

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

**St. John's United Church of Christ
Madeline Island
La Pointe, Wisconsin**

Minister

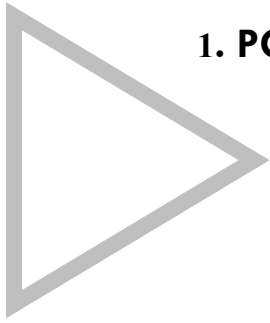
Wisconsin Conference, Northwest Association

[November 29, 2022]

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: St. John's United Church of Christ on Madeline Island
Street address: 706 Main Street
P. O. Box 14
Madeline Island
La Pointe, Wisconsin 54850

Supplemental web links:

St. John's website: <https://stjohnsmadelineisland.org/>
St. John's streaming site: <https://www.youtube.com/c/stjohnsucconmadelineisland>
St. John's Lighthouse newsletter: <https://stjohnsmadelineisland.org/blog-classic/>
St. John's Instagram: @stjohnschurchmi
St. John's Twitter: @stjohnschurchmi
St. John's Facebook: facebook.com/stjohnsonmadelineisland
Woods Hall Gallery: <http://www.woodshall.com/>

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*): None

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

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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?

St. John's is the spiritual hub of Madeline Island. A community cornerstone, our church serves multiple populations: 425+ year-round citizens, 2500+ seasonal residents, and tens of thousands of one-day summer visitors. St. John's reaches people far beyond its church walls. We grow, adapt, and evolve with the changing needs of Madeline Island; our community impacts us, and we impact the community. It's a symbiotic relationship.

St. John's is a unique church on a magnificent island in Lake Superior, nestled among the 21 islands comprising the Apostle Island National Lakeshore. We are people who revere the natural beauty surrounding us; celebrate the intensity of changing seasons; marvel at an eagle's nest perched high in a pine tree arching over the lake; and gasp at an electric sunset.

We are people who honor our diverse ancestors, people who were Anishinaabe elders, missionaries, loggers, fur traders, fishermen, lighthouse keepers, and pioneer farmers.

We are people who embrace intellectual challenge. Working, playing, and praying side by side, we are diverse people ranging from those with immense wealth and second homes to people living off the grid and barely scraping by. We are artists, writers, musicians, business leaders, professionals, teachers, entrepreneurs, farmers, tradespeople, and construction workers.

We are people whose mail is delivered across the fresh waters of Lake Superior by ferry boat, windsled, and ice road. We are fifteen children attending a two-room schoolhouse. We are people who pick up a prescription from the mainland pharmacy for a neighbor. We are traditionalists and non-conformists. We are quirky and spirited. We are people well-versed in biblical history and people without any formal religious upbringing. We are people who recognize adversity and work to mitigate challenges and conflict. We are a complex compilation of philosophical ideologies, spiritual traditions, and religious affiliations.

Come! Discover who we are, where we live, and what makes us special. Find out why people from around the globe call Madeline Island their spiritual home.

We welcome a minister and spiritual leader who wants to be integrated into our community and delights in the seasonal rhythms of our island. We invite you to worship with us, whether that means being together in church, talking while taking a walk through the woods, or sitting quietly at the end of a dock. We want to work in partnership with a minister to cultivate faith development, explore spiritual growth, and convene community. We want to know who you are, what your hobbies are, what books, music, and movies stir you, and what your traditions are. And, we hope your experience with us will enrich *your* faith and give *you* new perspectives on the ways the Creator's spirit is alive in every person.

Photographs:

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.



St. John's Sanctuary



Lake Superior Sunday Recessional Hymn



St. John's and Parsonage from Lake Superior



Woods Hall Gallery and St. John's



St. John's UCC on a clear winter night with North Star above the steeple

What we value about living in our area (2 – 3 sentences):

We value:

- Living in a caring community;
- Respecting the environment and finding spirituality in nature;
- Embracing challenging, innovative, and inspirational ideas;
- Responding to the needs of others with compassion;
- Having neighbors who are artists and craftspeople;
- Recognizing the direct relationship between the seasons and our demographics.

Current size of membership:

St. John's has 117 full members and 37 associate members. Many people are "friends" of our church – people who offer to paint our kitchen cabinets, fix a leaky faucet, repair the sump pump, prepare community Thanksgiving meals, shovel the parsonage driveway, and donate candles. While many of our friends never attend worship, they recognize the value of our church's mission and understand the ways St. John's benefits the community. We consider our church friends equally as important as our church members.

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

English is our primary language. However, our congregation and spiritual community are accustomed to hearing words or phrases in Ojibwe, Greek, Latin, Hebrew, Spanish, or any other language. We welcome references to other languages as a chance to inspire us and explain the historical or geographical roots of a written or oral expression.

Position Title: 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.

Settled, yes! St. John's considers "membership" as a rather nebulous terminology; we think of everyone being "in community" with our church. We don't "count our flock" in terms of membership. We are a Christ-centered church and spiritual community that welcomes all. We look for innovative ways to partner with people and engage them in the life of our church. We want to connect with people in ways that are meaningful to every individual. We are less about membership and more about partnership, engagement, innovation, creativity, and outreach. For us, there are many ways to be in ministry!

Compensation Level:

Full Time

Does the total support package meet conference compensation guidelines?

YES

1b. SCOPE OF WORK

Core Competencies:

We are excited to hear from you and find out what interests you about St. John's on Madeline Island. We recognize that everyone has different skills, expertise, and experience. Tell us about you.... your background, interests, hobbies, and goals. How will your talents mesh with ours? How will your qualities enhance our church and our community?

We would welcome someone who brings a blend of:

- Community engagement skills;
- Personal spiritual practice(s) and willingness to share your practice;
- Appreciation of lay participation and volunteer leadership;
- Ability to promote small group programming for education, worship, and social activity

What else is important? A minister who inspires and energizes people. Someone who enjoys presenting different interpretations of scripture. A person with a sensitivity to social justice and environmental issues (creation care). An individual who understands how to reach out to people beyond the confines of our church walls. Somebody who can embrace a range of spiritual traditions and philosophical ideologies.

Other characteristics include having effective pastoral care skills (compassionate, sensitive, sociable, effective listener) and executive functioning skills (competencies in organization, attention to detail, communication, finances, delegation, and strategic planning).

St. John's, just like all of Madeline Island, experiences surges in population directly proportional to the changing seasons. All summer long, Madeline Island is a bustling and lively location and St. John's pews are full. It's a time when many/most of our year-round residents are scrambling with work, often juggling multiple jobs to support the influx of seasonal residents and tourists. The intensity tapers off in the fall when the leaves turn color and days get shorter. Winter is a season when the island is quiet and St. John's may only have 20 – 25 people in its pews (with considerably more streaming YouTube from destinations across the country). Winter can be a time when some year-round residents may struggle financially, experience depression, and feel isolated. As the snow melts in the spring, buds begin bursting, and birds build nests, the Island's energy begins to ramp up for another hectic summer. Our minister needs to understand the rhythms of Madeline Island, be flexible to these demographic shifts, and be mindful of the needs of the fluctuating congregation, tending especially to the winter congregation.

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): Salary basis in compliance with UCC WI guidelines.

