

# UNITED CHURCH OF CHRIST

## **LOCAL CHURCH PROFILE**

United Church of Christ - Neillsville  
Neillsville, Wisconsin

Settled Minister

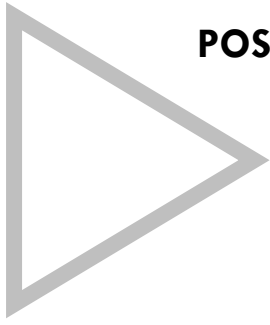
Wisconsin Conference UCC, Northwest Association

[October 21, 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)*



## POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

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WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

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Church name: United Church of Christ – Neillsville, WI

Street address: 515 W 2nd St.

Neillsville, WI 54456

Supplemental web links: [www.neillsvilleucc.org](http://www.neillsvilleucc.org)

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

Neillsville Ministerial Association

Calvary Lutheran – shared Lenten services and church suppers - curtailed due to Covid

World Day of Prayer – not held in recent years due to Covid

On-line virtual choir during Covid – musicians both vocal and acoustic from other UCC churches and denominations coming together to provide music

Pray for Ukraine at 3 p.m. daily at St Mary’s Catholic Church

Conference: Wisconsin Conference UCC

Association: Northwest Association

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

Name: Rev. Dr. Rob MacDougall

Title: Association Conference Minister working with the Northwest Association

Phone: 715-308-6120

Email: [rmacdougall@wcucc.org](mailto:rmacdougall@wcucc.org)

Summary Ministry Description:

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church’s faith journey?*

The UCC-Neillsville is seeking a minister that may enjoy the beautiful outdoors with a quiet and peaceful place to pray or perhaps you like bird watching, spring flowers, prairie flowers, nature

trails, wildlife, river fishing, colorful leaves and snowshoeing. This natural world can be found in the Listeman Arboretum just a few blocks from our church and nestled along the east banks of the Black River. This description is just the “tip of the iceberg” of what nature has to offer in the Neillsville area.

The Church has a congregation that includes a strong core group of individuals WHO WORK to ensure that Sunday sermons and music are relevant, that mission work reaches many, that there is a well maintained and beautiful building, that we have continued financial stability and a Sunday School program that not only serves us today but well into the future. Our current Education Chairman does a great job with the committee to ensure that we have Sunday School from mid-September to mid-May along with a VBS in the summer. Our financial stability and the desire of our congregation to enhance our children, youth and young adult participation leads us to developing a paid position that can assist us in “looking in different ways in different moments” as there are ever competing interests for everyone’s time.

A *Vision Coordination Team*, along with minister assistance coaching them, will develop clear definitions of the major projects and programs. A defined timeline will need to be developed for implementation to keep us on task. This team will reach out for individuals to lead identified projects/programs, who in turn will identify and recruit team members. This process will need the entire congregation (friends and members alike) to move us forward to this new beginning of a wonderful, new adventure that will sustain and grow our church.

The UCC- Neillsville strives to bring the church back together post COVID looking at “how do we gather our members back”, as well as, growing membership. We desire to shape our ministries to be more in tune with the changing world around us, thus, reaching out in more effective ways to serve as Jesus would lead us.

