

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

**Immanuel United Church of Christ
Plymouth, Wisconsin**

Settled Pastor

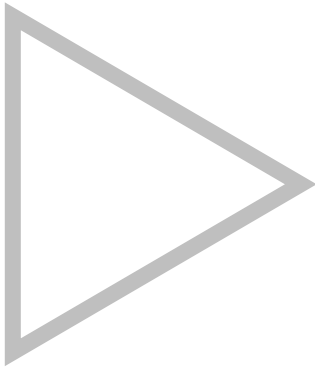
Wisconsin Conference, Northeast Association

April 10, 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)*



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Immanuel United Church of Christ

Street address: W3694 Co Rd FF, Plymouth, WI 53073

Supplemental web links: <http://www.immanuelchurch.org/about/>

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

Conference: Wisconsin Conference

Association: Northeast Association

UCC Conference or Association Staff Contact Person:

Rev. Jane Anderson

Associate Conference Minister

920-540-2586

janderson@wcucc.org

Summary Ministry Description:

We are Immanuel UCC, a congregation with a rich 175-year history located in the Town of Herman, Wisconsin. Embracing the belief that every one of God's children has a place in the choir, we are on the lookout for a dedicated pastor to guide us into the future. Our focus remains on supporting each other, our community, and upholding a tradition of joyful generosity. We seek a pastor who will faithfully lead us in answering God's call, inspiring us to live as agents of love, compassion, justice, and mercy. Together, we are committed to learning, growing in faith, and serving God by extending love to neighbors near and far, recognizing the importance of patience and support as we continue our commitment to our church's mission: following God through Jesus in both work and word.

Photographs:



What we value about living in our area:

We are located in Northeastern Wisconsin, in a wonderful area of the state. Close to Lake Michigan, major sports teams, major international golf events, and major employers. Located in Sheboygan County, we are close to a UCC affiliated private university, and several excellent K-12 school systems.

Current size of membership:

306

Position Title:

Full-time 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 Settled Pastor compensation based on conference guidelines

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK

Core Competencies:

In selecting our next minister, we prioritize core competencies that we believe will form the bedrock of their relationship with our church community. These competencies include compassion, enabling them to empathize deeply and supportively with our congregation through both joys and challenges. Creativity is essential, fostering innovative approaches to spiritual growth and community engagement. Caring embodies their dedication to nurturing individual well-being within the congregation and broader community. Service to others reflects a commitment to selflessly meeting the needs of those around them. Lastly, a legacy-driven mindset ensures a forward-thinking approach, cultivating a lasting and impactful legacy of faith and service for generations to come.

COMPENSATION AND SUPPORT

Salary Basis: Wisconsin Conference Compensation Guidelines

Benefits: Within Wisconsin Conference Compensation Guidelines

What is the expected living situation for your next minister?

Parsonage available on church property, if desired, otherwise within the surrounding community

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

Hospitals and nursing homes used by our members are normally within 30 miles

Major hospitals – Milwaukee & Green Bay are within 60 miles.

Mileage reimbursement is included in the package.

State any incentives: Sabbatical leave, paid vacation, allowance for books/periodicals, and mileage allowance as per call agreement.

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

- Conference Support:
 - Rev. Franz Rigert, Conference Minister, (414) 704-2625, frigert@wcucc.org
 - Rev. Jane Anderson, Associate Conference Minister, (920) 540-2586, janderson@wcucc.org
- Community of Practice/Professional Development Group: Funding provided in our budget and call agreement.
- The Northeast Association will provide a mentor during the first year of call in the Wisconsin Conference.
- Other UCC Clergy Cluster groups are available within the Northeast Association. Number of Newsletters from the Conference to provide insight and/or ideas.
- Local area pastors have an ecumenical group (Clergy Cluster) that meets periodically and organizes some ecumenical services.
- The Wisconsin Conference has a Seminary debt retirement plan available by application to pastors. <https://www.wcucc.org/wp-content/uploads/2021/09/Seminary-Loan-Repayment-Application-form-2021.pdf>

WHO IS GOD CALLING TO MINISTER WITH US?

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

- Nurture creativity
- Lead worship (in coordination with congregation members and organists) with joy and reverence
- Support youth and adult educational programs/opportunities
- Attract and grow membership through openness and love
- Increase community advocacy and outreach

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

- Provide strong leadership
- Be creative/think outside the box
- Give encouragement to all through pastoral care
- Motivate all to get involved
- Assertively address conflict that may exist or arise and promote unity
- Plan and implement authentic worship as a personal encounter with the living God, integrating faith, the church's traditions, and the Bible

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

No requirements at this time

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.

