

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

St. John's United Church of Christ
Monroe, WI

Pastor of Engagement

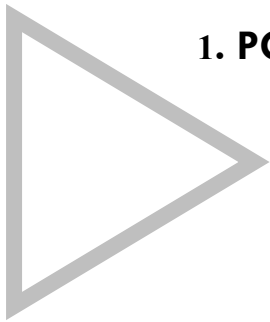
Wisconsin Conference, Southwest Association

(September, 2022)

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: St. John's United Church of Christ

Street address: 1724 14th St, Monroe, WI 53566

Supplemental web links: <https://www.facebook.com/stjohnsmonroe/>
<http://stjohnsuccmonroe.org/>

Additional ecumenical affiliations:

Conference: Wisconsin

Association: Southwest

UCC Conference or Association Staff Contact Person: Rev. Rachel Bauman

rbauman@wcucc.org

(608) 630-2992

Summary Ministry Description:

Our goal is to be the most hospitable church, with a ministry that connects to a broad range of people bringing them together in unity. We seek a Pastor who is called to congregational ministry, loves people, and has a passion for youth, outreach, evangelism, and missions to help guide us into our future. The Pastor will focus their efforts on growing our congregation and ministries and lead the growth of our outreach efforts within the community and mission work. They will support Sunday worship by preaching and welcoming members and lead our efforts providing Pastoral care. Responsible for directing our youth activities and work as the leader of our lay staff on developing and growing our youth and family programs. Together, we hope to continue reaching out and making church relevant to all people no matter who they are or where they are on life's journey.

Photographs:



What we value about living in our area:

The natural beauty of the rolling green hills of Green County Wisconsin create a perfect setting for a community that offers many cultural, economic and recreational opportunities while providing a wonderfully safe, supportive and accepting place to call home. With a high quality school system, local hospital and clinics and beautiful parks, Monroe is a great place to raise a family. We have an

amazing YMCA with many programs for children and adults, an active theater community with MTG (Monroe Theater Guild), and art community with MAC (Monroe Art Center), and Concerts on the Square during the summer months. With the ease of getting where you need to go within about 5 minutes, convenience is a premium. Known for the talented productions of the Theater Guild, many delicious dining opportunities, the biennial Cheese Days and much more, there's always something to do in Monroe. And if you can't find it here, Madison is just an hour away and Milwaukee and Chicago are 2 hours away.

Current size of membership: 603

Languages used in ministry: English

(We host a Communion service the first Sunday of Advent that is spoken completely in German.)

Position Title: Pastor of Engagement

Position Duration: Settled

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

- The Pastor of Engagement would share in the worship life of the church leading weekly worship services and sharing preaching duties, rites and sacraments as mutually agreed upon with the Senior Pastor (typically 1-2 times a month). Help guide as we develop more contemporary services. Develop engaging sermons for all age groups.
- Critical role in the care of the congregation, organizing and overseeing our Pastoral Visitation program by working with the Senior Pastor and leading the St. John's Parish Visitors team. Includes visits and counseling, funerals, and weddings along with Senior Pastor.
- Drive new membership. This role will seek out ways to increase and engage membership across all age groups. Develop programs to help all age groups feel welcome and engaged in St. John's, including faith, social, and cultural activities.

- Promote our faith community and provide communication within the community to gain presence for St. Johns. Develop relationships with local schools, charities, and organizations to engage new youth and schedule events for St. John's. Be the champion of external marketing activities to include our website and social media by working with the staff.
- Prayerfully and joyfully reimagine what youth engagement and ministry looks like by working with the lay and pastoral staff. Supervise the Christian Education staff. Include them in developing programs and engagement activities.
- Coordinate periodical Adult Education opportunities that nurture spiritual growth.
- Mission minded to lead the congregation to serve locally and globally. Coordinate and develop new innovative mission activities, including mission trips for all ages.
- Pastoral liaisons to the Mission, Christian Education, and Membership Committees as personal strengths allow

Core Competencies:

We are looking for someone who is a passionate, hardworking, relational leader who thrives in creating strong relationships and developing innovative programs. Driven to increase our membership and engage youth and families. This person will have a natural gift for networking, building relationships, and communicating the vision of St. John's with the community.

Key qualifications include strong team player, innovative, tackles a challenge, creative, problem solver, catalyst, goal oriented, and is flexible and adaptable.

Excellent communication and interpersonal skills with a positive attitude. Natural ability to connect with people and to build and maintain fruitful relationships with our congregation and community partners.

Excellent management and leadership skills to build dynamic teams. Project management skills to work with staff and volunteers in an organized and timely manner.

Experience working positively and productively with youth. Ability to deal with and relate to young people by earning their respect and trust.

Knowledge and aptitude in internet and social media platforms. Great computer and creativity skills in designing new and entertaining programs for youth and adults.

1c. COMPENSATION AND SUPPORT

Salary Basis: Conference Guidelines

Benefits: Salary plus Benefits

What is the expected living situation for your next minister? We offer a housing allowance.

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

While we prefer someone to live in the Monroe area, we are open to other communities nearby.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): The Freitag fund is designated to support educational endeavors of those in the ministry. This could include continuing education, the repayment of seminary debt, and other educational opportunities.

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

Community of Practice groups offer collegial gatherings around the Wisconsin Conference for support, fellowship, and study.

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

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

We envision our next minister co-collaborating with St. John's Senior Pastor, Church Council, staff, and our congregation to help drive our future change. They will encourage connection within the membership, create positive church growth and provide innovative ideas to support and sustain our faith community. They will be very engaged with our youth and families. Develop programs to help all age groups feel welcome and engaged in St. John's, including faith, social, and cultural activities. Responsible for organizing and engaging volunteer groups as needed to achieve our church goals.