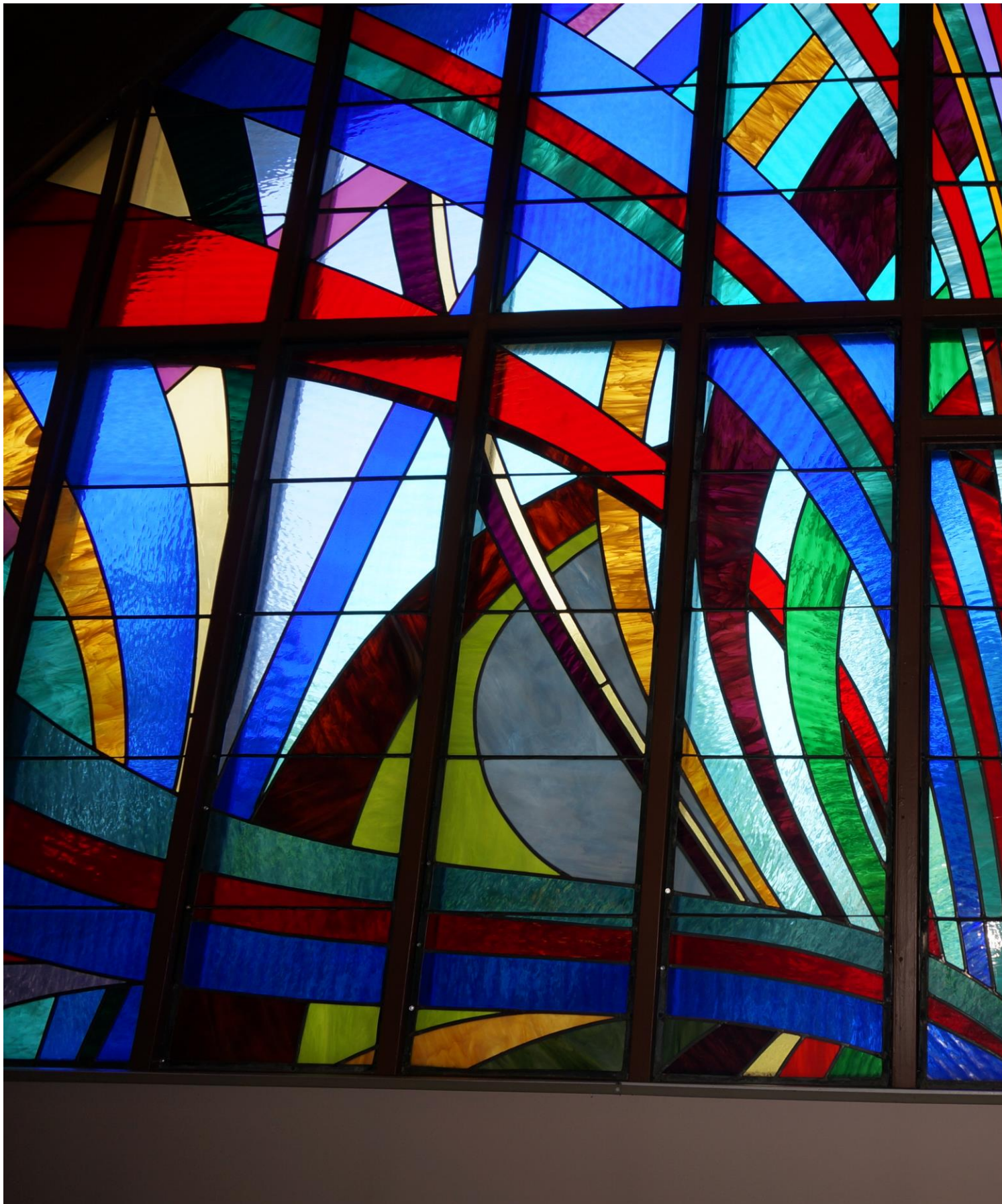
The UCC-Neillsville feels a sense of joy, desire and interest in serving the larger community. Some examples of this is the school backpack program - sending backpacks home with children on weekends with food that will sustain them until they return to school meals on Monday morning; the once a month “meal in a jar” (recently developed) that is a curbside and/or delivered meal that not only is available for individuals and church families but community members; we participate in the 5 for 5 programs Special Mission Offering, Our Church’s Wider Mission and the World Day of Prayer.

UCC-Neillsville is seeking a minister that has a working relationship with the members of the congregation and uses a mode of governance that reflects the UCC polity of “Ownership by Membership”. A minister that guides and assists the congregation as they engage in projects/programs identified in the visioning process. Important to UCC – Neillsville is a desire for a minister that can assist with building dynamic youth programs, deliver engaging sermons that include diverse and passionate music. In the visioning process, the congregation has indicated that they are willing to embrace “new” ideas but that there needs to be acceptance to keep some of the traditional culture.

Photographs:







What we value about living in our area:

An active ministerial alliance in the community meeting the needs of the congregation and community.

The UCC-Neillsville is the County Seat of Clark County.

- A small town atmosphere located in the middle of central Wisconsin that has many outdoor recreational opportunities – a golf course, arboretum, the Black River, walking and cross country ski trails, downhill ski hill, several public parks, rec department programs from young to old, Disc golf, and much more.
- The community has a new medical complex that includes a hospital, YMCA, pharmacy, etc.
- Families have access to a good public school system. The public library is updated and serves the community with books, technology, periodicals, newspapers and special programming for all ages.
- The Historical Society Jail Museum/Clark County History Room, Tufts Museum, Clark Cultural Art Center, WCCN World’s Fair Pavilion with Chatty Bell, The Veterans Highground provide a great amount of diversity and culture in a small town.

