

**UNITED CHURCH
OF CHRIST**



LOCAL CHURCH PROFILE

**First Congregational United Church of Christ
Watertown, WI
Full Time Pastor**

Wisconsin Conference United Church of Christ
Southeast Wisconsin Association UCC
July 28, 2022

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POSITION POSTING

LISTING INFORMATION

Church name: First Congregational United Church of Christ - Watertown

Street address: 120 Kuckkan Lane, Watertown WI, 53094

Supplemental web links: www.firstcongwtn.org

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

Conference: Wisconsin Conference United Church of Christ

Association: Southeast Association

UCC Conference or Association Staff Contact Person:

Rachel Bauman

Associate Conference Minister

608-630-2992

rbauman@wcucc.org

Summary Ministry Description:

Being a progressive Christian church in a conservative community is a legacy that we are proud of. The Covid pandemic, societal shifts, and the far-reaching impacts of technology and social media are challenging us to review and renew how we carry our legacy forward. We know that our future will always be driven by our embracement of and commitment to the beliefs of today's United Church of Christ (UCC). It is our shared persistent dream and vision that our church will be that "Beacon On A Hill" that espouses UCC beliefs through message and mission. Positive work lies ahead as we re-evaluate our purpose, mission, vision, and organizational structure as we aspire to better serve our inclusive, loving God. We are seeking a Pastor who will shepherd us into being a renewed, revitalized faith community and spark us to proactively re-engage our larger community in new ways while respecting past successes and commitments.







What we value about living in our area:

Watertown, with the Rock River running through it, is a medium-sized city of approximately 23,000 people with a rich, extensive history. We are located in southern Wisconsin halfway between Madison (50 miles west) and Milwaukee (50 miles east); downtown Chicago, Illinois is a mere 135 miles away. Our location provides access to a wide variety of recreational, cultural and sporting events. We have award-winning schools, quality healthcare services including a hospital, a strong park and recreation program, and a city government investing in growth and development.

www.ci.watertown.wi.us

[Watertown Historical Society \(watertownhistory.org\)](http://WatertownHistoricalSociety.org)

[Home - Enjoy Jefferson County Wisconsin Tourism](#)

Current size of membership: 181 (147 active, 34 in-active)

Languages used in ministry (other than English): None

Position Title: Senior Pastor

Position Duration:

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

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines? Yes

Core Competencies:

Identifying three foundational core competencies for a new Pastor who is both a shepherd and a spark is not an easy task nor one taken lightly. We therefore take the liberty to identify five core competencies our future Pastor should possess. They should be:

- an energetic co-collaborator
- an effective listener
- an accomplished change manager
- a healer
- a visionary

COMPENSATION AND SUPPORT

The Pastor's total compensation package will include a salary, housing allowance plus the value of all benefits. The specific salary and housing allowance compensation will be based on the Authorized Ministry Compensation Guidelines of the Wisconsin Conference United Church of Christ. These guidelines consider the membership size of the church, the individual's years of ministerial experience, applicable life experiences, training and education. The various financial benefits include payment in the areas of annuity, health and dental insurance, social security and medicare offset, life insurance, disability income, as well as assorted professional ministry expenses.

Benefits:

Salary plus Benefits

What is the expected living situation for your next minister?

Watertown is a community with a population of approximately 23,000. Both new and older housing and rental properties are all available within the community. As previously noted, housing allowance will be part of the Pastor's compensation. Living within the Watertown community would be preferred and could be considered helpful or beneficial to both the Pastor and congregation. It is also understood that extenuating circumstances for personal, family or other reasons could require one to consider living outside of the Watertown community, and would be within the individual's prerogative.

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

See Above Statement.

State any incentives:

The Wisconsin Conference has an existing Seminary Debt Reduction Program that is a very attractive and popular incentive for pastors that may find the need for such financial assistance.

A full-time ordained Pastor will be eligible for a sabbatical after five (5) years of continuous service at First Congregational UCC. Sabbaticals can be repeated after another five (5) years of continuous service. Sabbaticals are granted for three (3) months at full salary.

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

Peer and professional support is readily available to pastors through several means. Normally the first contact a pastor may reach out to when searching for outside counsel is the Associate Conference Minister that serves their church. Another very common method or resource pastors turn to are Communities of Practice (COP). There are a number of Communities of Practice throughout the Conference that can provide peer support and council to individual pastors. These COP regional clergy groups are available for any UCC pastor to voluntarily participate in. At times when special support is required by a pastor, an experienced senior pastor has agreed to serve as a mentor. Such support is coordinated by the Associate Conference Minister. The Southeast Association Church and Ministry Team may also be a helpful information source regarding specific questions or needs.

In addition to the above association/conference supports, First Congregational UCC has a Parish-Pastor-Relations Committee. The PPR Committee 's primary purpose is threefold: to serve as a liaison between the Pastor and the congregation, to serve as counsel and advisor for the Pastor, and to advocate on the Pastor's behalf.

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

N/A

WHO IS GOD CALLING TO MINISTER WITH US?

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

Our next Pastor will be our partner in ministry goals within First Congregation UCC that include assisting with:

- re-engaging congregants as we re-vitalize our faith community and re-gain our confidence in how we engage with each other as a smaller but mighty faith community.
- developing and implementing a sustainable structure for “doing the business” of the church. The current board structure as documented in our current church constitution is not functional with our current membership count and age demographic. (Church Constitution available upon request.)
- enhancing and upgrading our sanctuary’s media and technology systems as we move towards live-streaming capability.
- reviewing our “brand” and developing new ways to witness, present, and market First Congregational UCC.
- growing faith formation and social justice educational programs for youth and adults including thoroughly understanding, embracing and practicing what it means to be an Open and Affirming (ONA) church. (Please see page 11 to read our ONA statement)
- envisioning and implementing a revitalized church culture imbedded in the values, principles, and practices of the United Church of Christ and Robert Schnase’s Five Practices of Fruitful Congregations:
 - Radical Hospitality
 - Passionate Worship
 - Intentional Faith Development
 - Risk-taking Mission and Service
 - Extravagant Generosity

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

First Congregational UCC has a long history of making a difference in the Watertown community. This is an important, vital component of both our history and our future. Our next Pastor will continue to be a strategic partner in ministry goals within our larger community/communities that include:

- guiding us towards new mission and outreach projects locally, regionally, nationally and globally while partnering in our review, affirmation and involvement in current mission projects.
- engaging with local faith leaders through participation in the Clergy Round Table (which is currently being revitalized).
- administering our church's "Love Fund" used for charitable assistance of individuals and families within the church as well as the greater Watertown community. These funds are distributed primarily through the Pastor's discretion. The funds are held in a checking account for distribution and a savings account for checking account replenishment.
- helping us to not only envision but implement new ways to utilize our amazing church building and grounds for the benefit of the congregation and wider community.

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

At this time we do not have any specific language requirements or culturally-specific needs; however, we know that we as well as our future Pastor need to be culturally sensitive to the growing and shifting demographics of our community, Wisconsin, and the country overall.

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.