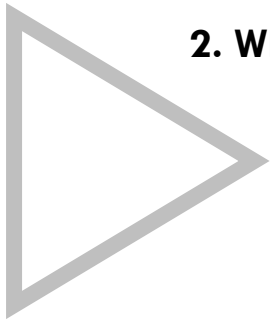
Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

The minister we are seeking will be a catalyst for change who will be responsible for growing our congregation and ministries. They will lead us in community outreach and our mission efforts, by building and maintaining fruitful relationships. They will have a natural gift for networking and communicating the vision of the church with community partners including schools and other community organizations. They will challenge us with new ideas and move us from our comfortable spaces into new innovative mission opportunities in our community and world.

Based on what you have learned about who your church is, who your church's neighbors are, 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.

- **The ability to appreciate, practice, and pass on traditions of faith while interpreting them in light of the context of a diverse and changing world.**
Rooted in our Swiss German Heritage and E&R traditions of our ancestors, we are looking for a minister who can help our congregation maintain our traditions while adding contemporary aspects to our service to provide a service that is meaningful to both older and younger members.
- **Commitment to life-long spiritual growth and practice, individually and in community.** Our faith journeys are continuous and not stagnant. We hope that by using the continuing education allowance our minister would also assist the members to continue to grow in their faith.
- **The ability to function as part of a team, to give and receive supervision, and to mutually equip and motivate the community of faith.** As a part of our pastoral team, the Pastor of Engagement has a vital role in the life of St. John's. We are seeking a minister who is willing to be a team member and possesses the ability to communicate effectively with staff and the congregation.
- **A passion for the oneness of the body of Christ as expressed through commitment to ecumenism, justice, and the full embrace of all persons in the radical hospitality of God.** We strive to reach everyone in unity, members, friends, and guests. All are welcome no matter who they are or where they are on life's journey. We expect our minister to welcome all, not only within our congregation but also in the greater

community. We hope our minister will guide us to recognize who our neighbors are and how to welcome them whether they are near or far.



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?

We believe God is calling us to create changes that will appeal to our current congregation and to new younger families. We conducted a survey of our Congregation, and we are ready and excited about creating that change. We need to focus on engaging more families and youth in our congregation and build new and relevant activities for these age groups. Our current services are traditional. We need to not forget about our traditions, but also layer in more contemporary services, sermons, and music. We need to become more involved with our community and increase our mission work. We also need to increase our welcoming efforts, so all feel warm and welcomed at St. John's.

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?

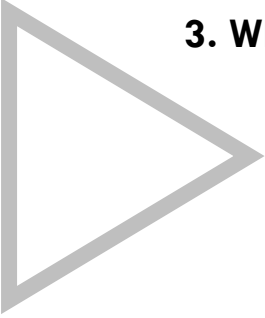
1. Technology and alternate services in our Church

Over the past two years, we have revamped our services to make them available to as many church members as possible. We now livestream our services using Youtube. We are utilizing our technology by using our large screens at the front of the church to guide our worship and provide added slides and video content.

St. John's has created special Sunday church service types. During the height of covid, we held services in our parking lot. These services included special music and were well attended. We also added an additional outdoor service at one of our local parks.

2. Surveys

As we began this search, we took a step back to assess our needs. We began by surveying other churches of similar size to understand their staffing, challenges, and what is working well. We also surveyed our employees and did a large Congregational survey. We are very excited about the results of these surveys. Our congregation is ready and willing to help make these changes. The results of these surveys will be used for development of our future church goals. They have also helped us identify exactly what we are looking for with this new Pastor position.



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.

At St. John's, we take seriously the membership vows which ask us to believe in Christ and his teachings about practicing love and acceptance. We care for one another and seek to serve our neighbors near or far as faithful disciples of Jesus Christ. God is described in terms of a parent of unending love, creator of all good things, and a source of grace and forgiveness. The Holy Spirit is present in our sacraments when we celebrate joys of a baptism and the remembrance and unity in Holy Communion. Special services such as healing services that include anointing with oil provide another spirit filled experience.

Describe several strengths or positive qualities of your congregation.

Our biggest strength is our people! We are a friendly and welcoming congregation, with a family feeling. An excellent spirit abounds within our congregation at St. John's. We have a strong core of volunteers willing to meet most any need as it arises. Whenever we face a challenge, it is overcome.

We have a very beautiful historic church. While our services and music have been traditional, our congregation is looking for change! We would like to update our services and music for the future and are hoping to find someone to help drive that change.

Any member facing a personal crisis will receive prayerful, loving care and support. We are actively involved in mission projects, we offer a wonderful Faith Zone (Sunday School) for the children, there is a talented music ministry that is highly valued and respected by the congregation, and we maintain an active relationship with our Association and Conference.

Describe what worship is like when your congregation gathers.

The 9:00 worship service at St. John's UCC leans to the traditional, but we will become more contemporary in the future. It is typically an hour-long worship that may include the sanctuary choir, bell choir, or youth choir on any given Sunday. A children's message, Word and Sacrament and Prayers of the People are standard parts of the liturgy. In post-pandemic days, attendance is climbing again to over 100 worshipers who meet, greet, pray and praise together. During the school year, a good portion of folks continue their fellowship with coffee, snacks and cheese (of course).

At 10:30, worship is held at the chapel at St. Clare Friedensheim, an assisted living facility in which St. John's is part owner. An intimate setting of about 20 people gathers in what is essentially their home and they welcome the 'outsiders' into the chapel to worship.

Special services around holidays are always very meaningful to the congregation. The preaching styles of our pastors are diverse yet relatable, inspirational, and teach us to live faithfully in our world today.