Current size of membership:

231

Languages used in ministry (*other than English*):

None

Position Title: Settled Minister

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

## **SCOPE OF WORK**

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

## Core Competencies:

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a ministerial care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

Core values that were identified at our visioning sessions

- Committed to following Jesus Christ and reflecting his example and love in all we do both inside and outside our local church
- Growing through study of the Bible and listening for the “still speaking God” to guide us today.
- Live the great commandments: when Jesus was asked, which are the greatest commandments? (Luke 10:27) He answered, “‘Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind’; and, ‘Love your neighbor as yourself.’”
- Be truly welcoming and open to all those who enter our doors or who need a spiritual connection in our community, “no matter who they are or where they are on life’s journey.”

Assure that our church continues to be “relevant” in meeting the spiritual and physical needs of a diverse population in a changing culture.

## COMPENSATION AND SUPPORT

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

Benefits (*choose one*):

Salary plus benefits following the conference guidelines.

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

UCC-Neillsville does not have a parsonage.

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

To live within a reasonable driving distance to meet job obligations and to be part of community life.

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



UCC – Neillsville has a \$50,000 low interest housing loan available to the minister. The UCC-Neillsville budgets \$1000 for continuing education.

Describe peer and professional supports available for ministers in your association/conference: The conference has available \$3000 for 5 years to assist with student loans. The conference also offers \$1000 for continuing education. The NW Association offers an annual retreat for ministers. There is a peer support group that the UCC-Neillsville minister will be encouraged to be participant.

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

We are seeking a full-time minister.

## WHO IS GOD CALLING TO MINISTER WITH US?

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

Some of the goals that we envision our next minister will collaborate with the congregation and Leadership Council/Vision Coordination Team to achieve are as follows:

- How do we bring members back to church that drifted during COVID and reach out to potential new members?
- Assist with “looking for different ways in different times” to reach and increase Sunday School attendance, youth and young adult participation in church and ministry – we are exploring a paid position to also assist with children, youth and young adult programing and ministry
- Ensure dynamic and engaging sermons and passionate music
- Along with the Vision Coordination Team, put in place a plan to track the progress of ministry, projects and programs identified during the visioning process making our church more vibrant and relevant today
- Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

Our minister will assist the congregation in making an impact beyond its walls by participating with the local ministerial alliance.

By loving, leading and serving well for the glory of God and the community, not just the church members. Many look towards the minister as a role model and mentor.

Meeting community members and organizations will lead to the minister being asked to do invocations, prayers and counsel in these troubling times.

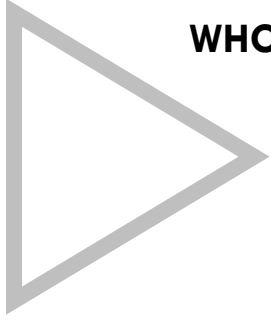
Providing services and communion at assisted living facilities serves our members but also the community members that reside there.

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

UCC- Neillsville has an elderly membership that regularly attends services and listens on the local radio station. It is important that we call a minister that is fluent in English to service this particular population. UCC utilizes social media and has services on YouTube and thus it is important we call a minister who embraces the use of technology in administrative duties, Sunday services, presentations, as well as, everchanging technology.

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.

- EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE
- CARING FOR ALL CREATION
- WORKING TOGETHER FOR JUSTICE AND MERCY
- PARTICIPATING IN THEOLOGICAL PRACTICES



## WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

God is still speaking and calling us to action. Our visioning workshop sessions assisted our congregation to understand who our still speaking God (whose Spirit is in each one of us) is calling us to be today and into the future.

This is the beginning of a wonderful, new adventure into revitalizing our church, reconnecting with those who drifted away during COVID, shaping our ministries to be more in tune with the changing world around us and reaching out in more effective ways to serve as Jesus would lead us.

Our congregation is committed to listening to the Word of God so we can grasp God’s Word as it is relevant to the church and our responsibilities in serving him, working with the minister and serving from locally to globally.