Building Transformational Leadership Skills

First Congregational UCC members know that we are at a wondrous, challenging turning point in our church's history. As a congregation that embraces the democratic covenantal polity inherent in being a member of the United Church of Christ, our Pastor will be a strategic advisor as we move forward in creating the future of our church and God's Church.

Engaging Sacred Stories & Traditions

First Congregational UCC members are seeking a Pastor who speaks to the sacred stories and traditions of the Christian Church with deep insight and application to current times. Having the capacity to connect the past with the present allows us to move not only beyond the sermon but also beyond our walls as we apply the messages of Christ within the context of our lives.

Caring for All Creation

In our hurting and healing world (both private and public), our new Pastor must exemplify caring for all creation. We know that we have much to offer but can only do so by practicing self-care and life balance both individually and as a faith community. We are in a time of discerning how we care for and share ourselves with each other and our larger community.

Working Together for Justice and Mercy

First Congregational UCC members value social justice. How we prioritize and focus ourselves and our resources in support of social justice is not only a desire but a need that we seek our new Pastor to guide us into and through to action.

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

The question of “Who is God calling us to become?” can best be answered by visiting First Congregational UCC’s Mission Statement and other supporting documents.

First Congregational UCC’s Mission Statement reads:

“As a welcoming intergenerational church, we seek to honor God by loving and serving others in His name; exemplify and promote the life and teaching of Jesus Christ; accept and respect all; and provide a safe and dynamic environment of spiritual growth.”

Becoming an ONA Church was an important step in our affirmation to “accept and respect all”. Our ONA statement reads:

“We the members of First Congregational Church, United Church of Christ, Watertown, WI, do hereby declare ourselves for who we are, an Open and Affirming Church.

We believe that all people are created as God’s children. We welcome all people, regardless of age, race, physical or mental capabilities, socioeconomic status, marital status, sexual orientation, gender identity, and gender expression.

All who seek to follow Jesus are welcome to share in the life, fellowship, sacraments, ministry, leadership, and responsibilities of First Congregational Church, United Church of Christ. Jesus teaches us to welcome all God’s children.

You are welcome here as you are. Welcome home.”

ONA Statement adopted by the congregation on Sunday July 13, 2014

When we couple our ONA statement with our Safe Church policy, we anchored our aspiration to provide a safe and dynamic environment of spiritual growth for all.

Beyond our Mission Statement, ONA Statement, and Safe Church Policy, we are very proud of our Covenant Statement which also addresses “Who is God asking us to become?” Our Covenant Statement reads:

With a gracious attitude for all that God has given to us, we, the members of First Congregational United Church of Christ, Watertown, WI, covenant:

To prayerfully respect the values of others without judging differences, by being wholly present with open hearts and minds, nurturing individual faith journeys, and providing a safe place for all voices to be heard.

To care for each other and our greater communities in mind, body, and spirit. We will offer emotional support, spiritual guidance, and provide for physical needs by graciously supporting the church through our various gifts.

To forgive each other when we make mistakes, and encourage each other to grow from those mistakes, by being respectful listeners who are open and honest. We therefore, being mindful to always have a Christ-centered attitude, will work together to resolve issues.

To recognize, accept, and encourage participation in the democratic governance of First Congregational United Church of Christ.

Written and adopted by church members in 2012

Our Covenant Statement is so important to us that it is printed on a banner that perpetually hangs in our sanctuary.

Survey feedback collected for the creation of this Church Profile affirmed our aspiration to more thoroughly understand our legacy of being a progressive Christian church in a conservative community. God is calling us to “live forward” our progressive Christian legacy in new ways for these new times.

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

We know God is calling us to “live forward” our progressive Christian legacy in new ways for these new times. The Covid pandemic, societal shifts, and the far-reaching impacts of technology and social media are challenging us. While we know that our future will always be guided by the beliefs of today’s United Church of Christ, we hear God calling us to address the emerging challenges and opportunities of our community and congregation including:

- successfully recruiting a Pastor who will (1) shepherd us into being a renewed, revitalized faith community, and (2) spark us to proactively re-engage our larger community in new ways while respecting past successes and commitments.
- re-engaging congregants as we re-vitalize our faith community and re-gain our confidence in how we are engaged with each other as a smaller but mighty faith community.
- developing and implementing a sustainable structure for “doing the business” of the church. The current board structure as documented in our church constitution is not functional with our current membership count and age demographic.
- enhancing and upgrading our sanctuary’s media and technology systems as we move towards live-streaming capability.
- reviewing our “brand” and developing new, contemporary ways to witness, present, and market First Congregational UCC.
- growing faith formation and social justice educational programs for youth and adults including understanding, embracing and practicing what it means to witness being an ONA church.
- envisioning and implementing a revitalized church that is embedded in the values, principles, and practices of the United Church of Christ and Robert Schnase’s Five Practices of Fruitful Congregations:
 - Radical Hospitality
 - Passionate Worship
 - Intentional Faith Development
 - Risk-taking Mission and Service
 - Extravagant Generosity

WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

God Is Still Speaking to us, in us, and through us. We celebrate that our church family offers an inclusive welcome to all people of every age and every background. Open and Affirming are not only words that we choose when describing our congregation – ONA is who we are and how we live.

Our congregation is 177 years old. We are the beneficiaries of a remarkable faith-filled history, but we are not stuck in the past. In worship we frequently read from *The Message* by the Rev. Eugene Peterson.

Progressive Christianity is characterized by a willingness to question tradition and acceptance of human diversity with a strong emphasis on social justice. This congregation embraces mission work that lives out our faith in caring for the poor, the oppressed, the lost, and being environmental stewards of the Earth. We work to embody the truth that Jesus was a healer and a man of great wisdom and courage who taught the messages of inclusiveness, tolerance and liberation.

God is often described and experienced during worship not only by word and prayer, but also through music. Our benediction song “Go Now in Peace” is an affirming end to our service and lovingly sends us forth to live the teachings of Jesus every day.

Describe several strengths or positive qualities of your congregation.

Members effectively described our strengths and positive qualities when responding to our profile creation survey question, “Please share one positive thing about First Congregational UCC.”

This selection of verbatim responses summarize key themes:

- Members are kind and accepting of everyone.
- Open communion. Willingness to baptize and give sacrament to all.
- People that share values similar to my own.

- Open-minded. Progressive. Caring for all.
- Feeling of family. Respect for all to believe what they choose.
- Small community. Friendly. We know each other and accept everyone. We have different rules than other churches. We're open-minded.
- Open and Affirming status.
- We are a genuinely caring and sharing church family community.

Describe what worship is like when your congregation gathers.

From a purely practical perspective our worship is from 10 - 11am Sundays and is recorded for weekly broadcast on Watertown's Public Access television, posted on our website, and an email link is sent to all members. Bulletins are distributed to all attending members and guests upon entering the church narthex that outline the service components and contain printed service details.

Members provided insights into what effective worship is like when responding to our profile creation survey question: "What style and content of preaching do you value in a Pastor?"