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

We believe Christian Education is a lifelong process that begins at preschool age with the basic premise that Jesus loves them and then continues through one's entire faith journey. The Faith Zone is a rotational style Christian Education experience for children pre-K through 7th grade focusing on the teachings of Jesus so that by the age of confirmation, youth have been introduced to the major biblical stories.

Annual confirmation classes for 8th graders builds on this foundation and asks them to participate in multiple activities in the life of the church. Adult Bible studies on various books of the Bible are offered periodically, in person and on-line. Attendees find these studies to be enriching experiences in furthering their faith journeys. Our regular worship services are also educational experiences that develop practices of mission, stewardship, outreach, and biblical understandings of our faith over a lifetime.

We are hoping that our new Pastor will bring innovative ideas to re-evaluate our youth programs and gain additional youth participation by working with our lay staff.

Describe how your congregation is organized for ministry and mission.

Standing committees (listed later in this document) take responsibility for the groundwork of the ministry of the church. Each committee has a liaison that represents their group on the Church Council. The Council is the body which oversees the work of the church and makes executive decisions for the congregation. Ultimately the congregation is responsible for all major decisions at its Annual Meeting in January and special meetings as needed.

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

Most standing committees meet monthly and usually spend 60-90 minutes per meeting.

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

Our congregation has been so resourceful and quick to respond to community needs. At the start of covid, a plea went out for masks for distribution to our community. Our members sewed so many masks and donated them to our community. When we needed a site for blood donations, we quickly volunteered St. John's UCC and helped coordinate this program with SSM our local medical provider. We are also responsive to needs in our world from natural disasters and in war torn countries, and our members donate to support the needs for these situations.

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.**3b. 11-YEAR REPORT**

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	301	✓ (603 x .5)
Number of active non-members:	20	X
Total of church participants (sum of the numbers above):	321	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:	75%	X
Less than 10, more than 5 years:	19%	X
Less than 5 years:	6%	X

Number of total participants by age: From survey and estimates

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>
11	15	15	15	20	35	55	70	85	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	2%	X
Households with minors:	14%	X
Single adults age 35-65:	6%	X
Joint households with no minors:	54%	X
Single adults over 65:	24%	X

Education level of adult participants by percentage: We do not collect any of this information

		<i>Is this number an estimate? (check if yes)</i>
High school only:	40%	✓

College:	50%	✓
Graduate School:	5%	✓
Specialty Training:	5%	✓
Other (please specify):		

Percentage of adults in various employment types: From survey and estimates

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	40%	✓
Adults who are retired:	50%	✓
Adults who are not fully employed:	10%	✓

Based on estimate after Church Survey

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

There is a diverse cross section of working adults within the congregation including manual laborers, trades, teachers, doctors, business owners, and farmers.

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?

Reflective of the demographics of the wider community we live in, there is very little cultural diversity within our congregation at St. John’s. Most members are European/ Caucasian. Our specific heritage of German/Swiss founders is very much present today.

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)?

We are not planning on any immediate conversations with our congregation. We welcome diversity. During our search six years ago, the committee hosted multiple listening sessions in various members’ homes. The question posed to the groups was the same question a candidate had posed to them, “how would a same sex couple be welcomed at St. John’s UCC and in the community of Monroe?” The results of these sessions demonstrated a majority of the church members would welcome this couple and felt the skills and qualities of ministry were more important in finding a candidate to fill the position. These listening sessions were found to be quite valuable by offering candid and trusting conversations about the identity of our congregation.

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	40	Pastors; CE staff, Volunteers
Baptisms <i>(number last year)</i>	17	Pastors
Christmas Eve and Easter Worship	795	Pastors, Worship committee, Choirs, Altar Guild, Hospitality teams
Choirs and Music Groups	60	Director of Music, Bell Choir Director, Youth Choir Director
Church-based Bible Study	25	Pastors
Communion <i>(served how often?)</i>		Once per month and special holidays – prepared by the Altar Guild
Community Meals	25	Mission committee/volunteers
Confirmation <i>(number confirmed last year)</i>	13	Sr. Pastor, lay volunteers
Drama or Dance Program	6-8	Lay volunteers
Funerals <i>(number last year)</i>	33	Pastors; luncheons hosted by volunteers
Outdoor Worship	2 per year	Pastors; Worship committee
Prayer or Meditation Groups	6	Volunteers
Retreats	15	Pastors (2 Confirmation; 1 Council)
Theology or Bible Programs in the Community	20	Pastors

Weddings (<i>number last year</i>)	1	Pastors
Worship (time slot: 9:00)	100	@ St. John's UCC. Pastors, Worship committee, Music Director, volunteers
Worship (time slot: 10:30)	25	@ St. Clare Friedensheim Assisted Living; Pastors
Youth Groups or Classes	12	Youth Director
Ministry Teams/committees:		
Council	9	Volunteers
Altar Guild	7	Volunteers
Christian Education	6	Volunteers
Counting Crew	13	Volunteers
Garden Apartments Board	9	Volunteers
Membership	3	Volunteers
Mission	4	Volunteers
Nominating	4	Volunteers
Personnel	4	Volunteers
Property	9	Volunteers
Stewardship/Finance	9	Volunteers
Worship	7	Volunteers
Sewing Ladies	6-10	Volunteers
Parish Visitors	8	Volunteers

Additional comments: Members of St. John's have seats on the Board of the New Glarus Home and St. Clare Friedensheim Assisted Living (a joint venture of St. John's, New Glarus Home and Monroe Clinic), and Bright Beginnings Daycare.