Benefits:

Salary plus Benefits

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

St. John's campus includes a parsonage and detached garage next door to the church (built in 1925) with splendid views of Lake Superior and breathtaking sunsets. The parsonage and church are footsteps away from the sandy shores of this immense freshwater lake. The parsonage and church share the same campus with Woods Hall Gallery and Studios, a mission of St. John's, where the artwork of over 80 local artists is for sale.

The parsonage is an 1800 square-foot, 3-bedroom, one-bath home built in 1935 and renovated in 2019. It has an office with a separate entrance. The parsonage is furnished with kitchen appliances purchased in 2019 plus a freezer in the basement and a washer and drier. At the rear of the parsonage is an outdoor deck opening to gardens.

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

A minister's commute is a 60-foot walk from the parsonage to the church. If a minister needs to visit someone on the other end of the island, it's a 15-minute car ride with two stop signs at most. No traffic lights, traffic jams, or freeways! Because we are on an island, the minister needs to reside on Madeline Island. Living on the mainland and being a 30-minute ferry boat ride away is inconvenient and precludes opportunities for the informal, unscheduled, and urgent pastoral care needs of the community. The Madeline Island Ferry Line is extremely generous in offering free transport for our St. John's minister when traveling "off-Island" to make hospital visits, nursing care visits, and other church-related activities. Residing on Madeline Island means planning one's off-Island comings and goings according to the ferry schedule. In the winter, everyone looks forward to a long cold winter when Lake Superior freezes over and people are free to drive on the ice any time of day or night, a liberating reprieve from a regimented ferry schedule.

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

UCC WI Conference has a seminary debt repayment grant opportunity to support a minister.

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

Peer and professional support are available through the UCC regional clergy group and the WI Conference Communities of Practice (COPs).

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

St. John's is seeking a full-time minister. We recognize that every individual has passions and interests that enrich one's life. Perhaps you play in a band or are involved in environmental organizations that require additional time. Please tell us! We want to know about the ways your hobbies, interests, and passions may embellish your ministerial work.

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

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

At the time our previous minister announced her departure, St. John's was in the process of conducting listening sessions (focus groups) to assess and better understand the needs of our congregation and various community constituents and how the church might best support those needs. Concurrently, the Town of La Pointe was conducting a study facilitated by Northland College to assess and prioritize community needs and identify which community organizations might best meet those needs. An example of one urgent need is affordable housing for residents and seasonal employees.

In light of our minister's departure and the Town's study, we put our strategic planning process on hold. We expect the Town to publish its findings by January 2023 which will help guide some of the goals for St. John's. We want to work in partnership with our new minister to shape the next strategic plan for St. John's so we all share similar goals.

Looking into a crystal ball, we assume there will be several priorities for our church and our community which will likely include (in no particular order):

- Supporting and engaging with young families;
- Increasing our Second Century Endowment;
- Building spiritual outreach opportunities to engage new and younger audiences;
- Fortifying the health and well-being of year-round and seasonal residents;
- Working in partnership with the Town and other community organizations to address common goals

While looking beyond our walls and considering the issues facing our community, we must also balance the needs of worshippers who yearn for the long-established liturgy of a Sunday service found in the UCC Book of Worship, New Century Hymnal, and Pulpit Bible. We would be remiss in not attending to the interests of congregants who are accustomed to and seek a traditional worship experience.

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

Community building has long been a hallmark of our church and will continue to be so well into our second centennial. We have some remarkable success stories. Woods Hall Gallery and Studios was founded in the early 1950s as a community outreach initiative. The goal was to help islanders stay busy during the winter weaving rugs and creating other craft items, which could then be sold during summers to supplement income. What began as a modest ministry flourishes today.

Another example is our Island Closet. Sparked by an idea from the Madeline Island Recycling Facility which saw too many items being thrown away and tossed into landfill, St. John's established the Island Closet. Now in its second season, the Island Closet houses used clothing, gardening tools, household goods, athletic equipment, and other items. These donated goods don't end up in the trash; rather, they are available for free to anyone. Cash donations generate income for the church in addition to covering the expenses of the Island Closet manager's salary and operating costs.

We are a church with a long history of working in partnership with the community and making a difference in island life. We are excited to collaborate with the Town of La Pointe, our new minister, and other community leaders to envision ways to meet pressing needs.

For the people who attend Sunday worship and other spiritual and religious practices, it is critical to continue to deliver challenging and engaging worship experiences. However, our church is less focused on increasing formal membership and counting bodies in the pews, and more committed to building community, engaging partnerships, supporting artistic expression, and enriching non-traditional spiritual exploration.

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

While no language requirements or culturally specific capacities are required, we assume that a minister will be knowledgeable about theological history and familiar with Christian liturgy. Because we are a congregation comprised of many faith backgrounds, it would be helpful for the minister to have an open mind about as well as familiarity with a broad range of faith practices and traditions.

Our congregation and the extended Madeline Island community are keenly aware of the natural environment surrounding us. It influences our daily lives, disrupts our work with snowstorms or Northeastern gales, affects our transportation to and from the Island, and impacts the food we grow. For many people in our community, spirituality is defined by and deeply connected to the natural world; therefore, it would be beneficial to have a minister who has an interest in creation care and environmental issues.

Our Island is the spiritual home of the Ojibwe nation and physical home of several Ojibwe people. We look for opportunities to strengthen our connections and deepen our relationships with the Bad River and Red Cliff tribes who return to the Island for ceremonies and feasts. We would welcome a minister who is curious to learn about Native American (Ojibwe) culture, history, and traditions and has interest in meeting with tribal leaders who visit the Island and host tribal gatherings. When you visit Madeline Island, you'll see many signs in both English and Ojibwe.

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.

Several areas of excellence identified in *The Marks of Faithful & Effective Authorized Ministry* are very much in alignment with the work St. John's is doing. Four areas of excellence that are most important for a minister to help St. John's advance its vision include:

1. Exhibiting a spiritual foundation and ongoing spiritual practice

St. John's provides opportunities for spiritual growth. As the single year-round church on Madeline Island, we have both the opportunity and obligation to serve a continuum of faith traditions. People who attend worship at St. John's represent a wide swath of spiritual and religious practices. And, the Madeline Island community represents an even wider ribbon of beliefs. Recognizing that many people seek spiritual connections to enrich their lives and give purpose and meaning to their lives, St. John's believes its mission is to provide spiritual experiences for people that best suit their beliefs. One way to encourage spiritual growth is by offering a traditional Sunday worship experience. Another is by conducting an Easter sunrise service on the beach or burning Christmas greens in January. Perhaps it's Soup Supper Wednesday where we discuss social justice. Or taking a walk on Capser Trail. Or attending a bird hike hosted by the Madeline Island Wilderness Preserve. Spirituality is different for everyone. We aim to be the impetus to enrich spiritual connections and encourage spiritual growth.

2. Engaging sacred stories and traditions

St. John's is a church and a spiritual center for the whole Madeline Island community.

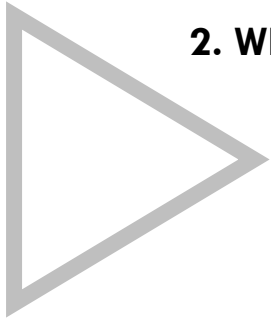
For us, that means being liberal in our interpretation of what is "sacred." Sacred extends beyond Judeo-Christian tradition; it includes Native American traditions and tribal spirituality, as well as spirituality that honors natural environments.

