

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

First Congregational United Church of Christ
Elkhorn, Wisconsin

Settled Pastor

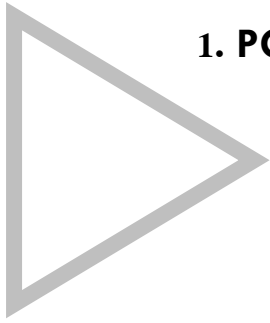
Wisconsin Conference, Burlington Association

[June 11, 2024]

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

*“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

Church name: **First Congregational United Church of Christ, Elkhorn**

Street address: **76 South Wisconsin Street, Elkhorn, WI 53121**

Supplemental web links: **Our website www.elkhornucc.org**

YouTube First Congregational UCC Elkhorn, WI

<https://www.youtube.com/@firstcongregationaluccelkh1020>

Facebook First Congregational United Church of Christ, Elkhorn, WI

<https://www.facebook.com/ElkhornUCC>

Additional ecumenical affiliations (e.g. denominations, communions, fellowships):
(none)

Conference: **Wisconsin**

Association: **Burlington**

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

**Rev. Rachel Bauman, Association conference Minister, 608-630-2992,
rbauman@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?

Our 180-year-old church has a long standing in the Elkhorn community. Here, people have found a sense of welcome and belonging. We had a successful 25-year pastorate, followed by a strong 2-year interim, and currently a positive and faithful bridge pastor. This has allowed us to grow, and then maintain our size for over 20 years. We hope the pastor we seek will continue the sense of family that the church has fostered. We look forward to partnering with a pastor who will help us grow in our faith and build on the ministries to which we feel called: ministry to all and mission outreach within the Elkhorn community.



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

Elkhorn is a wonderful and safe place to live, grow a family, or retire. The county seat of Walworth County provides a small-town feeling. People know their neighbors. The community provides many activities and events for all ages throughout the year including the popular Walworth County Fair. We are close to large metropolitan areas: Madison, Milwaukee, and Chicago, with their large museums, concerts, plays, and professional sporting events, while remaining close to our own resort and lake activities. Nearby year-round activities include hiking in the Kettle Moraine, biking, boating, swimming, golfing, and skiing. Our school system is highly rated and offers many opportunities for children of all abilities.

Current size of membership: 153

Languages used in ministry (*other than English*): none

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

Core Competencies:

We are looking for a pastor who is grounded in his or her faith, who is an organized leader, and who is caring and engaging.

1c. COMPENSATION AND SUPPORT

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

Benefits: Salary plus Benefits

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*)?

Living in the area with housing allowance.

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

While we would prefer someone who lives in the immediate area, this is a negotiable condition. In addition, we would help with moving expenses and consider assistance with housing or rental down payments.

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

The Wisconsin UCC Conference provides Seminary Debt Reduction Grants that are based on need and may be renewed annually for up to five years. Further assistance could be negotiated with our church.

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

The Wisconsin Conference offers support for authorized ministers through a robust Communities of Practice (COP) program. These facilitated peer groups offer both support and professional growth opportunities. The Wisconsin Conference also offers continuing education grants available to authorized ministers. The Damascus Project, an online learning community offered through the Wisconsin and Minnesota Conferences, provides a variety of opportunities for continuing education. The Wisconsin Conference encourages both personal and professional growth of authorized ministers through its Coaching program.

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

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 congregation is currently involved in community outreach through various activities (Meals on Wheels, Snack in a Pack, Elkhorn Food Pantry, etc.), but we would like to increase our involvement to include a wider area. This would also be an opportunity to

engage our youth in outreach to our community and beyond. We are hoping a new pastor might bring fresh ideas to help us accomplish this. Revitalizing our music program during worship is another goal we have in mind. In the past we have had some discussions about Open and Affirming. We would like to continue these discussions. Most importantly our church has a strong, family feeling within the congregation while easily welcoming and adopting new people. We want to maintain this.

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

We are hoping a new energetic and charismatic minister will inspire the congregation to do God's work. We hope this person will be active and visible in the community. We would like the new minister to inspire and encourage us to find new opportunities for outreach beyond "Hope Now," the food pantry, the men's shelter, the Salvation Army, Snack in a Pack, and the UCC sponsored missions. We are well known in our community for our yard sale, cookie sale, and pie sale. We would like to be known as an active, welcoming, and spiritual church committed to mission.