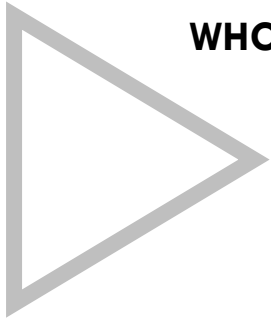
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

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

In January of 2021 UCC-Neillsville initiated a monthly “Meal in a Jar” food giveaway program. It is open to anyone in the community. Volunteers prepare the meals in the church kitchen. Local businesses and individuals donate to the program and various local community groups volunteer to help. Each month 80-90 meals are provided to members and friends of UCC, with some meals delivered to some community members. This meal giveaway has been embraced not only by our church but by the community and UCC conference as we have received grants to sustain the programs.

In the initial phase of COVID, UCC -Neillsville’s technologically savvy individuals immediately started putting our service on zoom. Our minister preached from her living room

and a virtual choir was organized with people recording in their own homes and technologically producing a choir. Passionate music is near to people's hearts in our church. This was well received and our weekly service is now on YouTube for our members and friends near and far. What started as an experiment with the onset of COVID will continue into the future.



## WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

## CONGREGATIONAL REFLECTIONS

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Describe your congregation’s life of faith.

*For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?*

The UCC – Neillsville follows the UCC Statement of Faith as found on the UCC Website. The Statement of Faith is inside our hymnal.

We strive to have a spiritual mindset by being led by the Holy Spirit instead of worldly reasoning and guidance.

Describe several strengths or positive qualities of your congregation.

Welcoming and caring

Giving in time, talent and financial support

Participates in worship service by singing in the choir, reading scripture, running the technology system including the power point, greeting, ushering and hosting for coffee time.

Willing to serve on committees and leading programs

Describe what worship is like when your congregation gathers.

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

Worship takes place in the sanctuary in a traditional setting. During COVID services were available on-line and continue to be with a number of members/families watching the service on-line. The service is broadcast on the local radio station and many members/friends listen to the radio, the people at worship are very welcoming, warm and caring. The worship service at this time is very traditional. The vision process indicated that people are willing to embrace change in worship style but would like to keep some tradition.

Baptisms are interactive with the congregation and the moderator is part of the baptism service. Generally, it is a baby being baptized and the minister walks the baby down the aisles so that those in Church see the baby that they promise to love, support, and care for throughout their whole life.

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

*For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?*

- Currently we have a Sunday School from mid-September through mid-May and confirmation class. Several children with parents and/or grandparents went to family camp this past summer. Due to COVID educational programs were put on hold but groups are beginning to talk about different types of Bible studies. It is expected that education programs will be part of revitalized programs as we continue to implement projects/programs from the visioning process. This will include youth and young adults (16-40ish). There has already been some discussion of some type of compensation for an education leader as we were gifted monies for an “Opportunity Fund” which would enable the church to financially support a position to invigorate and grow children, youth and young adult programs.

Describe how your congregation is organized for ministry and mission.

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

- When it comes to decision-making, how many hours are spent in meetings per month?
  - a. Approximately 18 hours for all of the committee meetings. Decisions are communicated to the congregation in the monthly newsletter or a short meeting facilitated by the moderator after worship.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
  - a. The Moderator and minister pulled leaders together when decisions had to be made regarding COVID and meeting where held expeditiously.
  - b. The church was broken into and the Trustees and minister met expeditiously to assess the situation and repair the external damage to the building
- 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?
  - a. Yes – The 2021 annual report is available. The constitution has just been updated and we are in the process of updating our by-laws. Both the constitution and by-

laws are being written to streamline committees and meetings to ensure time for faith building through relevant church.

## 11-YEAR REPORT

*(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)*

## CONGREGATIONAL DEMOGRAPHICS

UCC – Neillsville does not keep demographics on membership, therefore all congregational demographics are estimates.

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	120	120+ with children - Estimate
Number of active non-members:	25	Includes comm members help w/ meal giveaway program - Estimate
Total of church participants (sum of the numbers above):	145	Estimate

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	80%	Estimate
Less than 10, more than 5 years:	15%	Estimate
Less than 5 years:	5%	Estimate

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>
25	3	4	4	12	12	12	35	50	Estimate

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>

Single adults under 35:	1%	Estimate
Joint household with minors:	10%	Estimate
Single adults age 35-65:	1%	Estimate
Joint household with no minors:	53%	Estimate
Single adults over 65:	35%	Estimate

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	85%	Estimate
College:	50%	Estimate Some college, College, Tech college
Graduate School:	5%	Estimate
Specialty Training:	5%	Estimate
Other (please specify):	8%	Estimate

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	23%	Estimate
Adults who are retired:	75%	Estimate
Adults who are not fully employed:	2%	Estimate

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

Medical field, construction, administrative support, manufacturing, self-employed, sales, educators, public sector employees

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?