3. Caring for all creation

St. John's honors the natural environment. Water, land, air, creatures. They are integral to our everyday lives. Living on the largest of the Apostle Islands, fourteen miles long and three miles wide, we are always aware of the natural world. We marvel at the sunrise, we care for the wounded fox moving through people's property, we warn our neighbors when we spot a bear, we adjust our trips to the mainland when gale force winds prevent the ferry from running, we forage for mushrooms, we shovel after another deep snowfall, we wake early to the squawking of young eaglets screeching for food in their nest. We all know that *mooningwanekaaning-minis* translates to "island of the golden-breasted woodpecker," the Anishinaabe homeland. We worship by praying in church, swimming in the lake, walking in the woods, sitting on the beach. Many people in our community are involved in organizations whose missions are about protecting the health of our natural environment.

4. Working together for justice and mercy

St. John's serves as a resource for reconciliation and justice. St. John's is no different from any other community. We witness socio-economic inequity, racial injustice, and cultural domination of indigenous peoples. We witness discrimination, bias, and prejudice. We witness conflict and hate. Our church works to be an ambassador of grace and reconciliation to foster justice. The Soup Supper group studied the Doctrine of Discovery and its wrongful justification for colonization and seizure of land. The Racial Justice Study Group reads books to understand the history of systemic racism in the United States. The Food Shelf provides free food for people 24 hours a day. While not perfect, St. John's strives to champion justice in our community.



2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

St. John’s aims to be a church and a spiritual center for the whole community by:

- Being a model of Jesus’ teaching and Christian philosophy;
- Being open and welcoming everyone, regardless of where they may be on their spiritual journey;
- Being aware of and involved with issues and concerns of the Madeline Island community;
- Being mindful of the paradigm shift away from traditional religion and toward non-traditional spirituality;
- Being a model of behaviors and philosophies that promote community health and engagement; and
- Being an agent of change in our world by strengthening the global church and reversing the emergence of hostile and toxic political discord and non-Christian philosophies.

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?

As described by one Council member, God is calling us by “imploping us to listen and be attentive to a still and small voice.”

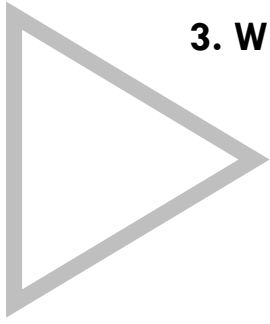
Another congregant noted, “the future of St. John’s is in the Lord’s hands.”

We are being called to address community issues in response to the vision of perceptive community leaders who initiated the Town of La Pointe’s Strategic Plan to foster community health and wellness. No longer can we be content with earlier mission statements and

programs of outreach. We need to be bold and imaginative in the ways we engage with people and support their needs.

We are confident we are reaching a wider audience today. As early as 2017 and before the recent pandemic and nationwide reliance on Zoom, St. John's began inviting people to stream worship. This allowed us to offer worship to our seasonal residents across the country and reach year-round residents whose busy schedules precluded them from attending worship in person. We discovered we were reaching people who have never attended worship at our church, including some who have never even taken the ferry to Madeline Island. Our monthly viewership averages 300 – 350 views with several new subscribers each month. Minutes of views are just under 5000 per month. Before the pandemic, we were already accustomed to using "owl" technology for video conferencing, thereby expanding our volunteer leadership and enabling people "off-Island" to participate in church Council, committee meetings, fellowship, and other gatherings.

As a result of our 2015 Strategic Plan, we understood the value of establishing an endowment. As part of St. John's centennial celebrations in 2020, we created the Second Century Endowment. It is extremely rare for a church of our size to be able to attract and afford a full-time minister. But, as the only year-round church in the Madeline Island community, the benefit of having full-time pastoral leadership is enormous. An endowment ensures that we can, forever, afford a full-time minister. By using funds generated by an endowment to cover a minister's salary and facility maintenance, it frees up our operating budget thereby allowing us to invest in new ministries, outreach programs, and community support projects. St. John's congregants and others beyond our walls in the Madeline Island community responded with enthusiasm. Thanks to the generosity of one individual, we had a \$250,000 matching grant challenge which propelled our Second Century Endowment ahead to exceed \$500,000 in its first year. We have significant commitments for future planned gifts and we continue meeting with individuals to encourage planned gifts to grow St. John's Second Century Endowment.



3. WHO ARE WE NOW?

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

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

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

Recognizing we are the only year-round church on Madeline Island, our vision is to be a Christ-centered church and a spiritual center that welcomes all, wherever they are on life’s journey. We are a cluster of Christians of all denominations, Catholics, Jews, Buddhists, agnostics, and spiritual souls who gather for worship and social activities. Some of the people in our church community who are the most dedicated and involved individuals reject organized religion altogether or embrace a non-traditional practice of spirituality.

At St. John’s, we are accustomed to hearing God referred to by many names including God, Creator, Host, Great Spirit, Supreme Being, The Light, Divine Being, Yahweh, or Higher Power.

Some in our congregation would likely describe the Holy Spirit in more traditional ways such as the spirit of God or the foundation of Christ’s teaching. Others would describe the Holy Spirit in more non-traditional terms such as the beauty of the land and water, synergy among living beings, ethereal energy, or the spirit of one’s soul.

Describe several strengths or positive qualities of your congregation.

St. John’s is a church and a spiritual center that:

- Reaches out to people beyond its walls;
- Has the support of the community in wanting our church to prosper and thrive;
- Flourishes when worshippers experience inspiration, motivation, and joy;
- Fosters a strong network of friendships and social connections; and
- Encourages community service and advocacy work.

In addition to these strengths, St. John's is proud of its ministries and outreach initiatives and its capacity to:

- Sustain a full-time ministry with additional staff support, despite a small membership;
- Build and maintain a trusted relationship with the Madeline Island community;
- Create a Second Century Endowment and secure financial support; and
- Serve people in need with kindness, compassion, and a joyful heart.

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?

Our congregation most commonly gathers in the St. John's sanctuary for worship. It's a friendly gathering with much conversation among congregants and visitors, most of whom know each other well. Traditional hymns and secular pieces of music are performed by our many talented musicians who play the organ, piano, guitar, flute, and other instruments and who have amazing singing voices. In addition, guest artists (musicians and singers) are frequently incorporated into worship services. Most of our congregants are well-educated, have Midwestern roots, and consider themselves theologically liberal.

To offset some of our more traditional worship experiences, we celebrate Easter morning with a sunrise service on the beach, honor Celtic traditions with a burning of the Christmas greens, host a women's full moon circle based on Ojibwe traditions, and recognize our creation connections with worship experiences honoring water while we stand knee-deep in Lake Superior.

Baptisms can take place at the altar near the baptismal font with parents lighting candles and saying prayers – or, the entire congregation may walk across the street, remove their shoes, and wade into Lake Superior to share the water being used to baptize a young child.

Our congregation uses these words or phrases to describe a good sermon:

- Challenging
- Inspirational
- Lessons on social justice
- Putting the gospel lesson in historical context
- No fire and brimstone, please!
- Using honest, personal stories to make a point
- Incorporating literature, movies, lectures, and other references into the sermon

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?

