

NEKOOSA UNITED CHURCH OF CHRIST PROFILE 2022

1. POSITION POSTING

A. LISTING INFORMATION

Church Name: Nekoosa United Church of Christ

Church Address: 205 Market Street

Nekoosa, Wisconsin 54457

Supplemental Weblinks: Office@nekoosaucc.org

ADDITIONAL ECUMENICAL AFFILIATIONS

Conference: Wisconsin Conference UCC

Association: Northwest Association

UCC Conference or Association Staff Contact Person

Name: Reverend Rob MacDougall

Title: Wisconsin Conference Associate Conference Minister

Phone: 715-308-6120

E-mail: rmacdougall@wcucc.org

Summary Ministry Description:

The Nekoosa UCC has a friendly, welcoming congregation. Our members work well together to accomplish our tasks and journey with God. As we continue on our faith journey, we are seeking a caring, enthusiastic, personable minister to serve our church community. We strive to be The Church of Choice.

What we value about living in our area: Our church building is located on the picturesque banks of the Wisconsin River in the heart of the city of Nekoosa, a city of 2600 residents. Members and friends of Nekoosa UCC also come to us from our numerous surrounding communities including Wisconsin Rapids, Port Edwards, Saratoga and the rapidly expanding resort community of Rome. We are proud of our heritage of strong agricultural and paper industries which continue today. Recreational opportunities are endless all four seasons with our plentiful lakes, parks and trail systems. In recent years our area has also become a golfer's dream destination. We value our great schools, small town hospitality and our citizens willingness to care for each other.

Current Size of Membership: Approximately 183

Languages used in Ministry: English

Position Title: Pastor

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

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines: Yes

B. SCOPE OF WORK

Core Competencies: Accepting, Compassionate, dedicated

1. POSITION POSTING

C. COMPENSATION AND SUPPORT

Salary Basis (Cash value plus value of Parsonage/Housing Allowance) \$75,000 to \$95,000

Benefits: Annuity, Life Insurance, Medical Insurance, Dental Insurance, vision, mileage, continuing education, and sabbatical.

What is the expected living situation for your next minister: Parsonage Provided

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

Parsonage is two blocks from the church. Most members live within a 10-mile radius of our church.

State any incentives: Being part of a blessed hardworking church family.

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

WI Conference has a seminary debt retirement fund, pastors are encouraged to be part of a Community of Practice (COP), a district clergy group, annual clergy retreat at Moon Beach Camp

D. WHO IS GOD CALLING TO MINISTER WITH US?

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

We hope to continue our strong tradition of serving our community needs. Our goal is to increase membership while addressing the inactive members return since Covid-19. Our congregation enjoys the presence of toddlers and babies playing and cooing. We are seeking a minister to grow our congregation and help us inspire our spiritual development.

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

Our minister can bring new ideas while supporting our current outreach and help us identify unaddressed community needs that we can impact as a church.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling: None

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 those areas:

- a. Exhibiting a Spiritual Foundation and Ongoing Spiritual Profile
- b. Caring for all Creation
- c. Engaging Sacred Stories and Traditions
- d. Working Together for Justice and Mercy

2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

We hope to be the Church of Choice. We are being called to be a dynamic, accepting congregation that is open to servanthood of all and fulfilling of the new minister's needs. We strive to become a vibrant growing congregation. We want to spread the word that we are Open and Affirming, tolerant and giving.

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

We have been grateful to be called to host the neighborhood table, serve at the local food pantry, Be a part of many monetary gifts to ministries as well as people in our community experiencing crisis (i.e., home fires, delivering Thanksgiving and Christmas food box donations to the people in our community so they can celebrate with their families. The Christmas gift tree, the shawl/lap blanket distribution to area senior homes, etc.)

3. WHO ARE WE NOW.

A. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

We are striving to know the will of God as taught us in the Holy Scripture, and in our purpose to walk in the ways of the Lord, make known or to be made known to us. We hold it to be the mission of the church to proclaim the gospel to all humankind, exalting the worship of the one true God and laboring for the progress of the knowledge, the promotion of justice, the reign of peace and the realization of human faith and fellowship. Depending, as did our forebearers upon the continued guidance of the Holy Spirit to lead us into all truth, we work and pray for the transformation of the world into the sovereignty of God; and we look with faith for the triumph of righteousness and the life everlasting.

Describe several strengths or positive qualities of your congregation.