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)
Rev. Todd Hackman		St. John's UCC	Sr. Pastor	N
Rev. Tiff Bates		St. John's UCC	Bridge Pastor & Youth Choir Director	Y

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. Bates returned after a hiatus after serving as Interim Pastor. He leads the Youth Choir and adds valuable and creative touches to other activities from time to time.

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
Senior Pastor	Yes	Full time	Personnel	8.5 years
Faith Community Nurse		Volunteer	Sr. Pastor	5 years
CE Program Administrator		Part time	Sr. Pastor	22 years
Faith Zone Director (Sunday school)		Part time	Sr. Pastor	13 years
Youth Director		Part time	Sr. Pastor	Newly hired
Office Administrator	Shared with CE Program Administrator	Part time	Sr. Pastor	13 years
Accounting & Business Manager		Full time	Sr. Pastor	Newly hired

Music Director		Part time	Sr. Pastor	5 years
Sanctuary Choir Accompanist		Part time	Music Director	2 years
Organist (contracted)		Part time	Music Director	5 years
Bell Choir Director		Part time	Music Director	5 years
Children & Youth Choir Director		Part time	Music Director	3 years
Custodian		Part time	Sr. Pastor	30 years
Custodian		Part time	Sr. Pastor	Contracted with 3 rd party

REFLECTION

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

St. John's is an active and busy church. There are wide varieties of ministries for members to be involved with. Lay leadership is important at St. John's and when needs are recognized, they usually are met. Recently, when a local Food Pantry sent word for the need for peanut butter, our mission team raised the goal of 200 jars. The congregation responded – over 300 jars were donated to the pantry in a span of a few weeks. Numerous members tutor for the Literacy Council, are involved with Family Promise and Habitat for Humanity, Kiwanis and Optimists.

Our Mission Committee has been having in-depth conversations recently about how to be more visible in our community. We are looking for leadership and direction about reaching out to our community to develop more mission projects. We would like to increase our ministries.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$317,737
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$29,925
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$60,000 UTR loan
Fundraising Events	\$8,495
Gifts Designated for a Specific Purpose	\$81,637
Grants	\$51,481 PPP/conf
Rentals of Church Building	\$7,821
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify): Garden Apartments	\$6,500
Other (specify): scrip	\$8,723
TOTAL	\$572,319

Current annual expenses (dollars budgeted for most recent fiscal year): \$498,401

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? 32%

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

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

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

In what way is OCWM (Basic Support) gathered? It is a budgeted line item.

What is the church's current indebtedness?

Total amount of loan debt: none

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.

A campaign to replace the roof, refurbish the library area and make the CE building more accessible has been approved. The roof portion of the project has been completed. The new library furniture has been ordered. Plans for the CE building are still in process. Over 1.4 million dollars have been pledged for the entire capital campaign.

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

Year(s)	Purpose	Goal	Result	Impact
2016-2018	Conference Camps & Church Building projects	\$300,000	\$300,000	

Year(s)	Purpose	Goal	Result	Impact
2021-2025	The Church is need of a new roof + other projects.	\$1,063,669	\$1,442,692 Pledged	New roof, parking lot, library, Kitchen, organ rebuild, daycare, choir loft

Does your church have an endowment? Yes

What is the market value of the assets? \$989,716

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

What is the percentage rate of draw (last year, compared to 5 years ago)? 3%

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

2021	\$29,925
2019	\$24,296
2018	\$26,681
2017	\$23,758
2016	\$23,048
2015	\$10,431

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

Indefinite

Please comment on the above calculations or estimates:

3% draw cannot be taken from principal deposit

Other Assets

Reserves (savings): \$228,845

Investments (other than endowment): \$597,167

Does your church have a parsonage? No

Describe all buildings owned by the church:

Church (sanctuary & fellowship hall, CE wing, Office building (old parsonage), Residential home currently used by Orion Family Services (counseling), St. John's Garden Apartments (senior housing), owner partner of St. Clare Friedensheim Assisted Living facility.

Which spaces are accessible to wheelchairs?

Sanctuary, Fellowship Hall Library, Choir Room, Link Room, Office building.

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

St. John's has always been financially responsible. Even as Stewardship has become a challenge to meet rising costs and stagnant giving, whenever there is a need, the congregation has come through to meet that need. The congregation has implemented a diversity of revenue streams. For example, St. John's Garden Apartments which provides affordable senior housing, is both a mission and stewardship ministry. With the ample space in our buildings, we are able to make space available for outside groups in the community and we are working with a Daycare organization to establish a daycare housed at St. John's.

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?

In 2021 St. John's approved a \$1.06 million capital campaign to complete a new roof, remodel the library, remodel the kitchen, refurbish the organ, help with the Daycare and other projects. We raised more than the original \$1.06 million budget. This is a 5 year commitment and it may take this long to complete each project. Church Council is leading the process of developing these projects and overseeing the spending. It has been a year of inflation and expenses are increasing over the original estimates. Our congregation has been very generous and since we raised more than the original goal, we are being fiscally responsible and approaching each project individually to be sure that we do not overspend. Each improvement is voted on by the congregation.

The budgeting process gathers information from each committee, the finance committee collects the information and makes recommendations to the Church Council. The Congregation gives final approval at the Annual Meeting.

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.

1. We are in the process of reshaping our Congregation based on our Congregational survey in March of 2022. We found that our members, young and old are looking for us to make positive changes to be relevant for the future. We are looking for services that blend the traditional with a more contemporary approach, more outreach to the community, new programs and activities for youth and adults, and more mission work. It is an exciting time to be a part of our team and congregation to help make this vision become a reality.
2. The covid response of our church has been incredible! Prior to covid, we had been talking with Church Council about the need to become more advanced with our technology. When we needed to temporarily stop our in-person services, we made significant changes very quickly. We figured out how to livestream our services on YouTube, updated our website, moved our newsletter on-line, and moved towards more online communication. We also looked for ways to connect with our members and even held services in the parking lot during this time.