This selection of verbatim responses summarize key themes:

- The ability to relate to, understand, translate and communicate the simplicity and complexity of our individual, spiritual and social needs and how that reality is also found in the Bible.
- Preaching from the heart (we are great listeners with a healthy sense of humor).
- Making Bible verses pertinent to 2022. A practical message that will be taken beyond the hour at church.
- Preaching that relates "the story" to me personally. Telling a story, relating it to now, tying back to the Bible, providing a lesson
- Relaxed style. Relevant to our times. Real life.

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

The answer to these questions begins with the acknowledgment that since the beginning of the COVID pandemic our education programs and faith formation opportunities have been diminished and deeply affected. Sunday School has not been meeting in person.

Zoom Sunday School consisted of lessons created by the Coordinator of Children and Youth Ministries and materials sent home to families for activities to be done together as a group on Zoom. As we plan to gather in person, lessons will be developed by the Coordinator of Children and Youth Ministries based on the curriculum from several sources.

Confirmation class met through Zoom last year and did not meet at all since May of 2021. The curriculum used is *Affirming Faith*. We invite the confirmands and their mentors to share their faith statements with the congregation so we can understand and help them walk in their faith journeys.

The Youth Group went several months without meeting in person but is now meeting again regularly. The curriculum used for the youth group varies. *Our Whole Lives (OWL)* curriculum is being introduced at the 7th - 9th grade and 10th -12th-grade levels. Discussions about real life, differences, similarities and acceptance are the focus in our youth room. All are welcome as they are today.

Two programs that help to answer the question of “How do people continue to form their faith over a lifetime?” are weekly Bible Study and weekly Book Study. Bible study and Book Study continues to meet by Zoom. Adult Bible study uses *Listen Up! Bible Study* series. The adult book study consists of different books chosen by the group.

Because of the pandemic, our congregation has not fulfilled our faith formation vision very well and we are not content to accept this for our future. Our congregation is thrilled to be worshiping together in person again. Leadership in worship is provided by people of all ages. In worship, all are welcome and invited to share in leadership. One of our frequent liturgists is 12 years old. She is an inspiration to us all. She also frequently serves as an Acolyte along with a few other younger children.

In weekly worship our Coordinator of Children and Youth Ministries offers what we name “Family Time.” It is a time when all children and youth are invited to the front of the sanctuary for a conversation. Our congregation fully supports and enjoys this portion of our service. Children are always welcome in the sanctuary as they are.

Describe how your congregation is organized for ministry and mission.

Our primary decision-making body is the Church Council which meets monthly for a 2 - 3 hour meeting and keeps in touch between meetings via email. Historically the Council was composed of: the Moderator, Deacons Board Chair, Fellowship Board Chair, Worship Board Chair, Mission/Outreach Board Chair, Christian Education Board Chair, Trustee Board Chair, Council Clerk, and the Senior Pastor. This Council structure changed in January 2022 to an Interim Church Council following the congregation's approval of a one-year suspension to the Board structures outlined in our constitution. This action was needed as Boards' size requirements and term limits were impractical given the church's declining active membership count and shifting age demographic. The goal during this interim period is to develop a more appropriate organizational structure to move us into our future.

Decisions made by Council and requests for volunteers are primarily communicated to members through our monthly newsletter, *The Chimes*. It wouldn't be uncommon for decisions or volunteer requests to be announced in person at the beginning of Sunday services, written into the announcement section of the Sunday bulletin, communicated via member-wide emails, and/or personalized letters sent via standard mail. Correspondingly, personal requests to specific people are also quite common.

Our current interim Pastor also holds monthly 1- 2 hour meetings with church staff and regularly stays in touch with our church Moderator through email, phone calls, and in-person meetings.

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. We do not have a formal organizational chart. Our church constitution, annual report and budget are available upon request.

11-YEAR REPORT

UNITED CHURCH OF CHRIST										
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS										
<i>God is still speaking,</i> UNITED CHURCH OF CHRIST 										
Church#:	863020									
Assoc:	832	Schedule: 0	First Congregational UCC	Watertown	WI	53084				
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2010	529	163	74	0	0	0	0	0	0	
2011	458	150	49	9	2	3	7	5	2	
2012	452	142	84	6	0	0	10	2	-6	
2013	429	136	70	0	0	18	23	18	-23	
2014	397	125	44	4	0	10	47	0	-33	
2015	369	93	38	0	0	8	18	18	-28	
2016	286	90	31	6	0	3	29	62	-82	
2017	260	96	36	0	0	2	11	17	-26	
2018	272	93	30	6	0	7	12	0	1	
2019	263	70	38	0	0	4	11	2	-9	
2020	251	71	20	0	0	0	11	0	-11	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2010	\$260,004	\$0	\$22,874	\$5,148	\$28,022	\$0	\$28,022	8.80	\$288,026	\$0
2011	\$260,004	\$0	\$19,978	\$1,553	\$21,531	\$0	\$21,531	7.68	\$281,535	\$0
2012	\$280,136	\$19,500	\$14,950	\$1,573	\$16,523	\$11,407	\$27,930	5.34	\$327,566	\$0
2013	\$318,745	\$0	\$16,000	\$1,839	\$17,839	\$9,758	\$27,597	5.02	\$346,342	\$270,519
2014	\$156,980	\$0	\$8,000	\$1,713	\$9,713	\$2,117	\$11,830	5.10	\$168,810	\$214,108
2015	\$156,980	\$0	\$2,559	\$2,451	\$5,010	\$0	\$5,010	1.63	\$161,990	\$0
2016	\$194,149	\$9,520	\$0	\$10,041	\$10,041	\$7,049	\$17,090	0.00	\$220,759	\$202,277
2017	\$195,708	\$7,500	\$6,557	\$6,414	\$12,971	\$16,402	\$29,373	3.35	\$225,081	\$244,865
2018	\$237,104	\$7,570	\$5,657	\$9,405	\$15,062	\$6,184	\$21,246	2.39	\$258,350	\$213,870
2019	\$240,313	\$213,821	\$6,000	\$3,965	\$9,965	\$10,429	\$20,394	2.50	\$260,707	\$439,748
2020	\$205,780	\$0	\$7,500	\$2,815	\$10,315	\$17,417	\$27,732	3.64	\$233,512	\$806,345
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2015-2020	-31.98	-23.66	-47.37	-100.00	-69.44	31.09	105.89	44.15		
2010-2020	-52.55	-56.44	-72.97	0.00	0.00	-20.86	-63.19	-18.93		

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 (voting) members:	147	
Number of inactive (non-voting) members:	34	
Total of church participants (sum of the numbers above):	181	Due to Covid, the need to understand what constitutes a quorum, and this profile's creation, our membership data was reviewed in 2022. A process was developed to reach out to members who have not been actively participating. The new "official" active/inactive/removal list was accepted by the interim church council in April 2022 and will be reported to the UCC conference in December 2022..