Specify language requirements or culturally specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling. **None**

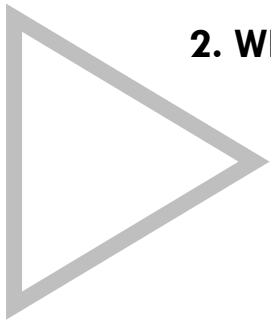
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's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

#1, Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice

#3, Building Transformational Leadership Skills

#5, Caring for all Creation

#7, Working Together for Justice and Mercy



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 us to be welcoming to everyone as God’s children, to inspire and support growth in our faith as we embody God’s presence in our daily lives, our community, and the world. (Mission Statement) We feel the Holy Spirit is guiding us to embrace others on the faith path. In short, we aspire to be more faithful to the ultimate message of Christ, “To love one another.”

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

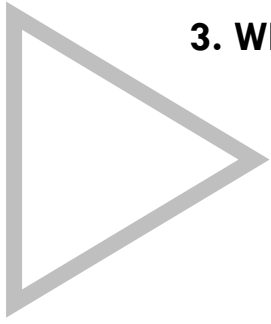
For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

For obvious reasons in the spring of 2020, our services needed to become available online so our members could be involved in worship. What had never really been a consideration for us was suddenly reality and it was accomplished via a smart phone recording posted on our Facebook page. During our interim period we created our own YouTube channel and members were enthusiastic about the purchase of a PTZ camera system which, when combined with our drop-down screen, gave us the ability to reach people with better quality recordings of our services. We then expanded our technology with sound equipment that included a new body pack microphone with clip or lavalier options, a boom microphone, and an improved pulpit microphone. We continue to make adjustments to our recording practices as necessary. The next step is a presentation software program other than the PowerPoint program we are currently using. In retrospect, we consider these last few years to have been the inspiration we needed in the world of recording.

During our interim period we were also able to get back into some previous activities, like our annual pet blessing held at the local animal shelter and open to the public.

While we have not yet returned to our Barley Ministry Brewing or community prayer walks, we were able to partner with Matheson Memorial Library as they highlighted historical churches in our city. In addition, we have taken the time to update sections of our building, which allowed us to increase the space currently rented to Lutheran Social Services. Work on some of these updates continues and we are pleased with the progress we have made.

Our next challenges focus on new ways to interact with members and friends of all ages, providing a God fulfilling experience to meet a variety of needs. That might involve expanding our offerings to include activities such as prayer circles, discussion groups, Bible studies, nature walks, etc., happening onsite or within the community.



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

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?

From our Constitution: This Church recognizes the Bible as the sufficient rule of faith and practice, and holds that living in accordance with the teachings of Jesus Christ is the true test of fellowship. All members shall have the undisturbed right to follow the Word of God according to the dictates of their own conscience, under the enlightenment of the Holy Spirit. The United Church of Christ Statement of Faith, in the form of a doxology, is not a test but an expression of the spirit in which the Church interprets the Word of God.

Describe several strengths or positive qualities of your congregation.

During the Pandemic we remained positive and financially solvent. We adapted our worship with modern technology. The dedication of our lay volunteers has remained strong as we continue to participate with and support many local mission groups. We have made changes that we felt were needed to our team structure. We are open to innovative ideas and practices in all areas of the church. Our biggest strength is our strong sense of family and commitment to this church and to each other. We as a congregation are very welcoming and do whatever is needed to stay active and strong.

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?

When we gather in the sanctuary for our traditional style of worship, we are often busy greeting one another and catching up on news. The congregation is attentive and engaged during the worship service enjoying learning and understanding more of the scriptures and their relevance in today's world. We especially enjoy and encourage sermons that relate personal feelings and experiences, are relevant to our everyday lives, and inject some humor as well.

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?

Young people often take part in the worship service by being ushers, greeters, candle lighters, and readers. Sunday School meets during the worship with the young people (grades K-8) leaving after the scripture reading. Recently, we purchased the art prints and the "Kid Lit" resources from Picture the Bible. We are excited to use them with our "kids" of all ages.

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?

- When it comes to decision-making, how many hours are spent in meetings per month?
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
- 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—a copy of our constitution and the latest annual report are available upon request. In addition, our monthly newsletter (The Link) includes minutes of our council meeting. It can be found on our website.**

We have a Council made up of the Moderator, Vice Moderator, Church Clerk, Financial Secretary, Treasurer, Pastor, and five team leaders: Faith Formation, Hospitality and Care, Mission and Service, Stewardship of Resources, and Worship and Spirituality. The Council meets once a month and the minutes are shared in the church newsletter, The Link. These meetings are usually about one to one and a half hours. Team meetings are determined by the leader and vary in frequency and length. We have at

least one Congregational meeting each year in December to review the year and vote on officers and a budget. Other Congregational meetings are called as needed.