We also stepped up to our community needs. We asked our members to sew masks to distribute to the community and the response was overwhelming. We also have used our church for blood drives in conjunction with SSM our medical hospital and clinic to support of needs.

3. Our roof was failing and needed replacement. We also had other ideas for our church structure, equipment, and programs. During the height of Covid, we began a Capital Campaign to fund these initiatives, not an easy time for conducting a campaign like this. We had three levels of spending and projects, with a base amount for the roof, to a bigger goal to accomplish the roof and many more projects. Our highest goal was \$1.06 million. Our congregation came through with their generosity and pledged 35% more even than that highest goal. Our congregation has so much care for the future of our church.

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.

During a significant upgrade of the Audio/Visual equipment there was disagreement because of expense, visual impact of the worship space, and value of tradition versus more modern trends. There were several listening sessions, informational meetings, and ongoing conversations. A congregational vote resulted in a majority approving of the upgrade. It was an example of how we are able to agree to disagree and move forward for the good of the church.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Scheryl Seymour; Assoc. Pastor	8	Y
Rev. Gretchen Sylvester, Assoc. Pastor	9	Y
Rev. Kathleen Rinear, Assoc. Pastor	2.5	Y
Rev. Christie Mandas, Assoc. Pastor	1.5	Y
Rev. Mike Heath, Senior Pastor	20	Y
Rev. Todd Hackman, current Senior Pastor	8.5	Y

Rev. Tiff Bates, current Bridge Pastor		
--	--	--

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

We have been fortunate to have quality, long term leadership and have relationships that have been ‘two-way’. Generally, our pastors have been loved and have loved us.

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

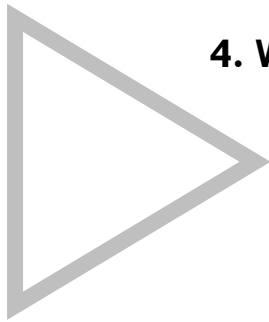
Yes. Approximately 17 years ago, the Associate Pastor was asked to resign her position with us due to an ethical lapse/misconduct on her part. The circumstances and her abrupt departure were a “rocky moment” for our congregation. Through the efforts of our Senior Pastor, lay leaders and interim and successive Associate Pastors, healing came quickly and thoroughly. The former Associate was invited to attend our 150th Anniversary a few years later. She attended and was warmly greeted by our members.

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?

Yes (see above)



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 the past 10 years, St. John’s hosted Family Promise, provided a week of housing and meals for homeless families at our church, on a quarterly basis. This program will now be changing to be held at their Day Center, rather than our church. We will remain as dedicated volunteers, helping at the Day Center meeting family needs.

We provide regular volunteers at our local food pantries. We provide space for Alcoholics Anonymous and provide a nearby home for Orion Family Services. The Backpack Buddies program provides food to children during the summer vacation when school lunches are unavailable. In past years, we have participated in CROP Walks and Heifer Projects. The Senior High Youth makes annual mission trips to various sites around the country. Adult work trips have taken place in the past to Biloxi MS as well as our Wisconsin Conference camps.

We also financially support our local organizations annually. We support the special mission offerings of the UCC that support global connections of care and justice.

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

In the past five years, St. John’s pastors and several laypeople have participated in Conference and Association meetings. St. John’s has hosted the Southwest Association meeting and recently our Children & Youth Choir sang in the closing worship at the Conference meeting. We have two graduates of the Conference’s Lay Academy and another one who attended for two years. Several members have served on Conference boards. A small group of members visited General Synod in Milwaukee. St. John’s members also regularly participate in our Conference camps and financially support our Outdoor Ministries.

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.

- | | |
|--|--|
| ☐ Accessible to All (A2A) | ☐ Global Mission Church |
| ☐ Creation Justice | ☐ Open and Affirming (ONA) |
| ☐ Economic Justice | ☐ WISE Congregation for Mental Health |
| ☐ Faithful and Welcoming | ☐ Other UCC designations: |
| ☒ God Is Still Speaking (GISS) | ☐ Designations from other denominations |
| ☐ Border and Immigrant Justice | ☒ Five Practices of Fruitful |
| ☐ Inter-cultural/Multi-racial (I'M) | Congregations |
| ☐ Just Peace | |

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

The God Is Still Speaking identity campaign resonates with life at St. John's. We believe in a God who is not done with us yet. We believe we are a church where 'no matter who you are or where you are on life's journey, you are welcome here.' A few years ago, we worked with a vision of the Five Practices of Radical Hospitality, Passionate Worship, Extravagant Generosity, Intentional Faith Development and Risk Taking Mission and Service.

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

St. John's shares in special worship services with our neighboring congregations:

Thanksgiving Eve with St. Clare Assisi Catholic Church

Ash Wednesday with Union Presbyterian

Community Worship during Cheese Days with various other congregations

Other activities:

Family Promise hosting

The pastors attend a Community Clergy luncheon quarterly hosted by the Monroe Clinic

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 is to share God's love, as revealed in Jesus Christ, with our members, our youth, and our neighbors through faith, ministry and worship.

Our Vision: to love others as God first loved us.

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?

Yes, community and wider church ministry is a part of the scope of work for our Pastors. Community and mission ministry are important to our congregation. This will be a specific job duty of our new Pastor of Engagement.