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	60%	☒
Less than 10, more than 5 years:	19%	☒
Less than 5 years:	14%	☒

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>
14	18	10	13	13	32	20	30	43	☒

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	19%	☒
Joint household with minors:	17%	☒
Single adults age 35-65:	13%	☒
Joint household with no minors:	29%	☒
Single adults over 65:	27%	☒

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	95%	☒
College:	42%	☒
Graduate School:	12%	☒
Specialty Training:	?	
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	54%	☒
Adults who are retired:	33%	☒
Adults who are not fully employed:	4%	☒

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

Our congregation has people working in various occupations, although our data suggests that we have a large majority of individuals working in professional occupations. Our congregation has many working and retired teachers.

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?

As a rural Wisconsin UCC congregation, we do not have a diverse ethnic make-up, however we are open to all racial and ethnic backgrounds. Our church has a spectrum of diversity within our religious backgrounds with many members coming from other church denominations..

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future?

We are presently recovering from being closed during the pandemic. Our in-person participation continues to increase. Congregants are also viewing services online, which are posted within 36 hours of the service. We have not recently had a conversation concerning diversity.

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? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	8	Coordinator of Children and Youth Ministries

(book club & Sat. morning <i>Meet Up</i>)		
Baptisms (<i>number last year</i>)	3	Senior Pastor
Children's Groups or Classes	8	Coordinator of Children and Youth Ministries
Christmas Eve and Easter Worship	60	Senior Pastor, staff, interim council
Church-wide Meals		
Choirs and Music Groups		
Church-based Bible Study	6-8	Coordinator of Children and Youth Ministries
Communion (<i>served how often?</i>)	Monthly	Senior Pastor, worship volunteers
Community Meals		
Confirmation (<i>number confirmed last year</i>)	2018 6 2021 6	Senior Pastor
Drama or Dance Program		
Funerals (<i>number last year</i>)	4	Senior Pastor, Coordinator of Children and Youth Ministries
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups	5	Church member
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)		
Worship (time slot: 10:00am)	40	Senior Pastor, staff, worship volunteers

Young Adult Groups or Classes		
Youth Groups or Classes	8	Coordinator of Children and Youth Ministries
Other:		

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers.

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Stephen Welch	No		Interim Pastor	N

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: N/A

List all current staff, including ministers. Exclude the position you are seeking to fill.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Office Administrator (Laurel Bentz)	No	full-time	Senior Pastor	32 years
Treasurer & Accounts Payable (Sue Padron)	No	part-time	Senior Pastor	7 years
Coordinator of Youth and Children Ministries (Melissa Mattke)	No	part-time	Senior Pastor	7 years

Senior Choir Director, Youth Choir Director, Junior and Cherub Choirs (Juanita Edington)	No	part-time	Senior Pastor	29 years
Organist/Pianist (Susie Krueger)	No	part-time	Senior Pastor	28 years
Supply Pianist (Thomas Rusch)	No	part-time	Senior Pastor	16 years

(Employee Handbook available upon request.)

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

This information shows that we have been in a holding pattern. Our governance has changed to an Interim Church Council to make sure necessary tasks are being completed to maintain stability as our previous governance structure is no longer operable or sustainable in terms of board sizes. Worship has stayed strong with an online option both when the church was open or closed during COVID.

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year = FY 2021)

Source	Amount
Annual Offerings and Pledged Giving	\$ 203,238
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 (Rummage Sale)	\$ N/A

Gifts Designated for a Specific Purpose	\$ 1,795
Grants	\$ N/A
Rentals of Church Building: Gingerbread	\$ 8,100
Rentals of Church Parsonage	\$ N/A
Support from Related Organizations (e.g. Women's Group)	\$ N/A
Transfers from Special Accounts	\$ N/A
Other (specify): Realized gains from investments	\$ 3023
Other (specify): Miscellaneous Income	\$ 1347
TOTAL	\$ 217,503

Current annual expenses (dollars budgeted for most recent fiscal year = FY2021): \$ 232,051

Attach the most recent church budget (Refer to [Appendix A](#), FY 2022 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.

Actual Expenditures for fiscal year: N/A

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 31%

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? ☒ 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?

In 2021, \$7,500.00 (about 3.3%) was placed in the Church Operating Budget as our contribution to OCWM, including any additional giving from individual members of the congregation.

What is the church's current indebtedness?

Total amount of loan debt: \$185,000

Reason for debt: A few church members' promissory notes.

Are capital and other payments current? Yes.

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.

At the moment, there are no building programs underway

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

Year(s)	Purpose	Goal	Result	Impact
2016	Parking Lot Resurface	\$ 9,200	\$ 14,100	Lot was superficially repaired and resurfaced. Extra dollars were in the building fund.
2017	Replaced Roof	\$ 132,000	\$ 136,218	Roof was replaced with these funds
2019	Parking Lot Replacement	\$218,000	\$213,000	Asphalt parking lot and base underneath was totally removed and replaced.

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
	None anticipated	\$	\$	

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

We were (and still are) very proud of the generosity of our members to commit to raising over \$200,000 dollars for our 2019 parking lot replacement. What was impressive was the initial campaign targeted \$105,000 and, once the asphalt was off, we were advised that the base needed replacement requiring an additional \$113,000. Our members “dug deep” to raise these funds, including a few making multi-year pledges to fund their commitments.

Our ability to raise this amount of capital was a testament of our members’ support of safe accessibility to not only our church but to the Gingerbread Preschool. It also reaffirmed members’ belief in the beauty of our location.

Does your church have an endowment? No

Other Assets

Reserves: \$88,135 (savings)

Investments (other than endowment):

\$355,659 (Schwab Stocks and Cash)

\$443,784 (Cornerstone)

Does your church have a parsonage? No

Describe all buildings owned by the church: Primary church structure; a separate two car garage used for storage; a large gazebo also on church property.

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

Which spaces are accessible to wheelchairs? The entire church is on one level (except for storage in the basement and a balcony in the Youth Room). Mobile ramps are available to the top level of the altar area if needed.

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

At present, we are well situated with our finances. We are grateful for this situation.

Our Love Fund is our opportunity to serve the community. It is used for various reasons, as church or community members run short of funds for daily living. Anyone may request funding. Often this will be in the form of a gas card or one month's payment for heating. Each request is vetted through the office administrator and pastor.

At present, we have the blessing of the Cornerstone Fund. This was an anonymous unrestricted donation to our church and presently has a value of \$443,784. We have one committee to make sure these funds are financially secure, and a second committee to explore how the church can best use these funds to improve the church and serve the community.

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.

First Congregational United Church of Christ Watertown was established in 1845. One of the most significant historical events that shaped our history was the move from an antiquated, land-locked, downtown location on 4th Street in Watertown to a newly designed and built church on Kuckkan Lane. This 1993 transition not only moved the congregation to a beautiful 12 acre parcel of land but also into a large, modern church facility with spacious classrooms and a fully equipped modern kitchen. The new sanctuary was designed to incorporate the historic stained glass windows from our 4th Street sanctuary. The new facility was also built to facilitate long-range growth and in 2000 a large educational wing was added.

A more recent significant event was on July 13, 2014 when our congregation voted to become an Open and Affirming church. While this democratic decision yielded conflict and lost membership, it also affirmed us as united in our acceptance of all people to our congregation. Today many of us have differing beliefs and political opinions, but one core unifying value is our shared belief that all are welcome in God's house no matter

their race, gender, sexual identity, socioeconomic status, or any other thing that may makes us “different”.