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- Exhibiting strong moral character and personal integrity
- Respecting the dignity of all God's people
- Understanding and ministering to stages of human development across the lifespan
- Demonstrating excellent communication skills
- Building relationships of mutual trust and interdependence

ENGAGING SACRED STORIES AND TRADITIONS

- Bringing life to sacred stories and traditions in worship, proclamation, and witness
- Leading faith formation effectively across generations
- Understanding the history of the Christian Church, from biblical times forward
- Understanding community context and navigating change with a community

CARING FOR ALL CREATION

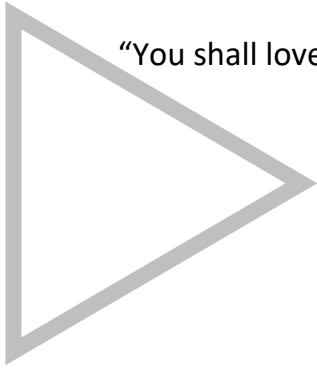
- Nurturing care and compassion for God's creation
- Maintaining a basic understanding of mental health and wellness
- Practicing self-care and life balance
- Providing hope and healing to a hurting world
- Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate
- Stewarding the resources of the Church
- Engaging in mission and outreach activities

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship
- Praying actively and nurturing spiritual practices
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship

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?

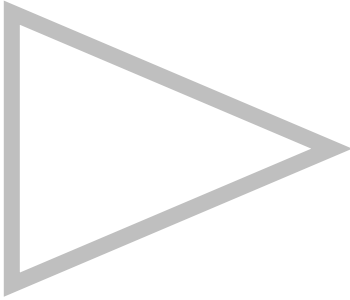
We believe that God has called us to serve our community and to be faithful in our service to others. As we reflect on the 3 Great Loves - love of neighbor, love of children, and love of creation - we are called to reach out to potential members and expand our church family. God calls us to engage and encourage all age groups to fully participate in the life of the church.

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

Our Immanuel UCC Pantry, called Laura's Pantry, through generous donations from the congregation and community, and in partnership with the Sheboygan County Food Bank, is helping to combat food insecurity in our area. When the Mission Committee began this endeavor in March of 2020, it was a response to a temporary need. However, we soon realized how great the need was in our part of the county. Each week we provide every family with two bags: one filled with non-perishable food items and one bag of perishable items. In addition, we are often able to supply diapers, baby food, pet food, hygiene, and paper products as needed. The pantry would not exist without the people in this congregation who donate their time, goods, and finances. The continued support is what allows us to help our neighbors in need.

Food and fellowship are important to our congregation and greater community. We have a summer ice cream social, a chili supper, and a confirmation pancake breakfast and dessert auction that welcomes all to sit at the table. Funds raised from the ice cream social and the chili supper have helped with larger building repairs and projects such as refurbishing our beautiful pipe organ and rebuilding the steeple. The pancake breakfast and the dessert auction proceeds are donated to a worthy cause chosen by the confirmation students. Since returning to in-person services, the Mission Committee has hosted multiple after church fellowships to help members reconnect. A favorite was the **Unlimited Cookies and Coffee** hour.

Starting in March 2023, we began working together with nearby UCC churches to involve our youth in faith and fellowship activities. Open to students in grades 7-12, this initiative aims to excite confirmands and engage older youth. We gather monthly during the school year, taking turns hosting meetings. Each session includes a meal, discussions linking faith to daily life, and fun activities like dartball, pumpkin bowling, and game nights. Additionally, we're planning to integrate service-learning projects into our program to further enrich the experience and instill a sense of community responsibility among our youth.



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

The purpose of this church is to worship God, to rightly preach the Word of God, to celebrate the Holy Sacraments, to render loving service toward humankind, to strive for righteousness, justice, and peace, and to follow God through Jesus in work and word.

This church acknowledges

- Jesus Christ, the Son of God, and Savior of humanity, as its sole head
- The Bible as the Word of God and the ultimate rule of Christian faith and practice
- The Heidelberg Catechism as the authoritative interpretation of the essential truths taught in the Holy Scriptures and through The Apostle’s Creed, The Lord’s Prayer, and UCC Statement of Faith
- Two sacraments: Baptism and the Lord’s Supper or holy communion
- Worship is central to our life as a congregation
- We come together as the family of God (children included!)
- We stress education and place great emphasis on our confirmation program
- We take seriously the responsibility of all members to offer their gifts and talents, working with our pastor as partners in ministry and mission
- All members have the opportunity to serve as leaders in the church
- Major decisions are brought to the whole congregation for discussion and vote

Describe several strengths or positive qualities of your congregation.

- Resilience and longevity of the congregation - we will be celebrating 175 years of Christian witness in our little corner of Sheboygan County
- We have created and maintained a partnership with our sister church in Langenholzhausen, Germany

- Commitment to education through our history with Lakeland University and our annual scholarship program that is open to all congregants
- Confirmation - our confirmands acolyte and read scripture, attend retreats, and visit congregations of other faiths
- We have a commitment to the wider mission of the UCC and are proud to be a Five-for-Five congregation
- Our members are generous and giving; responding to the needs of the community and beyond
- In addition to supporting the spiritual needs of the church, our members are also good stewards of the physical well-being of the church and parsonage

Describe what worship is like when your congregation gathers.