4b. MISSION InSite

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

The report seems to support Monroe's history. Very slow if any growth. It also shows that we will have a growing percentage of households earning above \$100,000 per year in the near future. While the trends seem to be showing very little growth it also shows a very high percentage of households that see themselves as religious. It does show we have the same issues as a lot of this nation: people claiming religious beliefs but becoming less active in their beliefs. We believe there is a great opportunity to find ways to reconnect people to their beliefs in God and the joy that can be found in acting out those beliefs.

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?

St. John's internal demographics pretty much mirror that of our community. The only difference seems to be, very little, if any, representation of the Hispanic population in our membership. Since you can travel to any edge of town usually within 2 miles of our church, all neighborhoods within Monroe are, for the most part, demographically the same.

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

The main characteristics are that people believe but are becoming less active in the church. Young families are very busy and have so many opportunities. This is a national trend and not limited to Monroe. We hope to find a way to make our offerings important enough to

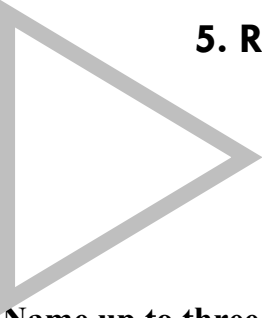
have them be priorities among the choices they have. Focusing our efforts on youth, community outreach, and new programs should help us gain new younger members.

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

People in Monroe have an overall positive feel for St. John's UCC. It is still viewed as the pillar Protestant church in town and closely connected to the cultural heritage of the region. They seem to see our church as very active, and involved in the community.

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

The Faith Zone, confirmation and music programs attract some of our newest members. They like how we are active in our community supporting efforts to house homeless and supporting the Green County food pantry and other mission initiatives. But most of all, it is the feeling of being welcomed and being comfortable as they become engaged into the life of the church. They feel at home at St. John's UCC, Monroe.



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references.

Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

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

REFERENCE 1

Mary Gafner
Retired UCC Pastor
608-938-4400
mgafner@wekz.net

Mary has worshiped with us on occasion and knows our Pastors and our community well.

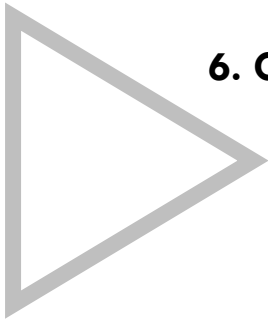
REFERENCE 2

Judy Hale
ffhales@hotmail.com
608-558-6304

Former employee of the church, knows us well.

REFERENCE 3

Vicki Keilhauer
vkeilhauer@icloud.com
608-558-5963
Faith Community Nurse



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:

Ever Creating God, you have provided us with loving, inspirational and enthusiastic pastoral leaders. Guide us to the next instrument in our faith journey. May we be accepting and welcoming to the new individual. We pray that you will provide just what is needed for our congregation to continue to grow our faith and be better disciples in our community and throughout the world. Amen.

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? The Associate Pastor Search Committee
2. Additional comments for interpreting the profile:

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: September 28, 2022

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

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

Reference for St. John's United Church of Christ, Monroe WI
By: Judy Hale, retired Business Manager

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

St. John's has retained traditional worship format
Very gracious and generous congregation
Welcoming to all

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

Communication
Attracting new members

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

Donating blood when St. John's hosts Impact Life
Working with committees and staff

Anything else you wish to share.

I appreciated my job at St. John's very much and enjoyed coming to work every day!
My coworkers were amazing!

Reference from Mary Gafner, retired UCC pastor

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

The congregation at St John's UCC is involved in mission work. Part of the mission statement is to share God's love and that they do in a variety of ways. From supporting community events: Relay for Life, providing worship services and programming at the St. John's Apartment and as well as at St. Clare Friedenshiem, an assisted living facility. Another strength of the church is in Christian Education. Members support the faith formation classes for children and Youth as well as book studies and programming for adults.

The music ministry is legendary. They have a youth Choir and an adult choir. There are many talented musicians within the congregation. The church celebrates this gift, with dedication and hard work and excellence.

The congregation shares a registered nurse with the neighboring Catholic church, so networking is a strong component of the congregation.

Worship – is traditional, yet creative.

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

This is a harder area for me to address. It is a larger congregation and the pastor has a large job with administrative work. He does a great job at doing that, but needs that associate position filled so that he can be among the people and share his visioning and have the opportunity to move forward with ideas.

As with most congregations, the discussion should always be, "How do we meet people where they are? And sometimes that is difficult with a congregation that sometimes isn't willing to dream outside the box and perhaps doesn't see where the old needs to go or be "let go". BUT that isn't a problem only for this church...

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

I am a retired UCC Pastor of a small rural church and I have lived in the community for years. I have worked with the former pastors and the current pastors in areas of Christian Education and special worship services. The current Christian Ed directors are part of COP/ED (Community of Practices for Christian Educators), for which the church pays because they understand the importance of Education and the necessity for meeting with others people who hold the same position in their own churches. Networking. In the past we have done retreats with our Confirmands. St. John's consistory and leadership allowed Washington Reformation to hold weddings in their sanctuary as the rural church was too small to accommodate some of the larger families! What a gift. We have shared pulpits on special occasions. (More than a little while ago...like 25 years ago) but it still speaks to the willingness and openness of the leadership within the congregation.

Anything else you wish to share.

I have always felt welcomed in worship and included in conversations, and discussion groups.

Reference for St. John's United Church of Christ, Monroe WI

By: ***Vicki Keilhauer, Faith Community Nurse***

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

St. John's UCC actively connects with congregation members by offering a variety of worship services that meet congregants needs and provides multiple activities with learning, entertaining and volunteering opportunities. Other attributes include:

Strong leadership involvement of church operations and planning

Collaboration with local charity and event organizations

Comprehensive youth programs

Various musical and performance opportunities

Generous and active members

Recognition and celebration of members

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

Marketing

Diversity outreach

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

I have witnessed a Parish Visitor offer the gift of presence to a grieving individual needing a listening ear.