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

The move towards becoming an ONA church created a division among members of the congregation. This division not only caused several members of our church to call for removal of our Pastor but also resulted in members leaving the church. A congregational vote was held and the congregation voted to keep our Pastor, but the stress and distress of the situation impacted the entire membership including the Pastor and his family. A few months later, the Pastor chose to accept a call with another church in another state. Healing was required and Sand Bur Consulting was brought in to facilitate and help. After several facilitated sessions with Sand Bur and the leadership of a skilled interim Pastor, First Congregational UCC regained our bearings including confidence in our conflict management skills and our ability to sustain meaningful relationships with each other.

Since 2014 we have grown back together and into a place where it is safe to be yourself, express opinions, and participate in our demographic processes. The time of conflict in 2014 was extremely trying for our church, but we now look back with historical lenses knowing that we came through it healthier and in alignment. Then the COVID pandemic hit in 2020, our newly hired Pastor resigned, and we once again find ourselves faithfully resurrecting in 2022.

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.

First Congregational UCC has experienced conflict, like so many churches today. Social Justice issues, if not at the heart of the conflict, most often are an integral part of it, though sometimes disguised or covered up by other stated concerns.

Nearly twenty years ago our church experienced a period of disagreement and conflict that started with a resolution supporting gay marriage passed during GS25. Over the next three years, beginning with this resolution in 2005, the baptism of a child of a lesbian

couple and an unsuccessful attempt to move our membership to become a Faithful and Welcoming church ultimately led to a group of our members leaving the church.

More recently, when our church initiated study to become an ONA church and affirmatively voted to do so, some members were in disagreement and others demonstrated their disapproval in other ways, such as expressing criticism of the Pastor.

During such times of conflict and disagreement, leadership felt the best approach was to always have open communication between all parties, to try and increase knowledge and understanding where there may be misunderstanding. Open congregational discussions led by study teams, outside speakers, and religious leaders experienced in mediating church conflict have all been used when First Congregational has experienced times of disagreement. Such activities have not always resulted in the anticipated outcome and at times some members have chosen to leave, but final analysis has always resulted in satisfaction with the fair and open process taken.

Following each challenging experience our church has embarked on a healing period, discussing the issue(s) and how we may have done something better or different. We have also taken such actions as a special congregation retreat which led to the creation of our Covenant Statement. This important document still guides us today regarding how we care for, support and work together in our church community. It hangs on our sanctuary wall as a continuous, visible reminder of a component of the culture we're nurturing and the expectations we hold of how we come together, and stay together, as a healthy faith community. In addition, several important changes were made to our Church Constitution with the goal of reducing future conflict.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Robert Koepcke	2018 - 2020	Yes
John Kennedy	2009 - 2014	Yes
Stephen Savides	1994 - 2007	Yes

Robert Tully	1969 - 1994	Yes
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Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Our church through multiple experiences has learned that the evolution of understanding, belief, trust and respect in one another must be fostered and developed over time between a congregation and its Pastor. Unfortunately this does not occur naturally to some level, and our church has learned that it requires persistent work by all parties to reach the optimal professional working relationship between a congregation and the Pastor.

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

Yes, Pastor John Kennedy left under pressure. In the summer of 2014 there was a group of people who disagreed with our church's decision to become ONA and, when combined with other personal issues, petitioned to have Pastor John removed. Our members voted to retain Pastor John but some discontent remained. Both the call for a vote to remove Pastor John and the total impact of other negative experiences led to his decision that it was best to leave our church. Discontented members of the congregation also left First Congregational UCC. This was then followed by a time of mourning, healing and new beginnings guided by our new interim Pastor and Sand Bur Consulting.

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?

COMMUNITY VISION

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

The COVID pandemic severely disrupted our community involvement during the past couple years.

Service activities have been an important part of our church's ministry since First Congregational UCC was established in 1845. Activities during the past year include distributing our Love Fund, hosting local blood drives, taking our twice-a-year turn supporting "Bread & Roses" weekly free supper program, volunteering in support of the Watertown Food Pantry, collecting clothing and gifts for families in need during our "Christmas in July" campaign, and contributing school supplies during the annual SOS (Support Our Students) community campaign.

For over 50 years, First Congregational UCC has maintained a relationship with Gingerbread Preschool and Childcare that fulfills a significant childcare need in the community. Gingerbread has been housed on site within First Congregational UCC since Gingerbread's inception in March 1966. It was the first preschool in the region and was started by congregation members.

Another ongoing community activity unique to our congregation is "Undies Sunday". It was ascertained that elementary schools had a need for underwear for small children who have mishaps or get wet playing during recess. In the fall the congregation has a month-long drive to obtain underwear and socks for young, school age children which are delivered to local elementary schools.

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

Members of First Congregational UCC have participated in multiple ways with the wider church. Our church and/or members have actively participated in hosting Conference

and Association meetings and attending Southeast Association (SEA) and Wisconsin Conference Annual Meetings. Members have also served on:

- the SEA Administrative Team
- the Church and Ministry Team
- the Mission Team
- the Conference Catalyst Team
- and the Conference Board of Directors.

Members have attended the Conference Lay Academy and each year members enjoy participating in UCCI outdoor ministry programs by attending Moon Beach and Daycholah Center camps.

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. 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?

Much has been written in this Profile supporting what the marked statements mean to our congregation. What hasn't been mentioned is the UCC's Three Great Loves: the love of children, the love of neighbor, and the love of creation. These loves are also inherent in not only who we are, but our aspirations in the past, present and future as we contribute to working for a just and loving world.

Our Moderator recently mentioned an interest in supporting the conference's request to begin study by March 2023 of what it means to become a WISE Congregation for Mental Health.

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

Because of COVID, the community's Clergy Roundtable has not held meetings. This is currently being revived. First Congregational UCC has supported local churches in their missions, including the weekly meals served at the Moravian and Lutheran churches and members have served the local food pantry at the Lutheran church.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities?

First Congregational UCC has a Mission Statement that asks the congregation to: be welcoming, accept and respect all, and provide a safe and dynamic environment for spiritual growth. We also have our Covenant Statement that asks that we respect the values of others without judging differences and that we nurture individual faith journeys. It also affirms that we will care for each other and our greater communities in mind, body and spirit.

At this moment in time we need to not only re-vitalize ourselves but re-engage in our wider communities as we actively demonstrate and live our Mission and Covenant beliefs.

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 response to this question please see [Appendix B](#), Description of the Senior Pastor, with focus on numbers 1 & 2 under the section entitled Outreach on page 2.

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

Watertown and the surrounding communities are very homogeneous, white and blue collar. The working area is experiencing moderate growth. The number of school age children is declining. There is a small but significant number of people of color, mostly Latino. There are a number of factories that have both grown and moved from the area, and "hiring here" signs are commonly seen.

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 population reflects our community in ethnicity and income. Our average age is above that of the community.

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

Our present ministry addresses the support of families in poverty.