Worship takes place on Sundays at 10:00 AM (9:00 AM between Memorial Day and Labor Day). When children are present, we have a children's message. We share announcements, joys and concerns during worship to highlight the activities and news of our members and community. Confirmands and adult members regularly acolyte and read scripture. Sermons are not live-streamed but are posted to our YouTube channel (link can be found on the church website).

We value variety in our worship services, including themes such as

- Women's Sunday
- Youth Sunday
- Favorite Hymn Sunday
- Memorial Sunday
- Outdoor Worship Sunday
- Camp Sunday
- Confirmation Sunday
- Christmas Pageant
- Easter Sunrise Service

We celebrate our members during worship through

- Bulletin sponsorships
- Sharing joys
- Recognizing graduates
- Honoring service members, past and present

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

Our church once had a vibrant children's Sunday School program. As families have grown up and moved away, we have seen that number shrink. Combined with the Covid-19 pandemic and shutdown, we have struggled to regain that momentum. We hope our new pastor will bring ideas and programs to help us rebuild this important part of our faith journey.

Youth and young adult members have been involved in leadership within the church through

- Co-teaching Sunday School
- Coaching the summer league volleyball team
- Serving on the Mission Committee
- Serving on the Pastoral Search Committee
- Directing the Children's Choir
- Providing special music during worship
- Fundraising for retreats through chili suppers, pancake breakfasts, and dessert auctions

Education does not end with confirmation. Adults in the congregation continue their formation of faith through

- Sunday and Tuesday Bible Study classes
- Book Studies with other congregations
- Video studies
- Prayer Shawl Ministry
- Bible Trivia Nights

Describe how your congregation is organized for ministry and mission. When it comes to decision-making, how many hours are spent in meetings per month?

The main decision making committee is our Consistory which is made up of a president (elected annually), 3 elders (who serve staggered 3-year terms), 3 deacons (who serve staggered 3-year terms), church treasurer, and the pastor (ex-officio member with voice but non-voting). The Consistory meets monthly for approximately 2 hours. If there is a major project to consider, they will call a special meeting of the congregation for full member input and approval.

We also have several committees that meet regularly to address areas of church life.

- The Mission Committee meets monthly (1 hour) to plan mission moments and projects.
- Christian Education meets monthly (1 hour) to plan Sunday School, Vacation Bible School, Christmas Pageant, and other activities for the children of the congregation.
- Other committees (Scholarship, Memorial, Woods, Cemetery, Pastoral Relations, Personnel, Funeral, Flower) meet as needed, at least once annually.
- Temporary committees are formed to meet specific needs (Chili Supper, Ice Cream Social, and 175th Anniversary).

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

Maintaining a church built in 1911 is an ongoing process. From routine maintenance to modern updates, the congregation has been faithful in their giving. However, there have been some unforeseen repairs. For example, in 2019 structural damage to the steeple was found. Consistory called a special congregational meeting to discuss what was needed for the project and to decide upon a course of action. Several options were presented, and there was ample time for congregational questions and discussion. While the cost was over \$200,000, the congregation voted to move forward with the repair and raise the funds. Through existing funds of the church, memorial gifts, and new giving, the project was completed without needing to borrow any money. In the past five years, similar processes were followed for rebuilding the pipe organ and replacing the furnace.

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

11-YEAR REPORT

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



Church#: 862260

Assoc: 824 Schedule: 0 Immanuel UCC Plymouth WI 53073

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	298	90	50	4	0	0	10	4	-10
2013	251	120	63	8	0	0	1	59	-52
2014	227	105	54	4	0	0	8	20	-24
2015	234	110	45	8	0	7	8	0	7
2016	244	94	50	7	2	2	1	0	10
2017	234	105	37	5	0	0	6	0	-1
2018	237	95	40	4	0	2	3	0	3
2019	241	105	36	4	0	1	1	0	4
2020	239	75	30	5	1	0	5	3	-2
2021	234	75	8	0	1	1	7	0	-5
2022	230	45	10	3	0	0	5	2	-4

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	\$114,247	\$0	\$7,303	\$715	\$8,018	\$0	\$8,018	6.39	\$122,265	\$107,745
2013	\$101,304	\$0	\$8,290	\$1,314	\$9,604	\$0	\$9,604	8.18	\$110,908	\$90,502
2014	\$99,742	\$0	\$7,746	\$682	\$8,428	\$977	\$9,405	7.77	\$109,147	\$94,304
2015	\$96,223	\$0	\$8,290	\$962	\$9,252	\$0	\$9,252	8.62	\$105,475	\$88,395
2016	\$99,320	\$0	\$8,696	\$11,030	\$19,726	\$0	\$19,726	8.76	\$119,046	\$97,366
2017	\$103,227	\$0	\$10,655	\$1,801	\$12,456	\$1,537	\$13,993	10.32	\$117,220	\$103,042
2018	\$104,107	\$0	\$9,429	\$1,107	\$10,536	\$1,490	\$12,026	9.06	\$116,133	\$100,566
2019	\$105,986	\$55,162	\$9,720	\$1,195	\$10,915	\$3,674	\$14,589	9.17	\$120,575	\$97,463
2020	\$97,246	\$78,408	\$10,080	\$535	\$10,615	\$0	\$10,615	10.37	\$107,861	\$137,686
2021	\$111,821	\$0	\$7,538	\$600	\$8,138	\$0	\$8,138	6.74	\$119,959	\$103,797
2022	\$159,409	\$0	\$4,101	\$4,676	\$8,777	\$350	\$9,127	2.57	\$168,536	\$87,731