Fortunately, we have not had too many emergencies in the recent past, but when we have, phone calls were made to several officers and nearby members in the church and everyone responded quickly with the help needed. Our congregation easily pitches in with help as our motto seems to be “Many hands make light work.”

3b. 11-YEAR REPORT

UNITED CHURCH OF CHRIST										
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS										
Church#:	860760									
Assoc:	832	Schedule:	0	First Congregational UCC	Elkhorn	WI	53121			
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2012	142	85	40	0	0	0	0	0	0	
2013	142	85	40	0	0	0	0	0	0	
2014	158	68	49	5	0	6	1	2	8	
2015	158	55	50	0	0	7	3	4	0	
2016	158	55	50	0	0	0	0	0	0	
2017	141	60	39	0	0	0	4	8	-12	
2018	147	52	22	5	3	0	2	0	6	
2019	159	52	32	4	1	8	1	0	12	
2020	147	42	46	2	0	0	5	9	-12	
2021	140	25	30	0	0	0	2	5	-7	
2022	152	33	1	5	0	3	2	4	2	
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
2012	\$124,000	\$0	\$2,262	\$322	\$2,584	\$0	\$2,584	1.82	\$126,584	\$0
2013	\$124,000	\$0	\$2,372	\$777	\$3,149	\$0	\$3,149	1.91	\$127,149	\$0
2014	\$140,200	\$0	\$2,537	\$840	\$3,377	\$2,000	\$5,377	1.81	\$145,577	\$110,000
2015	\$135,200	\$13,000	\$0	\$0	\$0	\$2,500	\$2,500	0.00	\$150,700	\$110,015
2016	\$135,200	\$0	\$4,753	\$1,387	\$6,140	\$0	\$6,140	3.52	\$141,340	\$0
2017	\$140,211	\$0	\$1,861	\$3,256	\$5,117	\$1,000	\$6,117	1.33	\$146,328	\$112,000
2018	\$134,000	\$0	\$0	\$1,500	\$1,500	\$1,450	\$2,950	0.00	\$136,950	\$105,500
2019	\$139,648	\$0	\$4,909	\$799	\$5,708	\$500	\$6,208	3.52	\$145,856	\$117,328
2020	\$144,148	\$0	\$1,148	\$0	\$1,148	\$0	\$1,148	0.80	\$145,296	\$113,503
2021	\$144,148	\$0	\$1,272	\$240	\$1,512	\$0	\$1,512	0.88	\$145,660	\$87,570

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.

UNITED CHURCH OF CHRIST										
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS										
2022	\$133,287	\$0	\$2,011	\$2,321	\$4,332	\$0	\$4,332	1.51	\$137,619	\$111,203
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2017-2022	7.80	-45.00	-97.44	0.00	-50.00	-4.94	-15.34	-5.95		
2012-2022	7.04	-61.18	-97.50	0.00	0.00	7.49	67.65	8.72		

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	128	X
Number of active non-members:	25	X
Total of church participants (sum of the numbers above):	153	X

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	60%	X
Less than 10, more than 5 years:	24%	X
Less than 5 years:	15%	X

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>
6	12	16	11	9	22	24	15	38	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	23%	X
Households with minors:	26%	X
Single adults age 35-65:	5%	X
Joint households with no minors:	1%	X
Single adults over 65:	20%	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	43%	X
College:	40%	X
Graduate School:	15%	X
Specialty Training:	2%	X
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	63%	X
Adults who are retired:	35%	X
Adults who are not fully employed:	2%	X

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

Members of our congregation hold a variety of different occupations including accountants, business owners, childcare workers, educators, farmers, medical personnel, and postal workers.

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?

We are mono-cultural.

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: No.