We are committed to building faith formation and spiritual development for children and young people. We had some young people who were very involved with St. John's during their childhood and young adult years. However, more recently, we've been struggling with our youth ministry. We would like to find ways to engage and solidify relationships with young families.

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?

Council (comprised of both year-round residents and seasonal residents) serves as the administrative leader of our church and the driver to advance the mission of our church. We have several active committees and ministries whose work provides a vibrant ministry and spiritual home including:

- Altar Guild – adorning our altar with some of the most amazing floral creations one could imagine and preparing our monthly Communion table;
- Audio/Visual Sight and Sound Committee – managing the streaming services to deliver virtual worship experiences;
- Bazaar – hosting the largest one-day garage sale (creative recycling!) on the Island and generating 10% of our annual budget;
- Bible Study, Prayer Group, and Theological Education – small groups to study, pray, explore, and reflect on faith practices;
- Centennial Committee – organizing events in celebration of *St. John's 100 Years of Island Spirit*, our church's centennial;
- Communications Committee – strengthening connections to the church by promoting St. John's and its ministries and outreach programs via print, electronic, and social media platforms;
- Community events – gathering space for Little Learners Preschool, AA and AlAnon, Community Choir, classes, and educational programs;
- Community Kitchen – communal cooking, canning, preserving in Fellowship kitchen in addition to hosting Ojibwe Treaty Day feast, memorial services, Sunday fellowship, weddings, community Thanksgiving feast, and birthdays;
- Council – managing administrative functions, shaping strategic plan, and directing mission and vision of the church;
- Education – supporting the faith formation of children, teens young adults, and more mature adults;

- Facilities – managing the repair, maintenance and preservation of historic church, parsonage, Woods Hall Gallery and Studios, grounds and labyrinth;
- Fellowship – offering refreshments following service and supporting special events at our church;
- Food Shelf and Community Garden – free 24-hour, year-round food pantry and community garden to support food security and promote local food systems;
- Full Moon Circle for Women – monthly worship experience for women based on Anishinaabe teachings and practices;
- Health and Caring Circles ministries – offering educational programs, exercise classes, addiction support groups, and in-home support for people in need;
- Island Closet – a recycling center for clothing, sports equipment, household goods, and gardening items;
- Memorial Committee – supporting our ministry with memorial gifts from year-round and seasonal residents;
- Memorial Gardens and Labyrinth – a garden on the church campus offering restful environment for prayer and contemplation plus a labyrinth for spiritual practices;
- Music Ministry and Theater Programs – offering music for worship plus special music by guest artists, in addition to plays, dance and other theatrical performances;
- Outdoor Ministries – worship in the tent, on the beach, fire circles, walks, water activities;
- Racial Justice Study Group – hybrid virtual and in-person monthly gathering to discuss a book or topic relating to racial justice;
- Soup Suppers – fall and winter Wednesday night gatherings to share a meal, enjoy social time, and discuss a topic of interest;
- Stewardship – building the Second Century Endowment and organizing an annual fundraising drive that generates substantial revenue;
- Stories of the Heart – conversation to dive into matters that stir one’s soul and reflections of primary importance;
- Utterbach Scholarship – providing educational scholarship funds for young people in our community;
- Woods Hall Gallery and Studios – dating to the early 1950s, this ministry supports the work of artists and crafts persons;
- Worship – enhancing the faith experiences and spiritual growth of our community, both inside our church walls and on the street.

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

Both Church Council and the Woods Hall Gallery and Studios Board spend about 3 hours in regularly scheduled monthly meetings. These are committee-led business meetings conducted in person and via electronic conferencing. In addition to monthly meetings, there

are phone call conversations, video conferences, and strings of email messages conveying information and seeking feedback. It's rather difficult to put an hourly estimate on these other communications.

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

COVID! The intrusion of the pandemic was unsettling and presented us with the urgency of doing business completely differently. Together with our minister, Council took swift action to shift to virtual worship, committee meetings, small group gatherings, and pastoral care visits. For an island community without easy access to a hospital, protecting the health of our residents was crucial. Our community rallied in exceptional ways. Several individuals recognized that the lack of a regular influx of seasonal residents and tourists on the Island would jeopardize the financial well-being of many year-round residents. Without being asked, St. John's received significant special gifts to support people who were adversely impacted by the pandemic. Other people understood that by not being able to hold our annual Bazaar and gather in person to receive weekly offerings, St. John's budget was vulnerable. We made online giving a priority on our website and our minister promoted online giving during the sermons she presented to virtual worshippers from an empty sanctuary. The result was impressive – and emblematic of the value of St. John's in the hearts of many. Today, we continue to be creative about offering hybrid experiences for worship, Bible study, prayer groups, AA and AlAnon, fellowship, and other gatherings. It would be surprising if St. John's were to ever return exclusively to in-person get-togethers.

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 can provide all the governance documents in addition to a comprehensive handbook that captures all the institutional knowledge from our departing minister.

3b. 11-YEAR REPORT

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

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



Church#: 861440

Assoc: 828

Schedule: 0

Saint John's UCC

La Pointe

WI

54850

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	122	46	30	1	0	5	2	0	4	
2012	121	45	30	0	0	4	5	0	-1	
2013	120	51	50	0	0	0	1	0	-1	
2014	120	47	0	0	0	0	0	0	0	
2015	119	45	0	0	0	0	1	0	-1	
2016	119	45	25	0	1	1	2	0	0	
2017	118	42	20	0	0	0	1	0	-1	
2018	112	45	20	0	0	0	6	0	-6	
2019	116	50	34	0	0	6	2	0	4	
2020	119	50	0	0	0	5	2	0	3	
2021	117	50	30	0	0	0	2	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	\$101,575	\$0	\$3,000	\$3,840	\$6,840	\$1,288	\$8,128	2.95	\$109,703	\$97,329
2012	\$121,099	\$0	\$3,000	\$150	\$3,150	\$936	\$4,086	2.48	\$125,185	\$97,181
2013	\$118,181	\$0	\$0	\$160	\$160	\$624	\$784	0.00	\$118,965	\$91,879
2014	\$113,657	\$0	\$3,100	\$785	\$3,885	\$874	\$4,759	2.73	\$118,416	\$83,077
2015	\$126,579	\$0	\$3,100	\$233	\$3,333	\$936	\$4,269	2.45	\$130,848	\$116,237
2016	\$116,098	\$0	\$3,100	\$1,531	\$4,631	\$2,500	\$7,131	2.67	\$123,229	\$89,710
2017	\$135,015	\$0	\$3,500	\$748	\$4,248	\$1,600	\$5,848	2.58	\$140,863	\$98,522
2018	\$132,227	\$0	\$3,000	\$2,517	\$5,517	\$0	\$5,517	2.27	\$137,744	\$0
2019	\$144,000	\$0	\$3,000	\$455	\$3,455	\$0	\$3,455	2.08	\$147,455	\$104,861
2020	\$121,614	\$0	\$1,000	\$504	\$1,504	\$0	\$1,504	0.82	\$123,118	\$114,342
2021	\$150,539	\$0	\$4,000	\$101	\$4,101	\$0	\$4,101	2.66	\$154,640	\$125,451
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2016-2021	-1.68	11.11	20.00	-100.00	0.00	29.67	-11.44	25.49		
2011-2021	-4.10	8.70	0.00	-100.00	0.00	48.20	-40.04	40.96		

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.