I have experienced the St. John's coordinators of Family Promise give the gift of security to a homeless family needing shelter.

I have witnessed the appreciation from family members to Pastor Hackman for the intimate details and time given to funeral preparation.

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



Church#: 861940

Assoc: 836

Schedule: 0

Saint John's UCC

Monroe

WI

53566

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2011	888	284	210	23	0	10	37	31	-35
2012	850	332	210	20	4	4	39	27	-38
2013	857	369	103	42	0	6	34	7	7
2014	825	368	102	0	0	5	30	7	-32
2015	784	224	141	12	0	13	30	36	-41
2016	756	219	105	19	3	0	25	25	-28
2017	728	225	110	11	0	9	37	11	-28
2018	698	208	115	9	5	0	44	0	-30
2019	670	260	75	15	0	1	29	15	-28
2020	648	40	86	11	0	3	33	3	-22
2021	603	62	131	0	3	0	41	7	-45

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
2011	\$450,333	\$3,892	\$17,000	\$20,374	\$37,374	\$8,492	\$45,866	3.77	\$500,091	\$399,493
2012	\$449,093	\$84,207	\$15,000	\$20,131	\$35,131	\$7,820	\$42,951	3.34	\$576,251	\$397,229
2013	\$429,570	\$0	\$15,000	\$22,801	\$37,801	\$9,054	\$46,855	3.49	\$476,425	\$380,297
2014	\$450,981	\$0	\$15,000	\$25,611	\$40,611	\$8,046	\$48,657	3.33	\$499,638	\$368,342
2015	\$418,756	\$124,274	\$15,000	\$12,489	\$27,489	\$8,139	\$35,628	3.58	\$578,658	\$335,896
2016	\$437,206	\$0	\$15,000	\$36,841	\$51,841	\$8,381	\$60,222	3.43	\$497,428	\$373,365
2017	\$439,070	\$59,373	\$15,300	\$100,010	\$115,310	\$20,278	\$135,588	3.48	\$574,658	\$327,067
2018	\$463,430	\$9,417	\$15,000	\$71,093	\$86,093	\$6,598	\$92,691	3.24	\$556,121	\$362,319
2019	\$461,712	\$3,088	\$15,750	\$21,873	\$37,623	\$7,415	\$45,038	3.41	\$506,750	\$371,035
2020	\$435,172	\$55,300	\$20,000	\$29,128	\$49,128	\$6,748	\$55,876	4.60	\$491,048	\$356,028
2021	\$354,487	\$482,751	\$20,000	\$7,267	\$27,267	\$6,093	\$33,360	5.64	\$387,847	\$317,737

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	-20.24	-71.69	24.76	-86.36	-4.00	-18.92	-47.40	-22.03
2011-2021	-32.09	-78.17	-37.62	-90.91	-29.41	-21.28	-27.04	-22.44

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.

ST JOHNS UNITED CHURCH OF CHRIST

Statement of Activities

September 30, 2022

Account Shortcut and Description	Annual Budget	YTD Actual
Income		
OFFERING		
11 LOOSE OFFERING	4,000.00	3,160.35
12 ENVELOPE OFFERING	360,000.00	197,155.93
88 ONLINE ENVELOPE	3,000.00	19.12
26 F.Z. ENVELOPE	0.00	193.25
OFFERING Totals:	367,000.00	200,528.65
FUNDRAISING		
29 RAFFLE	4,000.00	2,020.00
76 FUND RAISERS	0.00	0.00
9 SCRIP	5,000.00	9,626.32
FUNDRAISING Totals:	9,000.00	11,646.32
OTHER INCOME		
32 RENTAL INCOME	7,000.00	4,250.00
31 INT & DIV INCOME	27,000.00	29,691.48
13 ADMIN INCOME GA	6,000.00	1,500.00
OTHER INCOME Totals:	40,000.00	35,441.48
TRANSFERS		
17 UCF TRANSFER	0.00	15,000.00
20 MEMORIAL TRANSFER	0.00	25,000.00
TRANSFERS Totals:	0.00	40,000.00
Income Totals:	416,000.00	287,616.45
Expense		
MISSIONS		
35 O.C.W.M.	20,000.00	14,999.94
39 CAPITATION	3,888.00	3,888.00
52 CONF MEDICAL INSURAN	0.00	0.00
40 LOCAL MISSIONS	5,700.00	942.48
MISSIONS Totals:	29,588.00	19,830.42
OUTREACH		
60 VISITOR	0.00	0.00
147 COMMUNICATION	0.00	0.00
OUTREACH Totals:	0.00	0.00
MEMBERSHIP		
65 MEMBERSHIP	300.00	1,033.45
164 CHURCH DIRECTORY	0.00	0.00
MEMBERSHIP Totals:	300.00	1,033.45