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		(We haven't had adult classes since losing our full time pastor.)
Baptisms (<i>number last year</i>)	2021 0 2022 2 2023 2	pastor
Children's Groups or Classes	1-5	Sunday School volunteers
Christmas Eve and Easter Worship (2023)	58 62	Pastor, musician, Faith Formation Leader, Worship/Spirituality Leader
Church-wide Meals	20	Women's Fellowship
Choirs and Music Groups	6-8 pre-Covid 0 post-Covid	musicians
Church-based Bible Study		(We haven't had adult study since losing our full time pastor.)
Communion (<i>served how often?</i>)	1/month serving about 35	pastor
Community Meals	NA	
Confirmation (<i>number confirmed last year</i>)	2022 5 2024 4	Pastor, Faith Formation Leader, mentors, Worship/Spirituality Leader
Drama or Dance Program	NA	
Funerals (<i>number last year</i>)	2 with 80-100 attendees	Pastor, family, and Women's Fellowship

Intergenerational Groups	NA	
Outdoor Worship	NA	
Prayer or Meditation Groups	NA	
Public Advocacy Work	NA	
Retreats	NA	
Theology or Bible Programs in the Community	NA	
Weddings (<i>number last year</i>)	2023 0	Pastor and couple
Worship (time slot: <u>10-11am</u>)	35	Pastor, musician, Faith Formation Leader, Worship/Spirituality Leader
Worship (time slot: _____)	NA	
Young Adult Groups or Classes	NA	
Youth Groups or Classes	2024 4 (confirmation classes)	Faith Formation Leader and confirmation mentors
Other: Meals on Wheels, Food Pantry, Snack in a Pack	10, 4, 4	Mission and Service Team

Additional comments:

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
None				

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: **NA**

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
Administrative Assistant	X	Part time	Pastor and council	9 years
Pianist		Part time	Pastor and Worship Team	27 years
Custodian		Part time	Administrative Assistant	22 years
Nursery workers (two)		volunteers	Faith Formation Leader	

REFLECTION

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

When looking at our church’s demographics and activities, in the past, we have responded well to initiatives brought by our pastor. He/she has been the leader in the planning of new ideas and programs. Members are usually very responsive in helping to carry out plans. While our present bridge pastor is not involved as heavily as a settled pastor might be, the congregation has stepped up and continued our participation in these activities.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year 2023)

Source—Church Treasurer	Amount
Annual Offerings and Pledged Giving	\$97,994

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: Brat Hut, Pie Sale,	\$1,000
Gifts Designated for a Specific Purpose	\$0
Grants:	\$0
Rentals of Church Building (Lutheran Social Services)	\$11,770
Rentals of Church Parsonage	\$0
Support from Related Organizations (donation from AA group) (<i>e.g. Women’s Group</i>)	\$530
Transfers from Special Accounts	\$0
Other (specify):	\$0
Other (specify):	\$0
TOTAL	\$111,294

Current annual expenses (dollars budgeted for most recent fiscal year): \$157,984
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.

A copy of the 2024 proposed annual budget as passed at our annual meeting in December of 2023 is included at the end of this profile.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 50-75% with a settled pastor

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*) Yes
 X 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%) **By member donation.**

What is the church's current indebtedness? **none**

Total amount of loan debt: **NA**

Reason for debt: **NA**

Are capital and other payments current? **NA**

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.

We are in the very beginning stages of redecorating Fellowship Hall. Women's Fellowship and our building fund are responsible for this project. In addition, we will be repainting the walls at our Geneva Street entryway, which will include new signage to direct people to their destination. Memorial fund money will be used for this update. We are not far enough into these projects to determine a budget but anticipate they will be completed by the end of 2024.

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

Year(s)	Purpose	Goal	Result	Impact
2014	Remodel sanctuary	\$237,000*	\$192,313	accessible sanctuary

*Money needed for this project changed due to items coming in under budget. We had a gift of \$80,000 to start with and raised \$122,941 to complete the project.

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
TBD	Exterior tuck pointing foundation repair	TBD	\$ TBD	Improved exterior

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

As mentioned previously, our last capital campaign allowed us to make the sanctuary, Fellowship Hall, and adjoining bathroom handicapped accessible.

Part of our current projects are not part of a capital campaign as the funding is already available. A capital campaign may be needed for the remainder of the cost for building repairs.

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

What is the market value of the assets? **\$202,675**

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

Funds are drawn from this account under certain circumstances as requested by the council.

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

2023- \$0

2022- \$0

2021- \$0

2020-\$1,900

2019-\$2,500

This amounts to a <1% rate of draw.

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

We have only drawn from the endowment for operating expenses in two of the last five years.

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

If we only use 1% each year, this should last a long time!

Please comment on the above calculations or estimates:

Figures were determined by the person in charge of Stewardship of Resources.