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-1.71	-57.14	-72.97	-40.00	16.67	54.43	-29.54	43.78
2012-2022	-22.82	-50.00	-80.00	-25.00	-50.00	39.53	9.47	37.84

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

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	230	yes
Number of active non-members:	16	yes
Total of church participants (sum of the numbers above):	246	yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	77%	yes
Less than 10, more than 5 years:	14%	yes
Less than 5 years:	9%	yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
10	10	30	40	34	34	40	28	20	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	35%	yes
Joint household with minors:	14%	yes
Single adults age 35-65:	14%	yes
Joint household with no minors:	29%	yes
Single adults over 65:	8%	yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	99%	yes
College:	35%	yes
Graduate School:	10%	yes
Specialty Training:	34%	yes
Other (Masters of Divinity)	0.5%	no (1 Masters of Divinity)

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	50%	yes
Adults who are retired:	26%	yes
Adults who are not fully employed:	24%	yes

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

Our congregation represents a broad variety of occupations from all levels of education, to manufacturing, healthcare, agricultural, and professional.

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?

Most of the Immanuel congregation are from the third or fourth generation of Americans of German reformed descent.

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

We have not discussed the Welcoming Diversity Inventory.

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	10	Lay Leader and Pastor
Baptisms (<i>number last year</i>)	2023:1	Pastor/Family
Children's Groups or Classes	15	Christian Ed Committee, Pastor, and Lay Lead
Christmas Eve and Easter Worship	Average: 110	Pastor and Christian Education Committee
Church-wide Meals	Average: 35	Assorted Groups
Choirs and Music Groups		
Church-based Bible Study		Pastor and Lay Leaders
Communion (<i>served how often?</i>)	6 times a year	Pastor and Consistory
Community Meals	600 throughout year	Membership
Confirmation (<i>number confirmed last year</i>)	3	Pastor and mentors
Drama or Dance Program	25	Membership and Children
Funerals (<i>number last year</i>)	3	Pastor and Family
Intergenerational Groups	7	Members
Outdoor Worship	50	Pastor
Prayer or Meditation Groups	25	Pastor and Lay Leader
Public Advocacy Work	6 workers	70 sustainers
Retreats	7	Confirmands and Members

Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	0	Pastor, Couple, and Family
Worship (time slot: 10 AM)	40	Pastor, Members, and Non-members
Worship (time slot: 9AM Summer)	30	Pastor, Members, and Non-members
Young Adult Groups or Classes		
Youth Groups or Classes	12	Lay Leader and youth
Other		

Additional comments:

These numbers reflect the impact Covid has had on our congregation since 2020; however, we are seeing an increase in attendance at weekly worship and special services.

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)
Reverend Kesting	No		Retired	Yes
Pam Hodgson	Three-Way	Immanuel UCC	Licensed Minister	No

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:

- Rev. Kesting is a retired minister who has participated in Boundary Training. He attends services regularly and is active on the Mission Committee and with Laura's Pantry.
- Pam Hodgson is a Licensed Minister and life-long member of Immanuel. She is currently serving our congregation as a part-time interim pastor.

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
Treasurer		Part-time	Consistory	1 year
Organist/Pianist		Part-time	Consistory	40 years
Organist/Pianist		Part-time	Consistory	9 years
Organist/Pianist		Part-time	Consistory	5 years
Custodian		Part-time	Consistory	5 years
Secretary		Part-time	Consistory	3 years
Groundskeeper		Part-time	Consistory	3 years

REFLECTION

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

For a congregation of this size, we have a lot of positive things going on. Like many churches, we struggle to keep our young people actively involved.