Diversity in our congregation would mean age diversity, work diversity, interest diversity, income diversity and opinion diversity. We are not racially diverse but do have a Hispanic population in the area. There is also a significant Mennonite and Amish population in our area.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

Please note the date. Comment after the exercise:

We have not had a recent conversation.

## 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, ministers, musicians, other staff</i> )
Adult Groups or Classes	0	Due to COVID
Baptisms ( <i>number last year</i> )	4	
Children's Groups or Classes	4-20	SS, VBS, Confirmation limited due to COVID
Christmas Eve and Easter Worship	131 93	Christmas Eve Easter
Church-wide Meals	0	Due to COVID – 1 planned September and 1 planned October
Choirs and Music Groups	10	Minimal due to COVID
Church-based Bible Study	0	Due to COVID
Communion ( <i>served how often?</i> )	40	Monthly
Community Meals	90	Monthly – meal in a jar carry out/delivery– members/community
Confirmation ( <i>number confirmed last year</i> )	4	

Drama or Dance Program	0	
Funerals ( <i>number last year</i> )	8	
Intergenerational Groups	8	Confirmation mentors
Outdoor Worship	0	
Prayer or Meditation Groups	0	Due to COVID
Public Advocacy Work	50	
Retreats	15	
Theology or Bible Programs in the Community	0	
Weddings ( <i>number last year</i> )	0	
Worship (time slot: _____)	70	Summer 9:00 a.m. includes in sanctuary, on-line and radio listeners
Worship (time slot: _____)	70	Fall/winter 10:00 a.m. includes in sanctuary, on-line and radio listeners
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other		

Additional comments:

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Gary Wilner	3	Intentional	Interim Minister	N

Jim Mohr	No	Retired	Retired	Y
Sue Vornholt	No	Occasional Licensed Minister		

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

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Intentional Interim Minister	Head	FT	Congregation	4 months
Admin Assist	Staff	PT	Minister	1 year+
Custodian	Staff	PT	Minister	1 year+

## REFLECTION

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

The congregation's overall ministry has become stagnant during COVID. We hired an Intentional Interim Minister to assist the UCC-Neillsville to assist with visioning and to start the process of revitalizing our church, reconnecting with those who drifted away during COVID, shaping our ministries to be more in tune with the changing world around us and reaching out in more effective ways to serve as Jesus would lead us.

We were aware that we needed to start moving forward before calling a settled minister so as to not lose members and attendance as participation was definitely impacted by COVID.

## CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$151,318
Endowment Proceeds ( <i>as permitted within spending policy, such as a</i>	\$6,000

<i>cap of typically 4.5%-5% on total return)</i>	
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$0
Fundraising Events – None due to COVID	\$0
Gifts Designated for a Specific Purpose	\$15,139
Grants SBA-PPP	\$17,672
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	\$8,580
Transfers from Special Accounts	\$5,866
Other (specify):	\$
Other (specify):	\$
<b>TOTAL</b>	<b>\$209,575</b>

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 173,475

*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?

For a full-time 12-month minister – 51% to 53% of budget.

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? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*)

We support OCWM equal to the amount suggested by the conference 10% of actual expenditures.

What is the church’s current indebtedness? NONE

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

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. NONE

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

Year(s)	Purpose	Goal	Result	Impact
2012	Renovate Bells	\$70,000	73,020	Fixed Bells
		\$	\$	

If a capital campaign is underway or anticipated, describe: NONE

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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

UCC-Neillsville supported the Conference CAMPital Campaign for restoration of church camps. From 2016-2019 we gifted \$18,126.47 to this campaign. Monies were gifted and funds were raised with an annual chicken potpie fundraiser.

Does your church have an endowment? YES

What is the market value of the assets? \$447,849

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

What is the percentage rate of draw (last year, compared to 5 years ago)?  
\$6000 for 2021.Amount increased by \$1000 each year.

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

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

Please comment on the above calculations or estimates:

#### Other Assets

Reserves (savings):	Housing Fund available for loans	\$50,000
	Restricted Funds	\$64,092
Investments (other than endowment):	Cash	<u>\$19,500</u>
		\$133,592
	Ray Opportunity Fund	\$89,500

Does your church have a parsonage? No

:

Describe all buildings owned by the church: Actual Church Facility

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

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) All general spaces; the pulpit is up a couple of steps but a ramp could be installed.