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



Church#: 861440

Assoc: 828

Schedule: 0

Saint John's UCC

La Pointe

WI

54850

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	118	46	19	2	0	0	1	0	1
2011	122	46	30	1	0	5	2	0	4
2012	121	45	30	0	0	4	5	0	-1
2013	120	51	50	0	0	0	1	0	-1
2014	120	47	0	0	0	0	0	0	0
2015	119	45	0	0	0	0	1	0	-1
2016	119	45	25	0	1	1	2	0	0
2017	118	42	20	0	0	0	1	0	-1
2018	112	45	20	0	0	0	6	0	-6
2019	116	50	34	0	0	6	2	0	4
2020	119	50	0	0	0	5	2	0	3

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	\$93,048	\$0	\$2,500	\$170	\$2,670	\$1,288	\$3,958	2.69	\$97,006	\$101,637
2011	\$101,575	\$0	\$3,000	\$3,840	\$6,840	\$1,288	\$8,128	2.95	\$109,703	\$97,329
2012	\$121,099	\$0	\$3,000	\$150	\$3,150	\$936	\$4,086	2.48	\$125,185	\$97,181
2013	\$118,181	\$0	\$0	\$160	\$160	\$624	\$784	0.00	\$118,965	\$91,879
2014	\$113,657	\$0	\$3,100	\$785	\$3,885	\$874	\$4,759	2.73	\$118,416	\$83,077
2015	\$126,579	\$0	\$3,100	\$233	\$3,333	\$936	\$4,269	2.45	\$130,848	\$116,237
2016	\$116,098	\$0	\$3,100	\$1,531	\$4,631	\$2,500	\$7,131	2.67	\$123,229	\$89,710
2017	\$135,015	\$0	\$3,500	\$748	\$4,248	\$1,600	\$5,848	2.59	\$140,863	\$98,522
2018	\$132,227	\$0	\$3,000	\$2,517	\$5,517	\$0	\$5,517	2.27	\$137,744	\$0
2019	\$144,000	\$0	\$3,000	\$455	\$3,455	\$0	\$3,455	2.08	\$147,455	\$104,861
2020	\$121,614	\$0	\$1,000	\$504	\$1,504	\$0	\$1,504	0.82	\$123,116	\$114,342

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	0.00	11.11	0.00	0.00	100.00	-3.92	-54.85	-5.91
2010-2020	0.85	4.17	-100.00	150.00	100.00	30.70	-43.67	26.92

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

3c. CONGREGATIONAL DEMOGRAPHICS

We are choosing not to complete everything in the Congregational Demographic description. We are not trying to be difficult or defiant. Rather, we are a community for which it is quite impossible to provide accurate statistics because our “membership,” comprised of year-round residents, seasonal residents, and day visitors, fluctuates wildly depending on the season. We currently have 117 full members and 37 associate members. However, these numbers do not include another group of people who attend worship and/or actively participate in church activities, but who have never formally joined St. John’s UCC. Our Search Committee and other representatives of St. John’s welcome your questions regarding these demographics and will share information as best as they are able.

Describe those who participate in your church.

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

Percentage of total participants who have been in the church:

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

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>

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:		
Households with minors:		

Single adults age 35-65:		
Joint households with no minors:		
Single adults over 65:		

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:		
College:		
Graduate School:		
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:		
Adults who are retired:		
Adults who are not fully employed:		

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

Our congregants are retirees, business owners, lawyers, doctors, entrepreneurs, herbologists, farmers, stay-at-home parents, teachers, college professors, architects, engineers, nurses, accountants, wealth management advisors, ministers, artists, spiritual healers, electricians, construction workers, and the list goes on.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

We are predominantly a white community, the majority of whom are of European descent. Our diversity is most prominent in our wide range of faith and spiritual traditions. We are UCC and most every other Christian denomination, Catholic, Jew, Buddhist, Unitarian, Quaker, agnostic, atheist, and spiritualist. Our diversity is also

evident in the cities and states from which we hail. Most seasonal residents are from states other than Wisconsin with primary residences in Minnesota, Michigan, Florida, Arizona, Nebraska, Iowa, Kansas, Missouri, California, and North Carolina. We are diverse in our economic situations. Sitting side-by-side in church are people with extensive family wealth and people who rely on our Food Shelf ministry regularly. We are also diverse in the way we live on Madeline Island. Some people reside in large, comfortable second and third homes with abundant amenities. Others live in trailers in the woods or one-room shacks relying on firewood for heat and retreating to outhouses for plumbing.

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 and do not have plans to use a Welcoming Diversity Inventory. Diversity, individual needs, and community issues are common topics in regular conversations. We believe we are sensitive to the diverse community that lives and vacations on Madeline Island. We are at the table with other community people discussing issues such as affordable housing for year-round and seasonal residents, affordable ferry boat transportation, affordable utility costs, and other issues. We work to:

- Be a church and spiritual center for the whole community on Madeline Island. To achieve this goal, we must recognize the individuality of all people residing in this community;
- Be a church and caring congregation for the whole community through maintaining and improving physical, mental, and spiritual health. To achieve this goal, we must acknowledge that physical, mental, and spiritual health is different for every person;
- Be a resource in reconciling differences within our community. To achieve this goal, we must be guided by civic discourse and conflict resolution.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	8-15	Pastor, lay leaders
Baptisms <i>(number last year)</i>	2	Pastor
Children's Groups or Classes	10	Pastor, lay leaders
Christmas Eve and Easter Worship	50-150 depending on in-person vs virtual	Pastor, lay leaders, musicians, volunteers
Church-wide Meals	25-80	Pastor, lay leaders
Choirs and Music Groups	5-25	Musicians
Church-based Bible Study	8-15	Pastor
Communion <i>(served how often?)</i>	Monthly	Pastor
Community Meals	25-80	Lay leaders, committees
Confirmation <i>(number confirmed last year)</i>	N/A	
Drama or Dance Program		Occasional solo artist, children, musicians, congregants
Funerals <i>(number last year)</i>	2	Pastor
Intergenerational Groups		Most groups are intergenerational, although they skew 40 and older
Outdoor Worship	A few times/year	
Prayer or Meditation Groups	8-15	Pastor and lay leaders

Public Advocacy Work		Congregants
Retreats		Individuals
Theology or Bible Programs in the Community	8-15	Pastor
Weddings (<i>number last year</i>)	3	Pastor
Worship (time slot: 10 AM)	20-150	Pastor, lay leaders, musicians
Worship (time slot: 7 PM)	20-40	Full Moon Circle for Women
Young Adult Groups or Classes	N/A	
Youth Groups or Classes	N/A	
Other: Woods Hall Gallery and Studios	80+ artists plus customers who buy their art	Woods Hall Gallery and Studio Manager

Additional comments:

The estimated numbers of attendees in the chart above are accurate in some cases, and guestimates in others. The pandemic certainly impacted attendance and participation. For example, we certainly hosted fewer weddings, baptisms, and memorial services, attracted fewer attendees to in-person gatherings, and canceled or postponed other events.