CHURCH FINANCES - See below for 2023 Annual Report Budget Proposal

Current annual income (for the year ended December 31, 2023)

Source	Amount
Annual Offerings and Pledged Giving	\$125,000.49
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	N/A
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	N/A
Fundraising Events	N/A
Gifts Designated for a Specific Purpose <i>Improvement Committee & Food Pantry</i>	\$16,478.30
Grants	N/A
Rentals of Church Building	N/A
Rentals of Church Parsonage	N/A
Support from Related Organizations (<i>e.g. Women’s Group</i>)	N/A
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$141,478.79

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

SPENDING PLAN PROPOSAL

<u>Budget Item</u>	2023 Spending Plan	2023 Expenses	Proposed 2024 Spending Plan
(Interim)Pastor's Salary	61,250.00	28,018.11	TBD
Custodian Salary	3,420.00	3,267.40	3,158.40
Treasurer/Bookeeper Salary	3,000.00	750.00	N/A
Church Secretary Wages	3,800.00	1,990.48	4,000.00
Organist & Pianist Salary	4,750.00	3,859.46	4,385.00
Pulpit Supply	1,000.00	9,505.00	25,000.00
Accounting Fees	N/A	2,000.00	3,000.00
Bank Fees	N/A	189.10	500.00
Payroll Expenses	1,146.00	1,411.56	2,000.00
Pastor FICA	4,686.00	1,952.30	TBD
Pastor Dental Care	350.00	75.85	TBD
Pastor Retirement Fund	8,575.00	4,215.65	TBD
Pastor Life/Disability Insurance	919.00	344.57	TBD
Pastor Medical Insurance	5,000.00	2,291.65	TBD
Pastor's Auto Allowance	1,500.00	2,326.14	TBD
Pastor's Professional Supplies	1,000.00	279.28	1,000.00
Parsonage Natural Gas	1,800.00	1,668.02	1,800.00
Parsonage Electricity	800.00	292.40	800.00
Church Natural Gas	3,000.00	2,783.96	3,000.00
Church Electricity	2,500.00	1,846.33	2,500.00
Telephone	1,000.00	1,085.17	1,000.00
Custodial Expenses	300.00	164.40	300.00
Insurance	8,500.00	8,794.87	9,800.00
Conference Fees & Travel	300.00	122.53	300.00
Church & Office Expenses	5,000.00	5,321.13	5,000.00
Christian Education Materials	500.00	359.13	500.00
Buildings & Grounds Maintenance	6,000.00	2,108.72	6,000.00
Contingency Fund	1,000.00	479.52	1,000.00
Northeast Wisconsin Association Dues	1,076.00	1,053.00	1,053.00
Total of Operating Budget	132,172.00	88,555.73	76,096.40
Wisconsin Conference-Benevolence Goal	\$ 10,200.00	\$ 3,584.00	\$ 10,200.00

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? This will vary based on the incoming settled pastor's compensation package.

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

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? Yes

- 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 the operating budget, what is that percentage? It is gathered through weekly offering, and the current goal is set at 8%.

What is the church's current indebtedness?

Total amount of loan debt: None

Reason for debt: N/A

Are capital and other payments current? N/A

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. Not at this time. The most recent was a \$250,000 Steeple project (completed in 2020) which is paid in full.

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

Year(s)	Purpose	Goal	Result	Impact
2018 - 2020	Steeple	\$250,000	\$250,000	Members joyfully stepped up and raised all necessary funds.
2015 - 2017	Organ Repair	\$90,000	\$90,000	Members joyfully stepped up and raised all necessary funds.

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. The steeple was in need of significant repair, and the capital project helped maintain the integrity of the building and provided a beacon in the community as the steeple can be seen from quite a distance.

Other Assets

Reserves (savings): \$46, 929

Investments (other than endowment): \$107, 114

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$1200/month

How is the parsonage used? Currently used as a rental property

Street / City / State / Zip: W3690 County Road FF, Plymouth, WI 53073

Finished square footage: 1625

Number of Bedrooms, Number of Bathrooms: 5BR/1.5Bath

Assessed real estate value: N/A

Available for minister residence: Yes

Expected minister residence: No

Condition of structure, systems and appliances: Good

Entity in the church responsible for review and needed repairs: Consistory

Describe all buildings owned by the church: Church building and parsonage with unattached garage. The church land parcel is a total of 40 acres. This includes the buildings, woodland, and cemeteries.

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

Which spaces are accessible to wheelchairs? The worship area, fellowship space, Sunday School rooms, and bathrooms in the church are wheelchair accessible via elevator. The pulpit and altar area are not. The parsonage is not currently wheelchair accessible.

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

The congregation has been mindful of spending throughout the life of the church, and the consistory continually monitors the budget (especially now with rising inflation). The yearly budget is shared, discussed, and voted on at the Annual Meeting each January. When large projects arise, such as the organ and steeple repairs, special meetings are held to discuss and vote on the next steps. We have always stepped up and donated to meet those challenges.

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.

Immanuel has been in existence for 175 years, and the early congregation held fast in the faith of their fathers, the German Reformed Church. Immanuel was also instrumental in the beginnings of Mission House, which is now Lakeland University.

Our German heritage has always been important to Immanuel, and in the late 1990s we reconnected with the German Reformed congregation in Langenholzhausen, Germany. In June 2000, a group of congregants took a trip to meet our sister church. The partnership has flourished over the last 20 years, with many visits and friendships between the two congregations.