Other Assets

Reserves (savings): **There is no savings account.**

Investments (other than endowment): **Scholarship Fund \$15,919,
Memorial Fund \$2,837**

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

Fair market rental value of the parsonage: **NA**

How is the parsonage used? **NA**

Street / City / State / Zip: **NA**

Finished square footage: **NA**

Number of Bedrooms, Number of Bathrooms: **NA**

Assessed real estate value: **NA**

Available for minister residence: **Y/N NA**

Expected minister residence: **Y/N NA**

Condition of structure, systems and appliances **NA**

Entity in the church responsible for review and needed repairs **NA**

Describe all buildings owned by the church: **church (including Christian Education Building), Elkhorn Food Pantry, parking lot**

Describe non-owned buildings or space used or rented by the church: **NA**

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

Our worship space, pulpit, and fellowship hall (including one restroom) are all wheelchair accessible. Our offices, classrooms, and nursery are not 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 not made any major budget changes and we have not had any new ministry initiatives that we have financed. Our budgeting process is done by a council appointed team including the financial secretary, treasurer, Stewardship of Resources Chair, and other members as appointed.

3f. HISTORICAL INFORMATION

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

As stated before, our last pastor had a successful 25-year pastorate with us, which is probably our most significant event. During that time, we learned that we appreciate a pastor with a strong UCC identity. During those 25 years, he chose to take two sabbaticals during which he completed his Doctorate and traveled to Germany with the Wisconsin Conference. We celebrated the 160th, 165th, 170th, and 175th anniversaries of our church. We installed a new steeple while renovating the bell tower, created a memorial garden, installed a handicap lift for three floors, and remodeled the sanctuary.

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

At the onset of the Covid shut down, we live streamed our worship services using a cell phone. We received a donation from a member to purchase a camera and equipment to better enable us to record our services, which we are still doing. We have also purchased new sound equipment to further enhance our services. They are now available on YouTube. We addressed safety issues and installed new front doors with push bars. We also placed smoke alarms throughout the building. We have been doing a lot of updating and redecorating within the church building. Most of these improvements have been made possible through the generosity of anonymous gifts.

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

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

As a congregation, we do not like conflict. When one appears, we attempt to see both sides and then drop the issue and push it under the rug rather than causing harsh feelings that may make members leave our church. We have attempted to have a dialog about ONA, but ended up dropping the issue rather than voicing disagreement. Many members feel it is unnecessary because we already have members in the LGBTQ+ community.

We know our reluctance to engage conflict in a productive manner is something that gets in the way of our becoming all God longs for us to be and we (with trepidation) look forward to a pastor helping us to grow in our conflict transformation skills.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Dr. Kathleen Krostel (bridge pastor)	2023-present	Yes
Rev. Judith Wang (interim pastor)	2021-2023	Yes
Rev. Dr. Scott McLeod	1996-2020	Yes
Rev. Robert Peiffer	1992-1994	No
Rev. Jay Karow	1987-1990	Yes
Rev. David Biebigouser	1979-1987	Yes

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

Our church has learned to use caution in choosing a pastor. We realized the benefits of having a pastor who is fully committed to The United Church of Christ. This has become important in making our choice for a settled pastor.

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

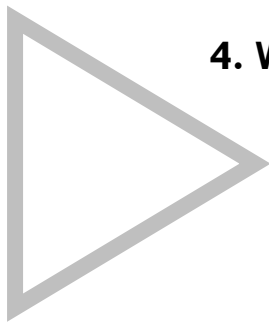
Yes, and we would be willing to discuss this with a candidate.

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

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?

In the last year members of the congregation have worked at the ecumenically operated local food pantry, which is housed in a building owned by our congregation. We have volunteered for Meals on Wheels, Snack in a Pack, and provided some new clothing for the men’s shelter. We have financially donated to the local Love Lite tree (through the local hospital), helped to raise funds for Seeds of Hope, financially donated to Hope Now, worked at the wheelchair and golfcart taxi service booth at the Walworth County Fair, collected and donated mittens and hats for the local school, purchased gift cards from local stores for distribution to local families in need, rang bells for our local Salvation Army for a couple of days, gave scholarships for graduating seniors going to college or trade schools (this year we gave eight \$500 scholarships) and we did cleanup on our section of Adopt a Highway. As stated before, members have donated individually to the UCC missions.

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

One of our members is actively involved twice monthly with Zoom Faith Formation meetings held by the conference. When the National Conference met in Milwaukee a few years ago, our minister and several members attended and worked as volunteers.

Our Council and the Search Committee have been working with the Association Minister in finding an Interim Pastor and a settled Pastor.

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.) Check any statements below that apply to your UCC faith community.

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

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 congregation is interested in expanding our mission activities and would consider working toward any of the above statements of witness in the near future. As mentioned earlier, we would like to restart a conversation about ONA. In addition, we would like to continue our efforts to become a WISE Congregation for Mental Health.