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Drew Filkins	Three-Way Covenant	St. John's UCC	Interim Minister	N
Penny Gill	No	St. John's UCC	Occasionally preaches	Y

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

Rev. Rachel Bauman – Pastor Rachel is WI UCC Associate Conference Minister, Southwest and Southeast Associations.

Rev. Marina Lachecki – Pastor Marina helps plan and conduct music for the Community Christmas Program and co-hosts spiritual gatherings.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson 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
Office Manager		Part-time	Pastor	8 years
St. John's Financial Secretary		Part-time	Pastor	1 year
Island Closet Manager		Part-time	Pastor	2 years
Woods Hall Bookkeeper		Part-time	Woods Hall Treasurer	3 years
Woods Hall Gallery and Studios Manager		Part-time	Woods Hall Board Chair	3 years, Manager recently retired.
Musicians		Part-time	N/A	25+ years

REFLECTION

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

We may have a small staff, but we are mighty! One of our challenges is engaging young families and attracting younger audiences.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$150,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$15,000 but not taken in 2022
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	Up to full amount
Fundraising Events	\$20,000
Gifts Designated for a Specific Purpose	\$20,000 as of October balance sheet
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$
Other (specify):	\$
TOTAL	\$170,000

Current annual expenses (dollars budgeted for most recent fiscal year): \$181,000

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.

		2021 YTD	2021 YTD Budget	2021 Projected	2022 Budget
Income					
	General Offerings	\$ 50,756	\$ 29,854	\$ 90,000	\$ 85,000
	Island Closet	\$ 2,546	\$ -	\$ 7,000	\$ 7,000
	Bazaar	\$ -	\$ -	\$ 12,000	\$ 12,000
	Stewardship	\$ 500	\$ 18,756	\$ 16,000	\$ 16,000
	Centennial	\$ 2,591	\$ -	\$ 3,000	\$ -
	Franklin Funds	\$ 231	\$ 822	\$ 250	\$ -
	WI Endowment	\$ -	\$ -	\$ -	\$ 15,000
	Checking Interest	\$ 4	\$ 2	\$ 10	\$ 10
	MMI Interest	\$ 6	\$ 14	\$ 20	\$ 20
	Misc. Income	\$ 76	\$ 70	\$ 94	\$ 94
		\$ 56,710	\$ 49,518	\$ 128,374	\$ 135,124
Expense					
Pastoral Salaries	Health Ins.	\$ 6,741	\$ 6,649	\$ 13,500	\$ 15,000
	Dental	\$ 298	\$ 255	\$ 600	\$ 650
	SP Retirement	\$ 4,737	\$ 4,060	\$ 9,500	\$ 9,500
	SP Salary	\$ 22,500	\$ 22,500	\$ 45,000	\$ 49,500
	Life Ins.	\$ 507	\$ 435	\$ 1,016	\$ 1,016
	Vision Ins.	\$ 100	\$ 100	\$ 100	\$ 100
Staff Salaries	Office Manager	\$ 3,310	\$ 3,750	\$ 7,000	\$ 7,500
	Admin Support	\$ 810	\$ 1,200	\$ 3,000	\$ 6,200
	Substitute Preacher	\$ -	\$ 375	\$ 375	\$ 750
	Video Coordinator	\$ -	\$ -	\$ 2,165	\$ 5,200
	Maintenance	\$ 322	\$ 300	\$ 750	\$ 800
	Janitorial	\$ 1,800	\$ 1,800	\$ 3,600	\$ 3,600
	Music Coordinator	\$ 1,960	\$ 960	\$ 6,760	\$ 9,600
	Staff Bonus		\$ 300	\$ 300	\$ 300
Payroll Expenses	Payroll Taxes	\$ 2,368	\$ 2,465	\$ 6,000	\$ 7,500
	Worker's Comp	\$ 786	\$ 600	\$ 2,100	\$ 2,300
	Payroll Service	\$ 964	\$ 1,159	\$ 2,000	\$ 2,200
	Advertising	\$ -	\$ 20	\$ 200	\$ -
	Bank Charges	\$ 33	\$ 33	\$ 75	\$ 80
	Stripe Fees	\$ 20	\$ -	\$ 40	\$ -
	Office Supplies	\$ 320	\$ 300	\$ 650	\$ 700
	Postage	\$ 375	\$ 616	\$ 800	\$ 900
	Bulk Permit	\$ 245	\$ -	\$ 245	\$ 245
	Printing	\$ 806	\$ 300	\$ 1,200	\$ 1,200
	Mileage	\$ -	\$ 443	\$ 500	\$ 500
	Insurance	\$ 2,575	\$ 3,529	\$ 3,500	\$ 3,500
	Prof. Services	\$ 1,000	\$ 30	\$ 1,500	\$ 1,500
	Church Phone/Int	\$ 1,552	\$ 1,568	\$ 3,000	\$ 3,000
	Website	\$ -	\$ 229	\$ 230	\$ -
	Support Contracts	\$ 621	\$ 656	\$ 1,500	\$ -
	Computer Software	\$ 127	\$ 74	\$ 400	\$ 480
	Computer Equipment	\$ -	\$ -	\$ -	\$ 1,500
Buildings Grounds Utilities					
	Electric	\$ 1,146	\$ 1,683	\$ 2,500	\$ 3,000
	Water/Sewer	\$ 408	\$ 408	\$ 816	\$ 832
	MRF	\$ 161	\$ -	\$ 350	\$ 350
	Fuel	\$ 5,276	\$ 4,270	\$ 6,000	\$ 6,000
	Building Maintenance	\$ -	\$ 559	\$ 600	\$ 200
	Repairs	\$ 197	\$ 422	\$ 6,000	\$ 2,000
	Parsonage Repair	\$ 69	\$ 390	\$ 500	\$ 500
	Maintenance Supplies	\$ 88	\$ 120	\$ 200	\$ 200
	Permits	\$ -	\$ -	\$ 50	\$ 50
	Lawn Service	\$ 1,154	\$ 901	\$ 2,200	\$ 2,200
Dept and Committees					
	WI Conf. Assessments	\$ 522	\$ 504	\$ 522	\$ 525
	OCWM	\$ 2,000	\$ 1,000	\$ 2,000	\$ 2,000
	Books and Lit	\$ -	\$ -	\$ -	\$ 200
	Office Printing	\$ 158	\$ 463	\$ 500	\$ 600
	Outreach	\$ -	\$ 313	\$ 300	\$ 300
	Ferry Fees	\$ 23	\$ 533	\$ 500	\$ 600
	Worship	\$ 291	\$ 300	\$ 600	\$ 600
	Pastors Discretionary	\$ -	\$ -	\$ -	\$ -
	Fellowship Meals	\$ -	\$ -	\$ 200	\$ 200
	Centennial Expenses			\$ 7,000	\$ -
	Music License Fees	\$ 209	\$ 133	\$ 300	\$ 300
	Pastors Cont Educ.	\$ 462	\$ -	\$ 460	\$ 1,000
	Misc.	\$ -	\$ -	\$ -	\$ 400
	Conventions Other	\$ -	\$ -	\$ -	\$ -
Island Closet	Payroll	\$ 252	\$ -	\$ 3,500	\$ 5,000
	Misc.	\$ 1,438	\$ -	\$ 1,500	\$ 400
Total Expense		\$ 75,471	\$ 66,705	\$ 154,204	\$ 162,778
Net Ordinary Income		\$ (18,760)	\$ (17,187)	\$ (25,830)	\$ (27,654)
Other Income(Loss)		\$ -	\$ -	\$ -	\$ -
Net Income		\$ (18,760)	\$ (17,187)	\$ (25,830)	\$ (27,654)

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

30 percent

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%)*

1.5 percent

What is the church's current indebtedness?