Account Shortcut and Description	Annual Budget	YTD Actual
STEWARDSHIP		
15 STEWARDSHIP	2,000.00	740.76
WORSHIP		
63 WORSHIP	3,000.00	1,103.00
MUSIC		
61 MUSIC MAINTENANCE	1,290.00	418.73
62 MUSIC SUPPLIES	1,365.00	742.07
MUSIC Totals:	2,655.00	1,160.80
PROPERTY		
68 PROPERTY INSURANCE	21,115.00	10,768.65
27 FUEL AND UTILITIES	24,000.00	18,195.31
139 OFFICE/LINK UTILITIES	6,500.00	4,805.72
28 CAPITAL MAINTENANCE	5,000.00	0.00
69 MINOR PROP REP-CHURH	8,000.00	6,603.00
136 JANITORAL SUPPLIES	1,000.00	431.08
153 GROUNDS MAINTENANCE	9,500.00	5,263.96
PROPERTY Totals:	75,115.00	46,067.72
PERSONNEL		
14 PERSONNEL	0.00	328.32
ADMINISTRATIVE OPERATIONS		
36 TRANSPORTATION	200.00	0.00
125 OFFICE EXPENSE	1,500.00	1,938.28
170 COMPUTER EXPENSE	3,000.00	3,098.67
106 EQUIP MAINTENANCE	3,500.00	3,075.63
167 MISC/REIMBURSE ACCT	0.00	(15,584.31)
129 PROFESSIONAL FEES	3,500.00	465.65
145 DISCRETIONARY FUND	0.00	0.00
24 CONF.MTGS,CONT EDUCA	200.00	0.00
190 POSTAGE	2,200.00	1,502.66
199 PPP LOAN/CONF GRANT	0.00	0.00
ADMINISTRATIVE OPERATIONS Totals:	14,100.00	(5,503.42)
HEALTH MINISTRY		
174 HEALTH MINISTRY COMMITTEE	0.00	0.00
SENIOR PASTOR		
42 SR SALARY	53,361.85	40,038.78
176 SR. S.S. ALLOWANCE	5,825.27	4,368.96
43 SR AUTO	1,483.71	38.86
49 SR RETIREMENT	10,660.63	8,883.90
161 SR DISABILITY	0.00	0.00
162 SR DENTAL	1,378.99	915.00
50 SR MEDICAL	10,453.36	5,973.41
126 SR HOUSING	22,785.51	17,071.79
64 SR CONT. ED	1,678.40	722.66
SENIOR PASTOR Totals:	107,627.72	78,013.36
ASSOCIATE PASTOR		

Account Shortcut and Description	Annual Budget	YTD Actual
44 ASC SALARY	45,675.00	12,764.50
177 ASC S.S. ALLOWANCE	4,658.85	912.66
45 ASC AUTO	507.50	3,223.25
157 ASC RETIREMENT	8,526.00	0.00
158 ASC MEDICAL	9,662.28	1,323.00
159 ASC DISABILITY	0.00	0.00
171 ASC DENTAL	0.00	246.00
146 ASC HOUSING	15,225.00	9,490.00
86 ASC CONT ED.	1,015.00	80.00
ASSOCIATE PASTOR Totals:	85,269.63	28,039.41

ADMINISTRATIVE STAFF

142 ACCT/BUS MANAGER RETIREMENT	2,386.98	1,625.92
192 ACCT/BUS MNGR MEDICAL	0.00	1,383.01
53 ACCT/BUS MANAGER	36,983.08	33,359.55
191 OFFICE ADMS RETIRE	0.00	0.00
193 OFFICE ADMS MEDICAL	0.00	0.00
54 OFFICE ADMINISTRATOR	15,186.60	11,390.04
ADMINISTRATIVE STAFF Totals:	54,556.66	47,758.52

MUSIC STAFF

57 MUSIC DIR-ORGANIST	11,721.31	8,791.02
114 MUSIC DIRECTOR RETIREMENT	0.00	0.00
188 YOUTH MUSIC DIRECTOR	3,060.00	340.00
189 SUBSTITUTE ORGANIST	4,037.67	1,900.00
99 Contract Organist	5,383.56	3,623.55
47 ACCOMPANIST	2,757.84	2,757.87
73 BELL CHOIR DIRECTOR	1,310.41	655.20
MUSIC STAFF Totals:	28,270.79	18,067.64

BUILDING & GROUNDS STAFF

166 CUSTODIAN I	0.00	0.00
195 CUSTODIAN II	12,759.04	3,358.50
48 CUSTODIAN III	8,320.00	6,239.97
BUILDING & GROUNDS STAFF Totals:	21,079.04	9,598.47

HEALTH MINISTRY STAFF

100 Faith Community Nurse	10,000.00	0.00
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CHRISTIAN EDUCATION STAFF

34 FAITH ZONE DIRECTOR	18,219.76	13,664.88
156 C.E. DIRECTOR CONT ED	500.00	0.00
112 C.E. PROGRAM DIRECTOR	15,186.60	11,389.86
21 DIRECTOR OF YOUTH MINISTRY	6,379.52	4,465.47
CHRISTIAN EDUCATION STAFF Totals:	40,285.88	29,520.21

MISC. STAFF EXPENSES

123 FLEXIBLE BENEFIT PLAN	0.00	0.00
178 TRAVEL ALLOWANCE	0.00	0.00
58 SOCIAL SEC-EMPLOYER	12,335.34	7,369.81
59 INS -WKMN COMP	2,968.00	2,094.30

Account Shortcut and Description	Annual Budget	YTD Actual
MISC. STAFF EXPENSES Totals:	15,303.34	9,464.11
CHRISTIAN EDUCATION		
71 C E SUPPLIES/CUR	5,500.00	2,463.29
82 C E SCHLORSHIPS	0.00	0.00
84 C E PUBLIC RELATIONS	0.00	0.00
66 C E LIBRARY	0.00	0.00
85 YOUTH	1,000.00	78.23
56 ADULT	250.00	75.72
98 Confirmation	2,500.00	308.15
CHRISTIAN EDUCATION Totals:	9,250.00	2,925.39
INTEREST		
141 INTEREST EXPENSE	0.00	0.00
Expense Totals:	498,401.06	288,148.16
Income - Expense:	(82,401.06)	(531.71)