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

In the past there was an ecumenical ministerial group in Elkhorn that shared in Lenten Lunches and pulpit exchanges. This group is no longer meeting. As a church we have held Seder meals led by an associate member who is Jewish. These were attended by about 35 people.

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.

We welcome everyone into the life of the church and offer opportunities for everyone to participate in our activities. We estimate the time spent in planning and completing the activities to be about 9 to 12 hours every six weeks. We also partner with many community organizations and encourage our members to be active through individual outreach.

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?

We encourage our pastor to be involved in the wider church and local organizations if he/she chooses. We accommodate the needed time and any travel expenses involved.

4b. MISSION InSite

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

Our congregation is a reflection of our city and surrounding areas.

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?

We recognize that there are many needs in the community that were not there 25-40 years ago. A lower income population is increasing in Elkhorn. We feel that recognizing this trend will help shape more of our ministry.

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

Currently we are involved in several outreach programs such as organizing and ringing the bells for Salvation Army, Meals on Wheels, and others. Instead of giving something up during Lent, we have identified specific needs of the Food Pantry and needs of the Men's Shelter. Members are asked to donate the needed items. We recognize that more needs to be done, and we are looking for new opportunities.

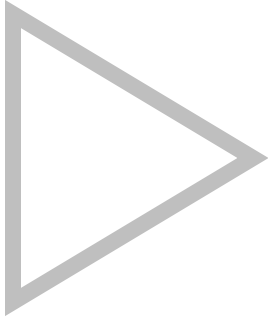
What do you hear when you talk to community leaders and ask them what your church is known for?

The community leaders recognize that we are a long-standing church in the community. They will add that we have a great cookie sale at Christmas, a wonderful pie sale in October, and a delicious salad luncheon in May.

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

New people who have joined our church or who just attend regularly have said they came because they have a family member here, or they were interested in a UCC church. But the first thing people usually say is how welcomed they felt the first time they attended. The worship service and sermon were very good, but it was the people of the congregation who greeted and genuinely welcomed them that kept them coming back.

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.

PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry.

Describe some areas for improvement in this church’s ministry.

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

Anything else you wish to share.

REFERENCE 1

Rev. Judith Wang / Interim Pastor at FCUCC Elkhorn March 2021 – February 2023
262-945-8476 revjaw89@gmail.com

As I think about what word I would use to describe the Elkhorn congregation, “grounded” is the word that keeps coming to mind. They have a long history in the community, they are grounded in their faith, and have a strong sense of family/community which shows itself in the ways they care for one another.

I arrived as their interim during the pandemic, when worship was still virtual. I followed a pastor who had been there for 25 years. I was pleasantly surprised to find that this congregation was looking forward, making necessary adaptations to deal with the pandemic, and very willing to look at things “with a new set of eyes”. The only real grief expressed was the grief of not being able to meet together in person, because of the strong sense of community they share. By May, they moved back to in-person worship.

Just a couple of months later, I shared a significant experience with this congregation, as we gathered to remember and celebrate the life of a long-time, prominent community member and long-time beloved member of the congregation who had passed away the previous year. In the midst of all of the “Covid Protocol”, this church came together to help create a safe and meaningful experience for the family, the congregation, and the larger community. Their compassion and care were once again evident.

FCUCC has a number of very dedicated volunteers who give of their time and resources for the good of the community. Their strong sense of “family” does not turn them inward, as they are very supportive of and involved with other helping agencies in the larger community.

While this is more of a “challenge” than an “area for improvement”, the topic of ONA has become challenging for this church. There are a number of people who very much support having the conversation and moving in that direction. Unfortunately, this topic was brought up some years ago by an overly zealous member in a way that caused some negative reactions. During the interim, we talked about and processed some of the conflict that occurred around that. I believe there would be room to broach the topic once again, as there are many who would support that.

This is a congregation of compassionate, caring people who are ready to move forward and looking for ways to continue to engage in meaningful ministry in their current context in Elkhorn.

REFERENCE 2

James Letellier / substitute pianist
letejq13@gmail.com

Hello! My name is James Letellier, and I am a church pianist/vocalist. I perform every 3rd Sunday of the month and substitute when needed.