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

*For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?*

We are a financially stable church. We are willing to reach out with missions. In the past 18 month we have reached out into the community with a “meal in a jar” give away as a carryout once a month.

## 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.

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

Like all institutions and businesses Covid was a challenging time for UCC. We embraced the challenge by enhancing our technology by purchasing of high-quality sound and video system which allowed us to project the service on a large screen and eliminate the need for hymnals. We also installed a hearing aid loop system, as well as a system where services are now broadcast via YouTube.

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

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

If there are conflicts they are generally de minimis in nature and are quietly handled by the Moderator and minister.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Jacoba Koppert	2013-2022	
Jim Mohr	2000-2011	

Gene Lackore	1991-1998	
Loren Hickerson	1987-1990	

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

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

No

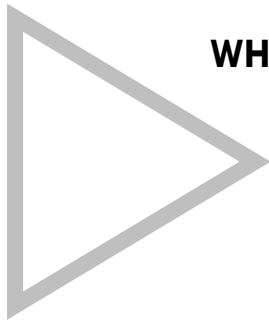
Has your church been involved in a Situational Support Consultation?

No

Has a past minister been the subject of a Fitness Review while at your church?

No





## WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

## COMMUNITY VISION

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

*For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?*

UCC-Neillsville participates in the 5 for 5 greater missions

Local missions that we support or provide:

Backpack program

Christmas Angel project

Monthly meal giveaway

House of Mercy support

Providing services including communion at the assisted living facilities

Collect items for the local food pantry

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

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](http://ucc.org).)

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

Accessible to All (A2A)

Just Peace

Creation Justice

Global Mission Church

Economic Justice

Open and Affirming (ONA)

Faithful and Welcoming

WISE Congregation for Mental Health

God Is Still Speaking (GISS)

Other UCC designations:

Border and Immigrant Justice

Designations from other denominations

Inter-cultural/Multi-racial (I’M)

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? Not currently in conversation but open to the possibility – Open and Affirming and WISE Congregation for Mental Health. There was a previous discussion on ONA, however, it was not brought to a conclusion.

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

Active in the ministerial alliance

Interfaith – spring and fall cleanup

Shared Lenten Services, Good Friday Services and soup supper with Calvary Lutheran Church

Have been part of World Day of Prayer with community churches but that hasn't been held recently due to COVID

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 current mission statement is:

We are committed with Christ as our Lord, Savior and Teacher

- To develop and nurture Christian precepts,
- To reach out to the greater community, and
- To live the life Christ has set before us.

We believe that time spent engaging in different activities meets the mission statement as written. However, we are considering a review of our mission statement as part of the visioning process.

Reflect on the scope of work assigned to your minister(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?

Our minister's scope of work includes participating in the ministerial alliance, providing services/communion to the assisted living facilities, providing funeral services and wedding for non members as they deem appropriate, provide support at times of crisis locally, statewide or nationwide.

## MISSION InSite

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

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 congregation's internal demographics are similar to the neighborhoods adjacent to our church and to the neighborhoods with which we connect. We do have a significant Mennonite and Amish population in our community which may be considered as a contrast.

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

An aging population with many younger people leaving the community shapes our ministry but also gives us opportunities to look for ministries that will engage young people and families in the area.

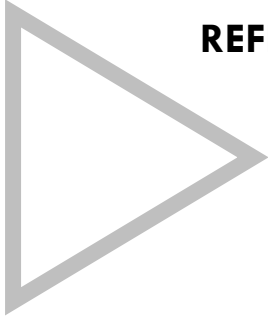
What do you hear when you talk to community leaders and ask them what your church is known for?

Doing mission work in the community: Backpack program, Christmas Angel Project and "Meal in a Jar" give away.

Our outside bells which are rung prior to worship on Sunday mornings, and daily at noon and in the evening.

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

UCC-Neillsville members strive to recognize that visitors are searching for a place to worship, know God and possibly become active in our church life. The first step in involving new people is to be welcoming and willing to have conversations and extend invitations to anyone who is interested in worship or the work of the church. During our recent Visioning workshops (led by our interim minister) many of our newer members have said that they appreciated the warm welcome and kindness offered by current members of the congregation.