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

Community leaders say we are a very progressive church, openly embracing all to join us. Other churches also accept and support LGBTQ+ members, but we are the only church which promotes this acceptance.

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

New members frequently comment about the friendly nature of our congregation and the strong sense of fellowship. Others have stressed that they appreciate how our church is governed with everyone having an equal vote including women in leadership roles. Some new members have pointed to our church being ONA as an important aspect of their decision to join.

CHURCH REFERENCES

REFERENCE 1

Jim and Lisa Steffl, non-members, participants in the Hilltop Players, an intergenerational drama and musical mission of the Church

Cell (Jim's): 414-651-3360

Email: steffl@charter.net

To Whom It May Concern:

It is our privilege to submit this reference for the United Church of Christ, Watertown, Wisconsin. Although we are not members of the UCC, we have had the pleasure of being involved in several Drama Ministry productions with The Hilltop Players. We are actually members of St. Bernard's Catholic Church in Watertown, but through our involvement in Watertown community theater, we have become friends with several members of the UCC and were invited to join their drama ministry. Since our first performance with The Hilltop Players in 2005, we have become affectionately known as the "token Catholics" of the group.

In our experience, the United Church of Christ in Watertown has been completely open and welcoming of anyone who seeks to become involved in the church. Prior to the pandemic, the church had a very active Drama Ministry, The Hilltop Players, for many years. The drama ministry is intergenerational as well as inter-denominational. All levels of experience are welcome, and members are encouraged to use their talents for performing, painting sets, playing instruments, etc. Community members, not just the Congregation, are invited to attend the performances. When possible, the show has gone "on the road" to share the Message with places that extend beyond the walls of the UCC, such as an area senior living center and at other churches in Watertown and well beyond. This church has such an impressive group of members who are exceptionally gifted in the areas of instrumental and vocal music, and their talents are featured during the regular services, the annual Advent Recital, and The Hilltop Players' musical.

We are not involved in the day-to-day operations of the church and do not attend regular services there, so from our perspective, it is difficult to identify any areas for improvement.

Our first musical with The Hilltop Players was called "Opening Acts". It was an original musical written by Rev. Stephen Savides who was serving at this church in 2005. We didn't know many members of the congregation at first, just two couples we'd gotten to know through community theater. Everyone was so welcoming and appreciative of our investment in their production. Since then, we've developed long-standing friendships with many of those people we met

through this ministry. Not only is the drama ministry delivering a Message, but it also inspires fellowship and offers a creative and non- conventional opportunity for members to share their faith.

Respectfully submitted, James & Lisa Steffl

REFERENCE 2

Janice Detrie / Retired Teacher / Watertown Resident
920-988-8883, jandetrie@gmail.com / Former member of church

First Congregational UCC Areas of Strength

The church's message when I attended was "*God is still speaking*," Most of the pastors during my time as a member preached sermons that related to modern life and offered guidance and inspiration to the listener. The church voted to be open and welcoming to encourage diversity, and the church still welcomes LGBTQ people. Members always made visitors feel comfortable and welcome.

Stevens Ministry involved lay members to assist the pastor and flourished for a while.

I was on the Fellowship Committee for five years and many outings were planned to bring church members together, in addition to Coffee Fellowship after the service. A labyrinth visited the Fellowship Hall for us to walk in faith. Small neighborhood groups were also formed to strengthen bonds, but most fizzled out, although individual friendships continued for some people.

Bible studies and book studies were also readily available to strengthen my faith. I recall attending one on Women in the Bible, Read the Bible in a Year, and a look at the Islam religion. A sense of joy permeated the congregation. Many skits were presented to kick off stewardship appeals, and just for fun, like miming the Hallelujah Chorus. There was a Sunday School carnival for the kids and the Youth Group Praise Band regularly performed.

Many community outreach programs were started at the UCC and spread to other churches. Summer Sandwiches in the Park provided bag lunches to kids and their families when school was not in session. SOS (Support Our Students) was a drive to collect and distribute school supplies to needy students in the community. Undies Sunday collected socks and underwear for distribution in the elementary schools.

Some Areas for Improvement

Since we could only stay on committees for five years, my next stint was the Education Committee. The first two years were normal. The Christian Education Director and the Youth Group leaders would give their reports each month. We adopted a new elementary curriculum. Events like Lock-ins and Christian Rock concerts were planned. However, conflict developed

with a change in pastors and there wasn't a way to resolve the conflict in the committee. Bad feelings lingered after the Christian Education Director resigned. I feel an area of improvement would be to establish a protocol within the church for conflict resolution BEFORE the situation gets unmanageable. I believe someone from the conference eventually got involved but by that time the negative feelings solidified and church members, including me, left.

A Significant Experience

The church produced plays, often original musicals written by the pastor and a musician who was a member. I was involved in one called *Entertaining Angels*. The fellowship and camaraderie between cast members was exceptional. There were several youngsters that became very dear to me. I am still FaceBook friends with two as adults. I truly felt a vessel for the Holy Spirit when singing. I think a current member has continued the productions, which continue to be a joyful experience.

Even though I am no longer a member, I have many fond memories of my experience at the church. I have formed lifelong friendships with several of the members. I appreciate the open and welcoming message to marginalized community members. There's room for all at God's table. I admire all the church continues to accomplish with a smaller congregation.

CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you...

Hymn 35, No Matter

Sing! Prayer and Praise Hymnal, 2009, The Pilgrim Press

Words and Music: Roger P. Miller

Refrain

No matter who, no matter what, no matter where you are on the journey of life;
you're welcome, welcome in this place.

No matter who, no matter what, no matter where you are on the journey of life;
accepted, welcomed by God's grace.

Verse 1

For we are family, meant to be, purposed for eternity.
Born of love, from above, God's community.

Verse 2

And in diversity, unity, harmony for all so see:
Justice and equity, God's community.

Verse 3

Together we will sing, worship bring, hand and hearts outreached to all.
Jesus praise, hearts ablaze, listen to God's call.

Verse 4

The God who spoke through Christ, speaks to us; listen to our Savior's call.
Welcome home, welcome, in, welcome one and all

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 ministers 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? *(for example, church council or consistory, transition team, etc.)*

The Profile Creation Committee was the driving force of this document. Originally with five members, later four, we began at the end of November 2021, and completed it in July 2022. These members were: Tom Rusch, chair; Jennifer Bakke, secretary; Rob Harms, Barb Lottmann, and Fran Milburn (who later resigned). Direct help with statistics and history came from Laurel Bentz, office administrator. Financials came from the office administrator and from Sue Padron, Treasurer. Details about church events came from office administrator and from the Coordinator of Youth and Children Ministry, Melissa Mattke. Indirect support and affirmation came from the Interim Church Council and from the Interim Senior Pastor, Stephen Welch.

Signatures: The Profile Creation Committee

Thomas D. Rusch, chair

Thomas D. Rusch 7/28/22

Jennifer Bakke, secretary

Jennifer Bakke 7-28-22

Rob Harms, Profile Creation Committee Member

Rob Harms 7-28-22

Barb Lottmann, Profile Creation Committee Member

Barb Lottmann 7.28.2022

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:

A handwritten signature in black ink, reading "Rachel Bauman". The signature is written in a cursive, flowing style.