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

Throughout the Covid-19 pandemic, we quickly adapted to the new normal. This included the following:

- Online services. This included adding technology to allow for services to be recorded and the creation of a church YouTube channel. We have continued recording and uploading services as some members are not comfortable returning in person.
- Parking Lot Ministries - this included the addition of our drive-thru pantry, Lenten and Advent services, Drive-In service, outdoor funeral, and the Palm Sunday donkey walk from Lakeland University.

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.

The members of Immanuel are reflective of the greater community with varied opinions and views on most topics. While we hope to be able to communicate openly and respectfully with one another, we sometimes fail at this. Throughout our history, major conflicts have been brought to congregational meetings where all sides can share their concerns.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Wayne Drueck	19 years	Yes
Rev. Linda Kuhn (interim)	2 years	Yes
Rev. Michele Brigham-Rogers	4 years	Yes
Rev. Margaret Zedan (interim)	1 year	No
Rev. Frederick Trost (interim)	2 years	Yes
Rev. Laura Yurs	7 years	Yes
Rev. Jeannie Douglas (interim)	2 years	Yes

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

As a congregation, there are traditions that we hold very close (like using the Heidelberg Catechism and maintaining accurate records for our history), and there are other areas where we are open to change. We are welcoming of new ideas and traditions (like the annual Palm Sunday donkey walk), but we also value things that tie us to the rich history of Immanuel.

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

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



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

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

A Mission Committee was formed in 2017 with a focus on serving the greater community. Some examples of our outreach have included supporting Safe Harbor (local domestic violence shelter), The Warming Center (helping the homeless in the community), collecting supplies for children in the Foster Care system, providing Christmas gifts for the Aging and Disability Resource Center, and, of course, the creation of our drive-thru food pantry in Spring 2020. We participate in programs such as sponsoring children in India and Israel, raising funds for Heifer International, supporting mission trips through the Rural Church Fellowship, and sending funds to areas affected by natural disasters.

In addition, our congregation provides scholarships for members pursuing post-secondary schooling and supports our confirmands through generous giving at the annual Pancake Breakfast and Dessert Auction which allows them to attend an annual retreat.

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

We send delegates to the association and conference annual meetings. When the national meetings are held in nearby cities, members have volunteered to work there.

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

Accessible to All (A2A)

Creation Justice

Economic Justice

Faithful and Welcoming

God Is Still Speaking (GISS)

Border and Immigrant Justice

Inter-cultural/Multi-racial (I’M)

Just Peace

Global Mission Church

Open and Affirming (ONA)

WISE Congregation for Mental Health

Other UCC designations:

Designations from other denominations

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?

While we have grown in our outreach, these specific statements have not been part of a wider conversation. We are open to further discussion with the incoming pastor.

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

As part of faith formation, we provide multiple opportunities for our 7th and 8th graders (and other congregation members who are interested). Some of these events include:

- Visit a mosque
- Visit a synagogue
- Serve at a soup kitchen in Milwaukee
- Attend a county-wide UCC confirmation gathering at Lakeland University (guest speakers, special music, etc.)
- Attend Mission House Lecture and Founders Day Lecture at Lakeland University

To continue the faith journey that youth started in confirmation, several area UCC churches have recently combined their youth to collaborate monthly as a Rural UCC Youth Group. They do fun activities, share a meal, and learn about how their faith impacts their life in all areas. This group is for youth in grades 7 - 12.

Previous pastors have been part of the Sheboygan County Interfaith Organization. This is a spiritually based organization which brings people together to educate and advocate for social justice, dignity, and to improve the quality of life for all people.

We are also part of the Rural Church Fellowship. This provides many opportunities for the rural UCC churches in Sheboygan County. Some examples are:

- Youth Summer Volleyball League
- Crop Walk
- Mission Trips

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

Our mission statement, *Following God through Jesus in Work and Word*, can be seen in our outreach efforts. We include it in our bulletin each week, as a reminder for the congregation to strive to achieve this goal in our daily lives.

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?

In alignment with the ministry goals we envision, we would expect our next pastor to

- Lead worship (in coordination with congregation members, choir director, and organists) with joy and reverence
- Support youth and adult educational programs/opportunities
- Attract and grow membership through openness and love
- Increase community advocacy and outreach, motivating all to get involved
- Provide strong leadership
- Give encouragement to all through pastoral care
- Assertively address conflict that may exist or arise and promote unity
- Take advantage of Conference resources and support

MISSION InSite

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

The church is located in the middle of five different zip codes - Plymouth, Elkhart Lake, Cleveland, Sheboygan Falls, and Howards Grove. As a rural congregation, we draw members from all of these areas, but in proximity, we are closest to the Village of Howards Grove.

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

Our church's demographics parallel those of surrounding communities.