Total amount of loan debt: \$0

Reason for debt: N/A

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.

N/A

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

Year(s)	Purpose	Goal	Result	Impact
2016-2017	Woods Hall Gallery and Studios Renovation	\$450,000	\$450,000	Expanded retail sales area, remodeled entrance, improved landscaping, renovated pottery and weaving studios, renovated sandstone fireplace, adapted the building for energy efficiency.
2018	Parsonage Renovation	Unknown	Unknown	We received a donation from a congregant to upgrade and renovate the parsonage in preparation for a new minister.

If a capital campaign is underway or anticipated, describe: N/A

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

Our most recent capital campaign allowed us to renovate the parsonage and create a significantly more comfortable living/working space for a new minister. This was not a typical capital campaign in that a generous donor provided the funds for the renovation project.

Does your church have an endowment?

Yes – Second Century Endowment managed by UCC Foundation

What is the market value of the assets? \$476,000

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

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

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: \$0

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

Please comment on the above calculations or estimates: No draws taken to date.

Other Assets

Reserves (savings): \$40,000 (money market), \$5000 (CD)

Investments (other than endowment): N/A

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: Unknown

How is the parsonage used? Residence and Office for Pastor

Street / City / State / Zip: 702 Main Street, La Pointe, WI 54850

Finished square footage: 1800 Sq Ft

Number of Bedrooms, Number of Bathrooms: 3 Bedrooms, 1 Bathroom

Assessed real estate value: Unknown

Available for minister residence: Yes

Expected minister residence: Yes

Condition of structure, systems and appliances: Good

Entity in the church responsible for review and needed repairs: Council President and Facilities Committee

Describe all buildings owned by the church:

Church – built 1925

Parsonage and Garage – built 1935, renovated in 2018

Woods Hall Gallery and Studios – built 1955, remodeled 2017

Memorial Gardens and Labyrinth

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

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

Except for our church pulpit and parsonage office, all spaces throughout our church campus, Woods Hall Gallery and Studios, and memorial gardens are accessible to wheelchairs.

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 fortunate to have a stable and healthy financial condition. Our community recognizes the value of the church as a community resource. For that, we receive contributions from people in the community who are not worshippers. Our largest donor is someone who never crosses the church's threshold.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

The leadership skills, personality, and characteristics of our past two ministers have been significant in shaping the identity of our congregation. One minister served for almost 25 years. During that time, she was thoroughly integrated into the community, playing crucial roles in the joyful and tragic events of our Island community. Her street ministry dissolved the walls of our church and reached people who would never consider entering the doors of any church. Another minister, who served for about three years, brought superior executive functioning and management skills to this position which proved vital with the pandemic challenges. She invigorated lay leadership and energized volunteers. A proponent for establishing an endowment, she was effective in fundraising by helping people make soulful connections between their talents and the mission of the church. One congregant described it

this way. “She helped me understand that my talents are not just a mere coincidence; rather it’s the Holy Spirit working within me.” Both of our ministers led with vigor and grace.

The magic of technology has certainly shaped the identity of our church. A new website, social media, monthly MailChimp newsletter, non-profit database, streaming services, and video conferencing these technologies have enhanced our capacity to blast out beyond our walls reaching people in new ways. These technologies have helped us attract new audiences, expand volunteer leadership, deliver news to in-boxes, worship with people across the nation, celebrate the Community Christmas Program with people off-Island, and serve a broader congregation.

Most significantly, the successful launch of our Second Century Endowment has shaped the identity of St. John’s. This endowment ensures that our church will, forever, be able to afford a full-time minister to serve our congregation and be a resource for our wider community. This endowment ensures we will have the capacity to cover the inevitable expenses of maintaining, repairing, and renovating our campus buildings and facilities. This endowment ensures our capacity to fund innovative ministries and outreach programs. This endowment ensures that St. John’s will continue to thrive well into its second century. Our Second Century Endowment brought new awareness to the congregation and the community about the important role our church plays on Madeline Island.

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

Several changes have happened at Woods Hall Gallery and Studios, a thriving and vibrant ministry to support local artists. For years, the minister oversaw operations at Woods Hall, a commitment requiring significant time and energy. Upon the arrival of our most recent minister, she reorganized several reporting structures. She envisioned that it would be more efficient to 1) have Woods Hall’s Board chair provide oversight and 2) hire a full-time Gallery and Studio Manager. In addition, she saw the benefit of increasing communications between St. John’s and Woods Hall. She created a new volunteer leadership position: a Council/Woods Hall Board Liaison, someone to share news and information about each of the two organizations with the other organization. The result of these changes has proven effective in elevating the partnership between St. John’s and Woods Hall.

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?)

St. John’s upholds a reconciling philosophy and relies on the principles of [Speak Your Peace](#) to address conflict with civility. Just as Jesus taught us to do, we (try to) adhere to the values of forgiveness and tolerance. An ongoing conflict is about the formality of worship. Some congregants want us to adhere to traditional liturgy while others prefer a more non-traditional spiritual experience. Both options are equally important and will likely continue to present conflict. To that end, worship doesn’t always have the same structure or feel. And, our ministers have created smaller groups for Bible study, prayer gatherings, and spiritual exploration to augment Sunday worship and better meet the continuum of wishes.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rachel Bauman	3	Yes
Marina Lachecki	24	Yes
Dale Stohre	8	Yes

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

Trust. Trust is the foremost foundation for effective leadership and productive relationships.

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

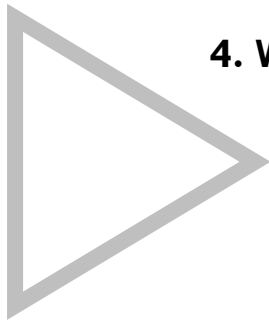
Yes – in the mid-1980s

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?

Possibly – for mental health issues of the pastor who left in the mid 1980s



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

For example, which service activities has your church participated in this past year?

Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?

COVID brought stark attention to the depth of ways people were adversely affected by the pandemic. This crisis affected more than just physical health. It impacted people's financial security, mental health, education opportunities, and so much more. Just like the rest of the world, we learned how vulnerable we are. We learned to appreciate our blessings.

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

Our participation in UCC-related programs is sporadic. It depends on travel distances and the time of year.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| ☐ Accessible to All (A2A) | ☐ 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 |

Our church has not formally adopted statements of witness. That being said, we believe we operate in the spirit of all of these statements and much of our ministerial work strongly

reflects these philosophies. Our reticence in adopting these statements is out of concern that we will inadvertently exclude persons or groups. We believe it is better to act in ways that support accessibility, justice, peace, and non-judgmental positions rather than adopting a name or label that may be interpreted as being exclusionary in its specific definition.

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?

As stated above, we choose not to adopt any of the above statements of witness. However, we believe our philosophies and actions are in alignment with the purpose of these statements.