Name / Title:	Rev. Rachel Bauman/Associate Conference Minister
Email:	rbauman@wcucc.org
Phone:	608-630-2992
Date:	October 6, 2022

APPENDIX

Appendix A FY 2022 Budget

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First Congregational UCC-Watertown - Watertown WI 2022 BUDGET - General Fund		
Account #	Account Name	2022 Budget
Income		
4.100.100	Individual Contribution	222,152
4.102.115	Miscellaneous Income	2,000
4.200.101	Gingerbread Building Use Fees	7,962
4.200.104	Youth Fund Allocation	1,000
	Total Giving to Gen. Fund	\$233,114
	Total Income	\$233,114
Expense		
5.101.100	Salary - Interim Pastor	60,000
5.101.111	Mileage Reimbursement	1,500
5.101.115	Health Insurance	5,760
5.101.116	Dental Insurance	984
5.101.117	Life/Disability Insurance	2,016
	Total of Pastors Benefits & Expenses	\$70,260
5.102.100	Wage Expense - Administrator	25,065
5.102.115	Insurance Allowance - Administrator	3,600
5.102.125	Social Security	4,200
5.102.130	Association Dues	1,446
5.102.146	Postage Expense - Church Office	500
5.102.150	Office Supplies Expense - Church Office	1,000
5.102.151	Technical Support - Church Office	500
5.102.153	Copier Contract Expense	4,200
5.102.155	Workshops/Conferences - Church Council	900
5.102.160	Gifts & Awards - Church Council	100
5.102.163	Website 2020	360
5.102.499	Contingency Expense - Church Council	1,000
5.103.225	Flex Savings Fees	144
5.116.280	OCWM-Mission Fund	7,500
	Total Church Council Expenses	\$50,515
5.103.101	Wages Expense - Treasurer	9,218
5.103.115	Property Insurance Expense	8,500
5.103.116	Workman's Comp Insurance Expense	1,300
5.103.172	Audit Expense (Financial)	10,000
5.103.181	Custodial Supplies	2,000
5.103.182	Kitchen License	200
5.103.185	Telephone Expense	800
5.103.186	Internet Service Expense	960
5.103.190	Electricity Expense	8,000
5.103.191	Natural Gas Expense	5,000
5.103.214	Storm Water Utility Fees	3,600
5.103.216	Building/Equipment Maintenance Expense	10,000
5.103.217	Grounds Maintenance Expense	6,000
5.103.218	Technology/ Software Upgrade Expense	750
5.103.219	Bank Service Charges	60
5.103.220	Vanco Service Charges - Auto Deposits & E Services	500
5.103.499	Miscellaneous Trustees Expense	200
5.122.103	Interest Expense - Notes	8,200
	Total Trustees Expenses	\$75,288

2022 BUDGET - General Fund		
Account #	Account Name	2022 Budget
5.103.500	Annual Pledge Drive Expenses	800
5.103.501	Additional Fundraising Expense	100
5.103.510	Offering Envelopes Expense	100
	Total Stewardship Bd Expense	\$1,000
5.104.230	Devotional Materials - Care Ministry	400
5.104.231	Confirmation-Diaconate	1,200
5.104.233	Baptism-Diaconate	250
5.104.245	Miscellaneous Diaconate Expense	100
	Total Diaconate Expenses	\$1,950
5.105.100	Music Staff Salaries	13,455
5.105.180	Worship Supplies	100
5.105.225	Flowers-Worship Board	100
5.105.243	Pianist/Organist Music	50
5.105.245	New Music-Worship Board	100
5.105.246	Copyright Licensing	555
5.105.255	Substitute Pastors	200
5.105.261	Cable TV Broadcast	390
5.105.499	Miscellaneous Worship Board Expense	50
	Total Worship Board Expenses	\$15,000
5.102.161	Background Check	100
5.106.100	CE Board Salaries	14,000
5.106.160	Gifts & Awards-CE Board	150
5.106.236	Sunday School Supplies	1,000
5.106.237	VBS	300
	Total Basic CE Board Expenses	\$15,550
5.106.260	Food & Supplies- Youth Group	1,000
5.106.261	Activities - Youth Group	300
5.106.264	Travel Expense Youth Group	100
	Total CE Youth Budget Items	\$1,400
	Total CE Combined Expenses	\$16,950
5.107.499	Guest Mission speakers	1,000
	Total Mission Board Expenses	\$1,000
5.108.221	Coffee Fellowship Expenses	150
	Total Fellowship Bd. Expenses	\$150
	Total Expenses	\$232,113
	Difference	\$1,001
* = Income/Expense exceeds amount budgeted to date		

Appendix B: POSITION DESCRIPTION

Position: Senior Pastor

Immediate Supervisor: Church Moderator

Liaison: Pastor Parish Relations Committee

Oversight Groups: Congregation, Church Council

Supervises: All paid staff except nursery attendant

FLSA status: Exempt

JOB SUMMARY: Responsible for promoting the spiritual welfare and mission of the congregation, as individual members and as a church. Have training, and understanding of, and work within the Safe Church Policy. He or she is also expected to exercise the rights and responsibilities as a member of the congregation.

MINIMUM REQUIREMENTS:

1. Ordained minister eligible for standing in the Southeast Association of the Wisconsin Conference, UCC.
2. Master of Divinity Degree or its equivalent
3. Skills, abilities, leadership qualities, communication skills, and organizational skills commensurate with the position of Senior Pastor.

DUTIES:

Ministerial Responsibilities

1. Oversee the worship, work, and outreach of the congregation and provide both guidance and direction in all phases of our common spiritual life..
2. Research, preach, and teach God's word without fear or favor. Speak the truth in love. *
- 3 Plan and conduct services of worship on Sundays and at other such times as may be appropriate.
- 4 Celebrate the sacraments and all rites appropriate to the First Congregational United

Church of Christ congregation with integrity and provide training and counseling to all who participate in them..

5. Visit and give comfort to the hospitalized, sick, and shut-in members of our congregation on a continuing basis.
6. In cooperation with the Board of Deacons, participate in new member classes for those with sincere desire to join our congregation..
7. Oversee, in association with the Board of Deacons, the preparation of those to be confirmed..
8. Provide leadership and encouragement, in association with the Coordinator of Children and Youth Ministries, for an active Christian Ministry program for children and youth.
9. Provide a written message for all church members in the monthly church newsletter.
10. Strive to meet the ever-changing needs of our congregation in the context of fulfilling the objectives of our Mission Statement and Covenant.
11. Seek to grow in faith, knowledge and the practice of ministry through intentional continuing education, study and devotional life. *
12. Regard all persons with equal respect and concern and undertake to minister impartially. Honor all confidences that are shared.*. *

Supervising and Coordinating

1. Assume the authority granted by the United Church of Christ and abide by the Constitution of First Congregational United Church of Christ.
2. Direct the ongoing administrative matters of the church.
3. Cooperatively work with appropriate Boards and the Church Council in the supervision of all staff, and in making recommendations regarding their employment, evaluations, and salary reviews.
4. Periodically review personal goals and priorities with the Moderator and Church Council.
5. Maintain an office in the church building and be available to staff, the congregation and the community.
6. Hold monthly staff meetings and continually promote communication among staff members.
7. Participate as a voting member of the Church Council and may participate as a non-voting member of all church Boards and Committees.
8. As a member of the Church Council, assist in the preparation of an annual program budget.
9. Submit a written yearly report for the church records prior to the annual meeting.