## 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

NAME: Judy Morrow

POSITION: Director of Interfaith Volunteer Caregivers

Director of Clark County Food Pantry and Resource Center

TELEPHONE NUMBER: 715 743-2885

EMAIL ADDRESS: [judydonmorrow@hotmail.com](mailto:judydonmorrow@hotmail.com)

RELATIONSHIP TO CONGREGATION: I work with many of the members of the UCC church with Interfaith, food pantry and other community helping projects.

Describe some areas of strength in this church’s ministry: UCC church has very active members who work together as a church and in the community. The Ministry of UCC has been open to not only community projects but to international projects.

Just some of the project that I have been involved in with the members of the church are: The meals they make for community members the third Sunday of the month; hosting the Christmas Angel Project; food drives for the Community Food Pantry; very involved in helping the elderly through Interfaith; and, youth helping with the Change of Season both spring and fall.

Describe some areas for improvement in this church’s ministry: I am sure as in all churches there is always growth to look at as no church or organization can stand still. Looking from a community members point of view, I see kind, compassionate members who are open to helping with community projects.

Describe a significant experience you have had of this church's ministry: One of the most recent ministry projects that I have taken part in is the Community Meal project. Each month a group of folks is asked to volunteer to help make a meal in a jar for members of the community. Because the program has brought folks in the community together groups are now asking when their turn is to peel potatoes or cut onions to help make the meal. On the third Sunday of the month folks drive thru and pick up the meal. At that time, I pick up for the retirement home that is not far from the church. The church members are always helpful and considerate of everyone's feelings. It is such a pleasure for all involved to help the community thru the ministry of the United Church of Christ Church.

Anything else you wish to share: I would just like to say that this would be a very easy church to become a member of if I did not already have a loyalty to the Church I belong to.

## REFERENCE 2

NAME: Reverend Chad Anderson

POSITION: Pastor, Calvary Lutheran Church

TELEPHONE NUMBER: 715 797-2470

EMAIL ADDRESS: [pastorchad@tds.net](mailto:pastorchad@tds.net)

RELATIONSHIP TO CONGREGATION: Neighbor church, very close relationship between congregations as well as between many of the UCC members and myself.

Describe some areas of strength in this church's ministry: Community outreach, care for a variety of people in need, ecumenical relationships, among many others.

Describe some areas for improvement in this church's ministry: I would first say that many of the areas of growth and opportunity are shared by my congregation as well, namely that of exploring what it means to be the church in this time and in this society, especially in a rural setting with its own unique struggles. I also see this as the greatest opportunity we have as well. I hope that it is something our congregations can try to figure out together and help each other in this shared ministry.

Describe a significant experience you have had of this church's ministry: Each Lenten season we share our midweek services together. We also come together for the fair service each August. In the past we shared in Vacation Bible School. The previous Pastor and I covered for one another for emergencies and spoke weekly, if not more often, to share concerns and support one another. Additionally, retired Pastor Mohr supply preaches at Calvary and Interim Pastor

Wilner and I have enjoyed working together as well. As you can see, there is not just ONE experience I have with the church's ministry, rather, we are in this together and it is awesome.

Anything else you wish to share: I am excited for the next part of the journey that I get to share with UCC as the Pastor of Calvary. Our congregations really get along so well together and this is a great strength for this community.

### REFERENCE 3

NAME: Timothy E. Brekke

POSITION: Manager, Gesche Funeral Home

TELEPHONE NUMBER: 715-743-3322

EMAIL ADDRESS: info@geschefh.com

RELATIONSHIP TO CONGREGATION: Local funeral home

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

The UCC at Neillsville is a tight-knit family of members whose families have attended the church for generations. I have always admired how the ministers are able to form a true bond not just with some members, but entire families because of the closeness of the congregation.

Describe some areas for growth or opportunities in this church's ministry:

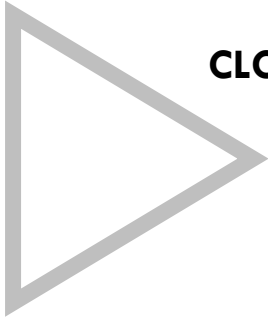
I believe UCC is full of members that are willing to lead, and from what I have come to learn the best way to grow a church is to have strong leaders that are allowed to lead. The leadership base is there; allow them to lead. That is something I don't think was utilized to its fullest potential in the past.

Describe a significant experience you have had with this church's ministry:

A couple of days after my nephew, Matthew's death, his niece was being baptized at the church. Pastor gave such an inspirational sermon for us that day. His words comforted our family that day, and we left the church that day knowing that Matt was in a good place.