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

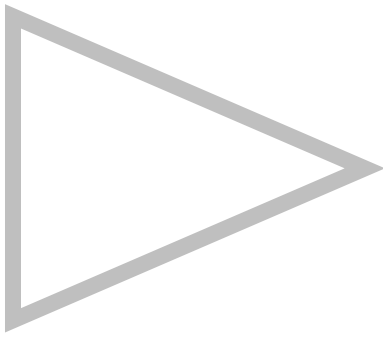
Two areas of the demographics have shaped some of our ministries. For example, the downward trend in school-aged children has taken a toll on our Sunday School and Vacation Bible School programming. Our Christian Education Committee has tried many different approaches and continually looks for new ideas to attract young families. For example, they have incorporated more hands-on activities and kitchen time, invited congregation members to be guest teachers, created multi-age groups to build community, and involved families in the weekly lessons. Secondly, there is an older population in the area which has increased the need for a visitation team - regularly checking in on those who are homebound, sending cards, etc.

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

- Popular community events such as the Chili Supper and Ice Cream Social
- Food pantry
- German heritage stretching back 175 years - multigenerational families are still integral to the surrounding communities
- Located near Lakeland University and integral to its beginning
- Shiny new steeple that can be seen from quite a ways away

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

New people in the church respond in a variety of ways when asked what got them involved, but all say simply doing God's work. One is the stewardship programs at church supported by the UCC, through service and giving. Doing God's work is how we serve him and others. Following the vision and mission of the UCC, "United in Christ's love, we seek justice for all," also sparks involvement and commitment in our members.



REFERENCES

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

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

REFERENCE 1

Frederick R. Trost

Retired UCC pastor and retired UCC Conference Minister in the Wisconsin Conference.

Tel: 920-287-3750

Email: fredericktrost@gmail.com

Relationship: Friend of the congregation and past Interim Pastor, 2013-2014.

REFERENCE 2

David Black, Lakeland University President Emeritus

Tel: 239-246-7459

Email: davidblack0326@gmail.com

Relationship: Friend of the congregation

REFERENCE 3

April A. Arvan, Lakeland University Faculty

Tel: 920-207-0150

Email: arvanaa@lakeland.edu

Relationship: Community member, attends services at Immanuel when in town

Frederick R. Trost

Retired UCC pastor and retired UCC Conference Minister in the Wisconsin Conference.

Tel: 920-287-3750

Email: fredericktrost@gmail.com

Relationship to Immanuel UCC, Town Herman, Wisconsin: Friend of the congregation and past Interim Pastor, 2013-2014.

Areas of strength: Immanuel is the possessor of a great tradition dating back 160 years. It was founded by immigrants to the United States from Germany who settled near Sheboygan, Wisconsin. It is a church that helped found Mission House Seminary and College, which later became Lakeland College (most recently Lakeland University.) Immanuel helped to nurture hundreds of pastors of the Reformed Church in the United States and, since 1934, the Evangelical and Reformed Church. Following the union of 1957, Immanuel continued as a leading congregation in the Wisconsin Conference of the United Church of Christ. For a number of years, Immanuel was the "home church" of great figures in the history of the UCC, including Dr. Louis Gunnemann, who later moved from Wisconsin to become Dean of United Theological Seminary in Minnesota, and Professor Reinhard Ulrich, editor of Vol. 1 of "The Living Theological Heritage of the United Church of Christ", among many others. It is a congregation that is proud of its heritage but open to new ways of being the church and welcoming the future as a gift of God. Immanuel is a congregation willing to take risks. It is generous towards the world. Its life has been nourished by Word and Sacrament and by an understanding that in response to the grace of God, communities of faith are called to live gratefully in society; bringing together word and deed and living out "the Cost and Joy of Discipleship." (Dietrich Bonhoeffer) Immanuel is a congregation that knows how to "weep with those who weep," and "rejoice with those that rejoice." It is earnest in its faith but neither arrogant nor rude. It seeks to live in the spirit of the Beatitudes, while acknowledging its spiritual needs, and the importance of grace and forgiveness. Immanuel believes, with St. Paul, that "faith, hope and love abide, and that the greatest of these is love." It understands that it has been entrusted with a towel and a basin.

Areas of Improvement: Like almost all of the churches in Sheboygan County and across Wisconsin, the ministry at Immanuel has been challenged by the pandemic. To its credit, Immanuel has continued crucial elements in its "life together" such as weekly worship, recording its Sunday services, making it possible for the congregation to celebrate virtually. Somehow, it has been able to maintain its ministry of providing food on a weekly basis to needy individuals and families in the surrounding area. The challenge will be to continue this good work. It has been a congregation dedicated to its children and youth in the Church School, and also to adults through an important teaching ministry that has been widely admired. These ministries may need to be rebuilt and expanded since only recently has the church been able to meet face to face (mask to mask). Immanuel has made new friends. Can it deepen its relationships with the many non-church individuals and families who turned to the church in time of need? This will take a tremendous amount of work in my view, once a new pastor is called to the congregation. Can it think through its relationship with nearby Lakeland University and its students? Can it return to being a "presence" on campus; seeing this as a significant part of its mission? This will not be easy, given the mis-trust among many of the young for the "institutional church" But may this not be a piece of the congregation's "calling"?