When I think about the strengths of UCC-Elkhorn, what comes to mind is the preparation that goes into the services that feature a special season or event. There was a play that was put on during Christmas by the children and a couple of adult members which involved the congregation making all sorts of animal noises, much to our amusement! The sense of community at UCC is another strength. Recently there was a confirmation service that involved the entire congregation assuring the confirmands that they will always offer a helping hand on their spiritual journeys. Lastly, the church embraces a judgment-free mentality. Anyone and everyone no matter where they are on their spiritual journey is welcome.

It seems to me that the only weakness of UCC- Elkhorn is the growth of the congregation. Now, I understand that it's not an easy task to increase membership, but perhaps getting involved in even more community events could help with this.

When I think of significant experiences that I have had at UCC- Elkhorn, I think of individual interactions that I've had with some of the members. For example, when I asked if I could come to the church to practice music more often, by the end of the service they gave me a key so I could practice whenever I had time. When I was thirsty and asked where the water fountain was, I was shown the refrigerator where I could take bottles of water whenever I needed. When I had a cold and played at one of the services, the congregation thanked me for my professionalism in performing even when not feeling well. You might not consider any one of these experiences significant on their own, but together it demonstrates that they care about everyone's wellbeing, and if you express your needs, they will help you.

Thank you to UCC-Elkhorn for all the encouragement and support you have shown me. It's very motivating to know that the people I share music with enjoy it!

REFERENCE 3

Sue Boutelle / friend and volunteer
262-903-8561

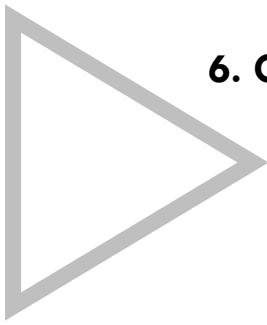
My name is Sue Boutelle and I was introduced to UCC several years ago by member Jean Lile. She is a very active member of the UCC and for years I have helped bake and decorate cookies for the annual Christmas Cookie Walk. My husband Mike and I have since become active in helping with fund raisers, rummage sales, cookie walk, salad luncheon and numerous outside projects. The members also do a lot of Community projects. The church is small but a mighty part of our community.

While I am not a member of UCC, I have had many positive interactions with the church's members. They are always loving and welcoming, and a joy to work with. The members are a tight knit family of members whom a lot of the families have attended the church for generations.

The biggest obstacle is the small size of its congregation. An area to improve is to increase the membership especially younger couples and families.

I am sure that with the right pastor, one who has energy, family oriented and close connections with the Lord, their congregation could grow once again. They have many faithful members who could really use a boost.

I would just like to say that this church would be very easy to become a member of, if I didn't already have loyalty to the church I belong to.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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

We have chosen parts of a poem by Jan Richardson. We like the feeling this poem implies—one of coming into a warm and welcoming place which has been entered by generations of believers through the years, still connected and present in some way. The reference to the worn place on the doorframe is a nod to our historic beginnings. The mention of additional doors represents the hope of opportunity in our future.

Blessing of the Door

First let us say
a blessing
upon all who have
entered here before
us.

You can see the sign
of their passage
by the worn place
where their hand rested
on the doorframe
as they walked through,
the smooth sill
of the threshold
where they crossed.

Press your ear
to the door
for a moment before
you enter

and you will hear
their voices murmuring
words you cannot
quite make out
but know
are full of welcome.

Those who wait
for you know
how the mark of
a true blessing
is that it will take you
where you did not
think to go.

Once through this door
there will be more:
more doors
more blessings
more who watch and
wait for you

but here
at this door of
beginning
the blessing cannot
be said without you.

So lay your palm
against the frame
that those before you
touched

place your feet
where others paused
in this entryway.

Say the thing that
you most need
and the door will
open wide

and by this word
the door is blessed

and by this word
the blessing is begun
from which
door by door
all the rest
will come.

~Jan Richardson

6b. STATEMENT OF CONSENT

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

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

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

The church council, administrative assistant, interim pastor, transition team, and search committee all contributed to the contents of this local church profile.

2. Additional comments for interpreting the profile:

Our church is made up of members dedicated to Elkhorn Congregational UCC. We look forward to welcoming and working with a new pastor.

Signed: Jennifer Neis, Search Committee Chair, updated and resubmitted 6-10-2024
Name / Title / Date

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.