Anything else you wish to share:

Being a life-long resident, I think Neillsville is a wonderful place to live and raise a family. Even though it is a small town, it has a lot to offer. From The Highground Veteran's Park to a great school system to numerous outdoor activities. You will find them all here in Neillsville.



## **CLOSING THOUGHTS**

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

### **CLOSING PRAYER**

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*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:*

To our new called Minister:

Our congregation has been praying for you. We are wondering who you are. Where do you live and where has God taken you so far during your life? Are you ready to take on a new congregation? Maybe you are just starting to think that there may be a new place for you to continue God's work. Maybe you have been looking for some time, and we are just the sort of church you have been waiting for. We can assure you that we are thinking about our work together. We need your help to work together and evolve into the church that we would like to become. We believe that God is still speaking, do you? We need your guidance and support to accomplish our goals and visions both with our own individual faith growth and our mission work as we serve our neighbors. We want to be right for you and for you to feel that Neillsville UCC is your home and family. We look forward to the opportunity to meet you and discover how God is calling us to merge our journeys together.

Warm Regards,  
Search and Call Committee  
Barb Petkovsek  
Jenny Romans-Erickson  
Neil Armitage  
JoAnn Voss  
Mike Perkl

## STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*)  
Search and Call committee, church council
2. Additional comments for interpreting the profile:

Signed: Barbara Petkovsek/Search and Call Committee Chairperson/10/19/2022

Name / Title / Date:



## VALIDATION BY CONFERENCE/ASSOCIATION

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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. Rob MacDougall/Associate Conference Minister

Email: rmacdougall@wcucc.org

Phone: 715-308-6120

Date: October 21, 2022

**UNITED CHURCH  
OF CHRIST**



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

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

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



**Church#:** 862020

**Assoc:** 828      **Schedule:** 0      United Church of Christ      Neillsville      WI      54456

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	284	125	51	0	0	3	11	32	-40
2012	275	115	44	0	4	2	7	8	-9
2013	265	107	68	4	0	11	11	14	-10
2014	276	110	67	4	0	19	6	6	11
2015	257	108	88	2	0	1	14	8	-19
2016	260	92	54	11	2	4	6	8	3
2017	248	81	61	1	3	0	8	8	-12
2018	242	74	59	6	0	3	6	9	-6
2019	235	69	57	6	0	8	6	15	-7
2020	233	46	42	7	0	2	9	2	-2
2021	231	35	18	0	3	1	6	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	\$143,060	\$0	\$13,192	\$2,715	\$15,907	\$4,742	\$20,649	9.22	\$163,709	\$166,785
2012	\$149,442	\$97,187	\$13,192	\$3,955	\$17,147	\$5,463	\$22,610	8.83	\$269,239	\$162,425
2013	\$160,005	\$14,263	\$13,192	\$7,114	\$20,306	\$5,636	\$25,942	8.24	\$200,210	\$155,444
2014	\$164,878	\$32,784	\$13,192	\$2,728	\$15,920	\$9,054	\$24,974	8.00	\$222,636	\$169,551
2015	\$171,757	\$4,130	\$13,500	\$2,401	\$15,901	\$6,982	\$22,883	7.86	\$198,770	\$169,905
2016	\$165,022	\$7,243	\$13,500	\$16,651	\$30,151	\$4,594	\$34,745	8.18	\$207,010	\$168,979
2017	\$168,424	\$450	\$13,750	\$7,348	\$21,098	\$15,267	\$36,365	8.16	\$204,789	\$169,521
2018	\$177,849	\$11,908	\$14,025	\$6,888	\$20,913	\$8,911	\$29,824	7.89	\$207,673	\$170,057
2019	\$167,894	\$20,649	\$13,750	\$7,765	\$21,515	\$8,971	\$30,486	8.19	\$198,380	\$160,415
2020	\$152,420	\$19,302	\$14,200	\$2,780	\$16,980	\$0	\$16,980	9.32	\$169,400	\$158,503
2021	\$143,563	\$1,408	\$14,300	\$931	\$15,231	\$18,876	\$34,107	9.96	\$177,670	\$151,318

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	-11.15	-61.96	-66.67	-76.47	-57.14	-13.00	-49.48	-14.17
2011-2021	-18.66	-72.00	-64.71	33.33	-86.05	0.35	-4.25	8.53

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.