A significant experience: There were many. Among them was an event we planned with Lakeland on the anniversary of Martin Luther King's birthday. We worked with the college in planning a candlelight march from campus to the church. The church was packed with students. Songs were sung. Testimonies were given. The ministry of peace and reconciliation was lifted up and observed with joy. Some of the students said they had not been inside a church in years. Another memorable moment during my Interim Ministry at Immanuel was the regular visits a group of us made together to shut-in members of the church; persons who were alone; others who were elderly or had special needs. The annual "Ice Cream Social", held in July was memorable too. It was well-planned, and people came from far and wide to enjoy the time together and the delicious food (including ice cream, cake and other baked goods, served on the church's beautiful and well-kept grounds. I'll never forget the delight the children had in pouring buckets of water over their Interim Pastor; a delight I also shared. Years after I was gone, there were votes to rebuild the wonderful organ at Immanuel and then to rebuild the church steeple, which was weakening. The members of the church rolled up their sleeves and by the time of their 160th year, the members of Immanuel had contributed several hundred thousand dollars to the project, and repaid their indebtedness in full.

Anything else? In the last year, during the pandemic, the church's loyalty to the United Church of Christ was tested. This had to do, primarily, with some of the social justice engagements of the denomination. There were wonderful people on both sides of the issue. It became a time of prayer and discernment for many, as they came together to debate and to imagine their future as a congregation and as members of the UCC. A vote was taken and a decision was made earlier this year, at the congregation's annual meeting, to remain within the denomination. The next settled pastor at Immanuel, in my view, will want to be made aware of this historic moment in the life of the church and its implications for the future. I remember reading how the great Johann Sebastian Bach began many of his musical compositions by writing at the very beginning of them, the simple words "Jesu juva," that is "Jesus, help me." This, I believe, should be true in all that the church attempts to undertake (and to be!) in our beautiful but broken world, attempting to live our faith amidst "the hopes and fears of all the years" and surely in all that God in Christ intends to present to Immanuel.

--

Frederick R. Trost

Respondent:

David Black, Lakeland University President Emeritus

4213 Dougherty Ct. Virginia Beach, Va 23455

239-246-7459

davidblack0326@gmail.com

Observed Areas of Strength in Immanuel Church's Ministry:

Immanuel has benefitted from 160 years of pastoral and congregational presence by E and R and latter UCC theologian-pastors. Members of the church are well informed in matters of scripture, church tradition, and our call to be people of justice.

Immanuel's people and tradition reflect a wonderful gift of hospitality. Strangers and visitors, including college students from urban communities, have been made to feel welcome there for years.

Areas for Improvement:

The people of Immanuel are not exempted from the reality of a divided society. Differences over cultural issues and politics, and our wonderfully diverse denominational voices on such matters, seem to evoke deeper emotions than in years past.

A Significant Experience With Immanuel:

When Randy Awrey, a devout Roman Catholic, was Lakeland's football coach, he and family would go with the team to Sunday worship. The players, about half of whom were African American, took up a lot of pew space without contributing much offering. But they were always welcome-even wanted, I surmised.

Additional:

A renewed closer relationship between Immanuel and Lakeland could be mutually affirming and strengthening.

Prayerfully,
David Black

April A. Arvan/no position with Immanuel; faculty at Lakeland University/920.207.0150; arvanaa@lakeland.edu; I am not a member of Immanuel, but I attend as frequently as I can when in town.

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

Care of congregation; long standing history; UCC tradition; continued initiatives to support those in need and the church itself;

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

Completion of Pastoral hire; UCC identity/philosophy and congregation support

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

I simply love attending church. I was raised in the UCC denomination, and its practices and service format draws me closer to God. I do not have a significant experience that stands out alone, but I do experience healthy interactions in church while I sort of attend quietly and insignificantly.

Anything else you wish to share.

Thank you. 😊



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

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:

“All God’s people have a place in the choir, some sing low and some sing higher. Some sing out loud on the telephone wire, and some just clap their hands or paws or anything they’ve got now.”

This song, *Place in the Choir*, reminds us that we want everyone who walks through the doors at Immanuel to feel welcomed. Whether it is someone new to the area, a member who hasn’t attended in a while, or someone who has left and decided to come back, everyone has a place in our congregation.

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.

Which individuals and groups in the church contributed to the contents of this Local Church Profile?

The Consistory appointed a Search Committee who regularly communicated with both the Consistory and the congregation. Additionally, the Consistory and church treasurer were instrumental in providing information to complete this profile.

Signed: *Edgar Karsteadt*

Date: 04/10/2024

Edgar Karsteadt, Search Committee Chair

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:

Rev. Jane B. Anderson

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

Email: janderson@wcucc.org

Phone: (920) 540-2586

Date: April 13, 2024

**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