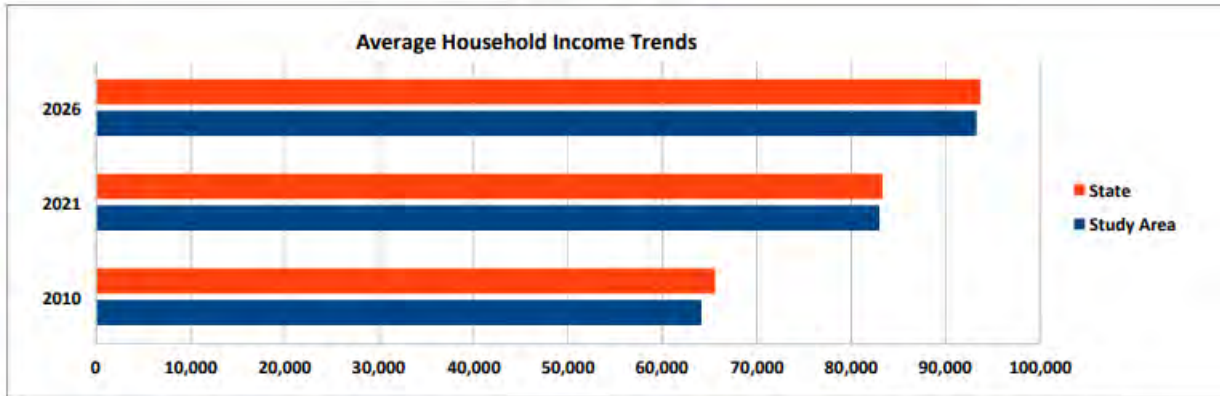
### Career Types: Blue Collar and White Collar



## Financial Resources Theme

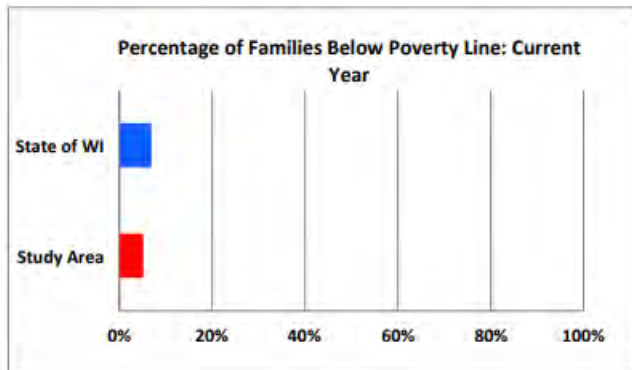
Financial resources available is an indicator of community opportunity or distress. Three variables are presented in this category: 1) Household Income, 2) Family Income and 3) Poverty.

### Household Income



Income Trends: Households and Families				2010 to 2026 Change
	2010	2021	2026	
Average Household Income	64,128	82,992	93,279	29,151
Median Household Income	55,182	68,181	76,746	21,564
Per Capita Income	24,803	32,123	36,155	11,352
Median Family Income		83,156	82,561	595

### Poverty



Poverty Level	Pop	Area % Pop	WI % Pop
Above poverty level	24,375	94.8%	93.1%
Below poverty level	1,328	5.2%	6.9%
<b>Total</b>	<b>25,703</b>	<b>100.0%</b>	<b>100.0%</b>