Outreach

1. Take part in appropriate community activities as a representative of our congregation and ensure that we engage in mission work beyond our own parish.
2. Be a responsible participant and representative of the congregation in the work and activities of the Southeast Association, Wisconsin Conference and the national setting of the

United Church of Christ. *

3. Continue to develop professionally through continued study, reading and attendance at conferences and seminars.

Commitments to Self and Family *

1. Live a life which honors commitments to family including the need for privacy and time together. *

2. Honor the need for time for physical and spiritual renewal, recreation and vacation. *

3. Relying on the grace of God, lead a life worthy of the calling to which you have been called. *

Content Note

* See United Church of Christ Search and Call Manual, especially Section 1, Resource 1, "The Ordained Ministry Code"

<http://www.ucc.org/ministers-ordained-ministers-code>

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Approved by Church Council December 8, 2017

The Ordained Minister's Code

The Ordained Ministry

I believe that God calls the whole Church and every member to participate in and extend the ministry of Jesus Christ; that the privilege of witnessing to the gospel in Church and society belongs to every baptized Christian; that God empowers the ministry of the Church and its members by the Holy Spirit; that the Church nurtures faith, evokes gifts, and equips its members for service; and that God calls certain of the Church's members to various forms of ministry in and on behalf of the church.

I have been called by God to be a minister of the Lord Jesus Christ and ordained by the United Church of Christ to preach and teach the gospel, to administer the sacraments and rites of the Church, and to exercise pastoral care and leadership.

I will seek to witness to the ministry of Jesus Christ.

I will preach and teach the gospel without fear or favor. I will speak the truth in love.

I will administer the sacraments and rites of the Church with integrity.

I will diligently perform the work of ministry which I have agreed to perform,

Partnership in Ministry

I will nurture and offer my gifts for ministry to the Church. I will seek to call forth and nurture the gifts of others in the Church and join their gifts with mine for the sake of the mission of Jesus Christ and the health of the Church.

I will seek to understand, support and interpret the diverse ministries of the Church and its members as carried out throughout the world. I will stand with those who risk personal well being because of actions taken in response to their Christian convictions.

UW

I will work cooperatively and collegially with those whom I serve in the particular ministry to which I have been called.

I will stand in a supportive relationship with my colleagues in ordained, commissioned, and licensed ministry, offering and receiving counsel and support in times of need.

I will be an advocate for fair standards of compensation for all ordained and lay employees of the church, particularly in the place where I serve.

I will be a responsible participant in the life and work of my Association, Conference, and the United Church of Christ.

I will be a responsible representative of the Church Universal and participate in those activities which strengthen its unity, witness and mission. I will seek the counsel of the Conference or Association Minister or the Association Committee on the Ministry should divisive tensions threaten my relationship with those with whom I minister.

The Ethics of Ministry

I will regard all persons with equal respect and concern and undertake to minister impartially.

I will honor all confidences shared with me.

I will not use my position, power, or authority to exploit any person.

I will not use my position for personal financial gain, nor will I misuse the finances of the institution which I serve.

I will not perform pastoral services within a parish or for a member of a parish without the consent of the pastor of that parish.

I will deal honorably with the record of my predecessor and successor.

I will not, upon my termination and departure from a ministry position, interfere with nor intrude upon the ministry of my successor.

way

I will encourage and participate in the regular evaluation of my ministry.

I will seek to grow in faith, knowledge and the practice of ministry through intentional continuing education, study and devotional life.

I will cooperate with my Association in the periodic review of my ordained ministerial standing.

Commitments to Self and Family

I will live a life which honors my commitments to my family.

I will honor my need for time for physical and spiritual renewal, recreation and vacation.

I will honor my family's need for privacy and time together.

I will be a responsible steward of my personal and family finances. I will honor and accept responsibility for all debts which I incur.

I will attend to my physical well being and avoid abusive behaviors and abusive use of substances,

Relying on the grace of God, I will lead a life worthy of the calling to which I have been called.

"The Ordained Ministry Code"

<http://www.ucc.org/ministers-ordained-ministers-code>

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



Church#: 863020

Assoc: 832

Schedule: 0

First Congregational UCC

Watertown

WI

53094

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	458	150	49	9	2	3	7	5	2
2012	452	142	84	6	0	0	10	2	-6
2013	429	136	70	0	0	18	23	18	-23
2014	397	125	44	4	0	10	47	0	-33
2015	369	93	38	0	0	8	18	18	-28
2016	286	90	31	6	0	3	29	62	-82
2017	260	96	36	0	0	2	11	17	-26
2018	272	93	30	6	0	7	12	0	1
2019	263	70	38	0	0	4	11	2	-9
2020	251	71	20	0	0	0	11	0	-11
2021	254	37	19	6	0	0	4	0	2

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2011	\$260,004	\$0	\$19,978	\$1,553	\$21,531	\$0	\$21,531	7.68	\$281,535	\$0
2012	\$280,136	\$19,500	\$14,950	\$1,573	\$16,523	\$11,407	\$27,930	5.34	\$327,566	\$0
2013	\$318,745	\$0	\$16,000	\$1,839	\$17,839	\$9,758	\$27,597	5.02	\$346,342	\$270,519
2014	\$156,980	\$0	\$8,000	\$1,713	\$9,713	\$2,117	\$11,830	5.10	\$168,810	\$214,108
2015	\$156,980	\$0	\$2,559	\$2,451	\$5,010	\$0	\$5,010	1.63	\$161,990	\$0
2016	\$194,149	\$9,520	\$0	\$10,041	\$10,041	\$7,049	\$17,090	0.00	\$220,759	\$202,277
2017	\$195,708	\$7,500	\$6,557	\$6,414	\$12,971	\$16,402	\$29,373	3.35	\$225,081	\$244,865
2018	\$237,104	\$7,570	\$5,657	\$9,405	\$15,062	\$6,184	\$21,246	2.39	\$258,350	\$213,870
2019	\$240,313	\$213,821	\$6,000	\$3,965	\$9,965	\$10,429	\$20,394	2.50	\$260,707	\$439,748
2020	\$205,780	\$0	\$7,500	\$2,815	\$10,315	\$17,417	\$27,732	3.64	\$233,512	\$806,345
2021	\$192,390	\$0	\$7,520	\$3,580	\$11,100	\$11,120	\$22,220	3.91	\$214,610	\$744,139

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	-11.19	-58.89	-38.71	-33.33	-95.60	-0.91	10.55	-2.79
2011-2021	-44.54	-75.33	-61.22	-57.14	-66.67	-26.00	-48.45	-23.77

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.