

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

First Congregational United Church of Christ
Elkhorn, Wisconsin

Settled Pastor

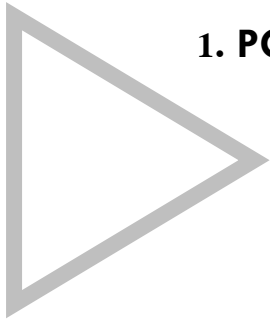
Wisconsin Conference, Burlington Association

March 10, 2023

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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

Church name: First Congregational United Church of Christ, Elkhorn

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

Supplemental web links: www.elkhornucc.org

YouTube First Congregational United Church of Christ, Elkhorn

Facebook First Congregational United Church of Christ, Elkhorn

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 179-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 which allowed us to grow and maintain our size for over 20 years. The pastor we seek will continue the sense of family which the church has fostered. We hope that he or she will help us to grow in our faith, expand our local mission, youth activities, and music program.

Photographs:



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 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: 152

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

Position Title: Settled Pastor

Position Duration (*choose one, delete the other options listed*):

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 (*choose one, delete the other options listed*):

Full Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

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

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.)

We are looking for a pastor who is grounded in his or her faith, who is an organized leader, and 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 (*choose one*):

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.

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

Negotiable

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

There are a number of pulpit supply ministers available in this area. For counseling needs, the association minister would be the first contact. Prior to Covid, an association sponsored clergy group met once a month. We are hopeful this group might be able to begin their meetings once again as there will be several new UCC pastors in this corner of the state.

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 would like to enhance our community outreach in the Elkhorn area and beyond. There are many needs within our local area and beyond our state. We would like to be better known as a church which is helping to meet many of these needs. We would also like to revitalize our music program during worship. We would like to find ways to grow the youth program again by accommodating our often over scheduled youth. 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.

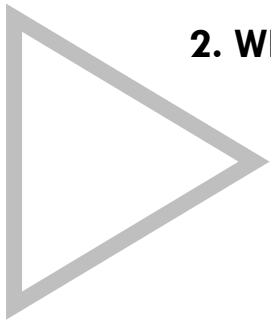
We are hoping a new energetic and charismatic minister will inspire the congregation to do God's work. We hope the minister will be active and visible in the community. We would like the new minister to inspire and encourage us to find new opportunities for outreach beyond "Hope Now," the food pantry, the men's shelter, the Salvation Army, Food in a Backpack, 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)

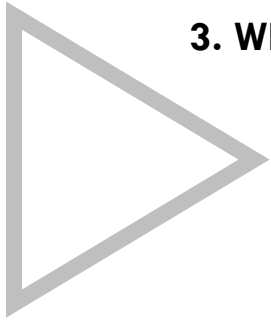
Who is God calling you to become as a congregation?

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?

Covid has put a damper on many of the activities we had initiated in the couple of years before it hit, and since our pastor has left, they have not fully recovered. One is the Blessing of the Pets in October at our local animal shelter which was open to the public. Another is the Prayer Walks throughout our downtown community. We also had a successful Barley Ministry with people gathering to brew beer to share with each other. (This was even covered by the Milwaukee Journal newspaper.) We recently changed from a committee structure to a team structure. We are still adjusting this to find ways to actively involve more members. We have adapted to the lock down during Covid with new camera equipment in conjunction with our drop-down screen which expands our ability to reach more people. This summer we are continuing to expand our technology with new sound equipment including a new body pack microphone with clip or lavalier options, a boom microphone, and an improved pulpit microphone.



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 have remained positive and financially solvent. We have 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 which was instituted right before the pandemic. We are continuing to make adjustments to the team approach. 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 it needs 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. We have used the Revised Common Lectionary in the past but have recently enjoyed using the Narrative Lectionary with our interim pastor. The congregation is attentive and engaged during the worship service enjoying learning and understanding more of the scripture. We especially enjoy and encourage good sermons that have personal feelings and are relevant to our everyday lives.

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, candlelighters and readers. Sunday School meets during the worship with the young people (grades K-8) leaving after the scripture reading. An adult Sunday School meets for about 45 minutes before the worship service. The Pandemic strongly affected the Sunday School, and it has not fully recovered. There have been several adult studies in the past that have met in the evenings studying a book of the Bible or a current event subject. These have been 4–8-week studies.

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/No]

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 2 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. When we experienced

some flooding after a torrential rainstorm, phone calls were made to several officers and nearby members in the church who responded quickly with the help needed. Our congregation easily pitches in with help even when a backed-up toilet occurred during a large funeral.

Our struggle for vision often occurs by getting more members involved in leadership and activities and generating new ideas.

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#: 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
2010	142	85	40	0	0	0	0	0	0
2011	142	85	40	0	0	0	0	0	0
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

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2010	\$124,000	\$0	\$0	\$2,802	\$2,802	\$0	\$2,802	0.00	\$126,802	\$0
2011	\$124,000	\$0	\$1,325	\$118	\$1,443	\$0	\$1,443	1.07	\$125,443	\$0
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

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-6.96	-23.64	-8.00	-71.43	100.00	6.62	0.00	-3.59
2010-2020	3.52	-50.59	15.00	0.00	0.00	16.25	-59.03	14.58