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

We need not look beyond our church walls to describe the ways we participate in ecumenical and interfaith activities. Because our congregation represents such diverse religious and spiritual traditions, it is safe to state that we are one big interfaith community. We enjoy and are inspired to share faith journeys with people from all sorts of religious backgrounds and with people whose lives are enriched by many different spiritual practices.

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

We rely on our mission statement to guide our work. It serves as a litmus test to steer us and inspire us to take risks, be bold, and be creative in delivering ministry and providing programs for this Island community.

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?

We do not mandate community ministry or ministry on behalf of the wider church. This is the discretion of the individual minister.

4b. MISSION InSite

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

This does not apply to our church.

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?

As the only year-round church on Madeline Island, we cannot compare ourselves to other churches.

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

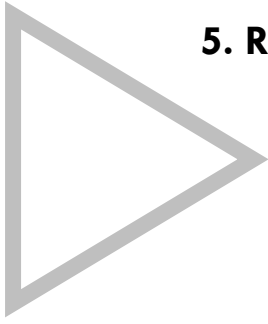
The needs of our community drive our ministry, not the demographics.

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

People comment on how community-minded we are, how open and accepting we are, how responsive we are in providing resources, and how significant a role we play in the life of our community.

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

Oftentimes, we hear that it is the outreach, sermon messages, energy, or sensitivity of the minister that attracted them to our church.



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.” Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Lauren Schuppe

Farmhouse Kitchen and Inn
Madeline Island Public Library
Community Member La Pointe
(612) 810-7040
Laurenschuppe@gmail.com

REFERENCE 2

Robin Trinko Russell

Financial/Shore Operations
Madeline Island Ferry Line
PO Box 66
La Pointe, WI 54850
(715) 747-2051
robintr@madferry.com

REFERENCE 3

Arnie Nelson

President, Nelson Construction Company of La Pointe, Inc.
PO Box 5
La Pointe, WI 54850
(715) 747-3300
nelsonco@cheqnet.net

To whom it may concern,

Thank you for asking me to contribute to this. I am honored to support the incredible efforts of St. John's UCC.

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

I believe the strengths of the church's ministry lie wholly in its efforts and successes in supporting community needs via the Food Shelf, a physical gathering space for community gatherings and preschool and the operation of the Island Closet. All of these programs provide key outlets for the members of our unique island community. We have such limited resources for social support because the water divides us from other systems in the Bay area. St. John's picks up that slack and really offers welcoming accessible options.

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

It is really tough to say where improvement is needed but I suppose with all religious affiliated groups finding ways to make non-members feel welcome is always a challenge. Personally, I think the majority of our community feels welcome to the church and its various programs regardless of their affiliation. I believe that comes with island territory. We are small and rely a lot on each other. I believe most people's aversion is in words only, not actions, as most people in our community benefit or can benefit from the church's offerings.

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

There are so many, but I will name a few.

1. Over the years I have experienced seven holiday pageants (one virtual) at St. John's and every one of them was an incredibly memorable way to connect with our community. I have two small children and that program offers the only quintessential holiday experience for them. I love that it feels like something special that us year-round residents get to share in the thick of the snowy cold winter. The treats, the songs, the gathering and playing afterward all remind me of my church experiences I had growing up and I am so happy my children get a similar opportunity even though we are not church members.

2. As the Library Director I coordinate the Little Learners Preschool Program that gets to utilize the basement of the church for programming. It is incredibly gracious of St. John's to allow us the use of this space to fill a need for our three and four year old children which allows them to remain on the island for preschool. My daughter benefited from this program and I am so thankful for the partnership in planning.

3. During COVID I was honored to be on the COVID Grant Committee that was able to help so many island families in need. It is the outreach and intuition of need that is impressive to me. As a non-member I really feel the church's offerings are accessible to all and needed so badly.

4. My homestead rents land to the community garden on the island that gets to make available its surplus food at the Food Shelf. The role of the Food Shelf is big on the island. Due to our circumstances, we have limited access to fresh foods and the facility at St. John's has made surplus garden foods more available.

4. Anything else you wish to share.

I am so proud of the church and its efforts. The role they have filled and continue to fill in our community is crucial. We lack a dedicated community center and the church helps with a portion of those typical services. So thankful for St. John's continued efforts.

Sincerely, Lauren Schuppe

Farmhouse Kitchen and Inn

Madeline Island Public Library

Community Member La Pointe



To whom it may concern,

St John's church is an integral part of island life both for summer and year-round residents. The church provides a welcoming nondenominational "home" for all who come.

The church basement is a frequent gathering place ... for preschoolers, the Food Shelf a racial diversity book club, exercise classes, AlAnon meetings, and much more. Next door is Woods Hall Gallery and Studios, an outlet for island artists.

The community has been very fortunate to have first Pastor Marina Lachecki, then most recently Pastor Rachel Bauman as caring pastors. The first churches on Madeline Island date back to those arriving with early explorers.

Anyone coming to fill the Island ministry will soon find themselves among parishioners and friends.

Robin Trinko Russell
Financial/Shore Operations
Madeline Island Ferry Line
PO Box 66
La Pointe, WI 54850
715-747-2051
robintr@madferry.com

*Piledriving – Marine Construction – Sand & Gravel
Sewer & Water – Concrete Ready-Mix*

NELSON

Construction Company of La Pointe, Inc.

PO Box 5, La Pointe, WI 54850

Phone: 715-747-3300

Fax: 715-747-5000

Email: nelsonco@cheqnet.net

November 22, 2022

United Church of Christ

RE: St. John's UCC

To Whom It May Concern,

As a lifelong resident of the Town of La Pointe on Madeline Island, St. John's UCC has always been a part of Island life and my life, whether you regularly attend the church or just on special occasions (holiday services, weddings and funerals alike) The church is there whenever the community needs it.

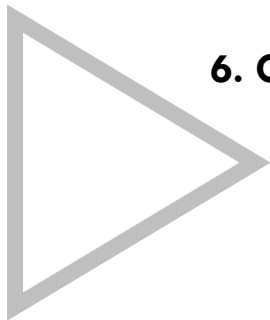
The atmosphere is always welcoming and community is front-most in their service. The food shelf pantry at the church is quite amazing, if in need, there is a bounty of food available from fresh to frozen to pantry staples, the variety of items available to anyone in need is something that I not only appreciate for our community, but I am very fond of and I am very proud of the generosity of our community members.

It's not only a place to worship, but a place to gather and heal and be one with each other and the island as a whole.

Sincerely,



Arnold Nelson, President
Nelson Construction Co of La Pointe, Inc.



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

A few people offered a closing prayer:

“Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.” Matthew 25:40

“Come to me, all of you who are weary and carry heavy burdens, and I will give you rest.” Matthew 11:28

“We walk by faith and not by sight.” 2 Corinthians 5:7

You Have Come Down to the Lakeshore - a hymn that celebrates our connection to the waters of Lake Superior

6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*

The reflections and data in the Profile were gathered from St. John's Council, Search Committee, Finance Team, congregants, Office Manager, and Strategic Plan listening session participants.

2. Additional comments for interpreting the profile:

Signed:

Debbie Knopf
Church Council President
November, 2022

6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature:



Name / Title:

Rev. Rob MacDougall/Associate Conference Minister

Email:

rmacdougall@wcucc.org

Phone:

715-308-6120

Date:

November 29, 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