Signature:

Name / Title: Rev. Rachel Bauman/Associate Conference Minister
Email: rbauman@wcucc.org
Phone: 608-630-2992
Date: June 11, 2024

2024 Proposed Budget

	2021 Year End	2022 Year End	2023 Approved Budget	2023 YTD End Of oct	% of budget Tracking about 83%	2024 Proposed Budget
REVENUES						
General Operation Envelopes/Direct de	\$87,571	\$105,288	\$100,000	\$81,533	82%	100,000
Loose Offering	\$645	\$2,057	\$1,200	\$1,236	103%	1,200
Matching Funds : from Congregation	\$0		na			
Matching Funds : from Trust Fund	\$0		na			
Trust Fund dollars to pay expenses	\$0		na			
Rental Income (\$100 AA, \$250 LSS)	\$4,374	\$7,000	\$12,000	\$10,300	86%	12,000
Marketing Receipts (Franks Piggly Wigg	\$831	\$864	\$900	\$1,046	1%	0
Brat Hut	\$1,376	\$558	\$250	\$0	0%	0
Other income: weddings/script cards	\$0		\$600	\$0	0%	0
Other income: Help Pay Bills / Extra giv	\$15		\$500	\$0	0%	0
Other income: fests/lovelights/fair	\$1,205	\$1,548	\$1,200	\$400	33%	1,200
Other income: womens fellowship	\$0		\$0			0
Other income:	\$1,100	-\$500	\$1,000	\$333	33%	1,000
MISC			\$0	-\$1,150		0
TOTAL REVENUES	\$97,116	\$116,815	\$117,650	\$93,698	80%	115,400
EXPENSES						
Worship and Spiritual						
Minister Salary (with taxes and SS tax)	\$40,774	\$46,950	\$36,000	\$4,564	7%	36,000
Minister Salary FICA expense	w/salary	w/salary	\$4,560	\$0	<i>in salary</i>	4,560
Housing Allowance	\$13,333	\$16,000	\$18,000	\$1,555	9%	18,000
Pension (The Pension Board) MNTHLY	\$6,288	\$6,860	\$7,700	\$286	4%	7,700
Life and Disability (The Pension Board)	\$0	\$0	\$650	\$0	<i>in salary</i>	650
Health & Dental Insurnace (Pension Bo	\$0	\$0	\$20,000	\$0	<i>in salary</i>	20,000
Continuing Education	\$310	\$293	\$1,000	\$32	3%	1,000
Pulpit Supply	\$150	\$600	\$750	\$8,654	1154%	750
Music Director Salary (with taxes)	\$8,465	\$8,215	\$8,215	\$6,845	83%	0 *
Music Sub	\$540	\$945	\$900	\$900	100%	0 *
Worship Music						9,115 **
Sunday Childcare	\$1,664	\$1,200	\$832	\$208	25%	0
Worship supplies	\$177	\$153	\$200	\$0	0%	200
Music	\$0	\$70	\$200	\$0	0%	200
Faith Formation						
Adult Study and Childrens Sunday School		\$112	\$500	\$0	0%	500
Mission and Outreach						
	\$1,470	\$779	\$1,000	\$300	30%	1,000
Hospitality and Care						
			\$100	\$0	0%	100
Administration & Building						
Church Secretary Salary (with taxes)	\$17,000	\$16,999	\$18,700	\$15,583	83%	19,800
FICA Employer pymt (Payroll taxes:offic	\$2,056	\$2,007	\$2,000	\$1,716	86%	2,118
Minister Mileage / Car Expenses	\$0	\$21	\$2,000	\$0	0%	2,000
Office Supplies	\$2,481	\$2,287	\$2,000	\$1,989	99%	2,500
Copier Lease	\$3,472	\$3,828	\$3,700	\$3,194	86%	3,200
SE Association Dues	\$0	\$954	\$1,000	\$840	84%	1,000
State Conference	\$40	\$0	\$500	\$0	0%	500
Telephone (TDS)	\$2,317	\$2,388	\$2,100	\$2,001	95%	2,400
Electric/water (City of Elkhorn)	\$4,288	\$5,375	\$4,400	\$4,567	104%	5,450
Gas (WE Energies)	\$4,244	\$5,575	\$6,300	\$5,672	90%	6,800
Recurring Maintenance	\$1,109	\$1,321	\$1,500	\$2,117	141%	2,916
Custodial Services (Wizard Cleaners)	\$2,340	\$2,340	\$2,400	\$1,890	79%	2,400
Building-repairs/maintenance	\$402	\$1,997	\$750	\$960	128%	750
Building Ins/WC (Grinnell MNTHLY	\$6,159	\$5,954	\$6,000	\$5,337	89%	6,300
Other				\$2,056		0
Paypal fees	\$55	\$36	\$0	\$54		75
TOTAL EXPENSES	\$119,135	\$133,259	\$153,957	\$71,320	46%	157,984

**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