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	127	X
Number of active non-members:	25	X
Total of church participants (sum of the numbers above):	152	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>
2	25	12	5	16	26	18	36	32	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:	10%	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:	73%	X
Adults who are retired:	25%	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, child care 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	Pre-Covid 8-10 Post-Covid 2-5	pastor
Baptisms (<i>number last year</i>)	2021 0 2022 2	pastor
Children's Groups or Classes	Pre-Covid 8-10 Post-Covid 0-3	Sunday School staff
Christmas Eve and Easter Worship	86 and 72	Pastor, musician
Church-wide Meals	50 -75 pre-Covid	Women's Fellowship, pastor
Choirs and Music Groups	6-8 pre-Covid	musicians
Church-based Bible Study	5 pre-Covid	pastor
Communion (<i>served how often?</i>)	1/month serving about 35	pastor
Community Meals	NA	
Confirmation (<i>number confirmed last year</i>)	2021 0 2022 5	Pastor, mentors, Worship Team
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>)	2021 1 2022 0	Pastor and couple
Worship (time slot: <u>10-11am</u>)	35	Pastor, musician, and Worship Team
Worship (time slot: _____)	NA	
Young Adult Groups or Classes	NA	
Youth Groups or Classes	NA	
Other: Meals on Wheels, Food Pantry, Food in a Backpack	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:

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	7 years
Pianist		Part time	Pastor and Worship Team	25 years
Custodian		Part time	Administrative Assistant	20 years
Nursery workers (two)		Part time	Faith Formation Leader	7 years and 3 years

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, we respond well to initiatives brought by our pastor. He/she is the leader in the planning of new ideas and programs. Members are usually very responsive in helping to carry out these plans.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year 2022)

Source—Church Treasurer	Amount
Annual Offerings and Pledged Giving	\$105,288
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: Rummage Sale, Brat Hut, Pie Sale, Market Receipts	\$4,358
Gifts Designated for a Specific Purpose	\$0
Grants: Grant from UCC for AV use during Covid	\$0
Rentals of Church Building (Lutheran Social Services)	\$7,000
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	\$117,176

Current annual expenses (dollars budgeted for most recent fiscal year): \$133,287

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.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 64% in 2020 with a settled pastor. 59% in 2022 with an interim 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

- 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.

1. Two bathroom remodels—present to September 2022--\$2,798
2. Replacement of furnaces on Christian Education Building—present to September 2022--\$19,208

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

Year(s)	Purpose	Goal	Result	Impact
2010-2014	Remodel sanctuary, install handicapped access, accessible bathroom	\$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
2022	Remodeling bathrooms	\$2,798	\$ TBD	Cosmetic
2022	Replacing furnace units	\$19,208	\$ TBD	Consistent heating

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

We made our sanctuary and Fellowship Hall handicapped accessible. Our current projects are not capital campaigns as the funding is already available.

Does your church have an endowment? yes

What is the market value of the assets? \$206,800

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)?

2021- \$0

2020-\$1,900

2019-\$2,500

2018-\$2,249

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 over 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:

The figures were determined by the person in charge of Stewardship and Resources.

Other Assets

Reserves (savings): There is no savings account.

Investments (other than endowment): Scholarship Fund \$16,545.94,
Memorial Fund \$2,801.97

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 accessible to wheelchairs. 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, we gave him 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 and smoke alarms throughout the building. We have also 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 which 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.

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. 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.

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

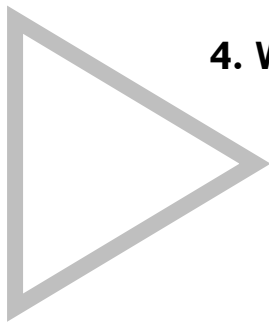
Yes, and we would be willing to discuss this with a candidate.

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, Food in a Backpack, 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 booth at the 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).

We have had a member who was very active in association and conference groups, however, in the last year, recently moved away. 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"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input checked="" type="checkbox"/> None |

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

Our congregation is interested in expanding our mission activities and would consider working toward any of the above statements of witness in the near future.

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 ask them to participate in our activities. We partner with many organizations in community outreach organizations as well as 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?

The congregation understands and wants the Pastor to be involved in the wider church. Our last pastor was on several conference committees throughout his time here. This is expected

as part of the pastor's work.

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 which were not there 25-40 years ago. A lower income population is increasing in Elkhorn. We feel that recognizing the needs of this growing population needs to shape more of our ministry.

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

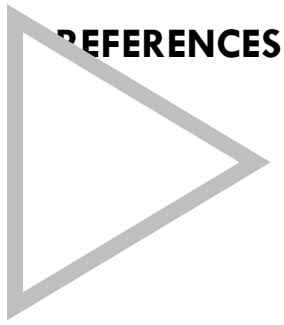
Currently we are involved in several outreach programs such as ringing the bells for Salvation Army, Meals on Wheels, and others. Instead of giving something up during Lent, we have identified specific needs of the Food Pantry and needs of the Men's Shelter (socks, underwear, t-shirts, etc.) and members donate 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 and that we have a great cookie sale at Christmas, a wonderful pie sale in October, and a busy yard sale in the summer.

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 welcoming 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.



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. Ricardo Broach / pulpit supply / retired
rbroach01@gmail.com / minister and friend)

REFERENCE 2

Rev. Becky Boggs / pulpit supply during sabbatical
(262)374-0921 / minister and friend

REFERENCE 3

Lori Heidenreich / pianist
(262)473-5732 / lori.deidenreich@gmail.com / substitute pianist and friend

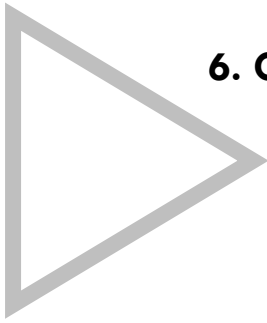
PROMPTS FOR REFERENCES

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.



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:

Our prayer for a new minister journeying toward us comes from the scripture passage found in 2 Timothy 4:2.

Preach the word; be prepared in season and out of season; correct, rebuke and encourage— with great patience and careful instruction.

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:

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: March 10, 2023

**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