We are an open and affirming congregation with dedicated members having a strong sense of God, family, friends, and community.

Describe what worship is like when your congregation gathers.

Worship is held in our sanctuary. Our sermons have enthusiasm and relate the Bible to our everyday lives. Our sermons touch our souls with shared experiences and choices we all have made and learned from or experience the "God Moment" during.

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

Our church hosts a 9-month Sunday school featuring the curriculum by Cokesbury.

We also have a Christian based preschool that encourages growth, friendships, learning and fun through joint projects, crafts, songs and Holiday performances. Our church choir ranges from ages 12 to “Grandma is 29 again!” We value the participation of our youth during worship services. Several have read the scriptures, assist with the video portion of our services, and have served on boards to promote a younger out of the box way of seeing the Lord. We commend the high school student that has volunteered to be part of the current Pastor Search Committee. Our Pastor is involved in the training and guidance given to the Confirmands becoming adults in our Church.

Describe how your congregation is organized for ministry and mission.

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

Below are the major boards, committees, small groups, and organizations that are a part of our church: The frequency of meetings (Monthly, weekly, etc.); and expectations for leadership. For leadership role use: 1=Pastor takes primary initiative and responsibility; 2=Pastor and laity share responsibility; 3=laity take primary initiative and responsibility; 4=Pastor’s presence is expected periodically/occasionally.

Board/Committee	Purpose	#Members	Frequency	Leadership
Diaconate	Oversees all parts of worship (excluding weekly worship service)	5	1/month	3 / 4
Mission & Outreach	Oversee missions for the church (worldwide and local)	5	1/month	3 / 4
Trustees	Oversee maintenance monies of the church and its’ properties	5	1/month	3 / 4
Christian Education	Oversees the education of the youth and Programs	5	1/month	3 / 4
Church Council	Oversees and pulls all parts together	20	1/month	3
UCC Women United	Social and mission	Open	2/month	3
Rainbow Preschool Board	Oversees community preschool for 3 yr old and 4K	7	2/year	3
Stewardship Committee	Conducts annual Stewardship Campaign	2	1 or 2/year	3
Small Groups	Purpose	#Members	Frequency	Leadership
Finance Committee	Discuss Budget & Finances	6	1/yr or as needed	3
Pastor/Parish Relations	Review needs of church family and/or Pastor	5	Quarterly	3
Prayer Chain	Prays for those in need	Phone as	Needed	2
Prayer Shawl Ministries	Comfort, healing, solace & peace to others	4 - 5	1/month	3
Sit & Stitch	Social outreach, mission	Open	1/mo. Jan thru May	3

Stephens Ministry	Help Pastor by weekly visits to those in crisis or suffering losses	6	2/month	2
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Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

When the Pandemic didn't allow in person services, we installed an Ad Hoc Committee that researched the CDC guidelines keeping our congregation safe. Our services then became available on our Church website and the local television station.

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**

B. 11 YEAR REPORT

C. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church:

		Is this # an estimate
Number of active members	70	No
Number of active non-members	8	No
Total of church participants (sum of the numbers)	78	No

Percentage of total participants who have been in the church:

		Is this # an estimate
More than 10 years:	80%	Yes
Less than 10, more than 5 years:	15%	Yes
Less than 5 years:	5%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Is this # an estimate
13	4	16	7	7	18	16	52	61	Yes

Percentage of adults in various household types:

		Is this # an estimate
Single adults under 35:	10%	Yes
Households with minors:	10%	Yes
Single adults 35 – 65:	10%	Yes
Joint households with no minors:	40%	Yes
Single adults over 65:	30%	Yes

Education Level of adult participants by percentage

		Is this # an estimate
High School:	63%	Yes
College:	22%	Yes
Graduate School:	3%	Yes
Specialty Training:	12%	Yes
Other (Please Specify):		

Percentage of Adults in various employment types

		Is this # an estimate
Adults who are employed	36%	Yes
Adults who are retired	60%	Yes
Adults who are not fully employed	4%	Yes

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

Our Congregation includes nurses, Salespeople, Managers, Mill Workers, Teachers, IT Personnel, Legal Secretary, State Workers. We are grateful for their expertise and volunteerism.

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 mainly Northern and Central European Descendants. Our diversity is limited, and the racial make-up is considered White.

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

Currently, the Welcoming Diversity Inventory is not needed for our congregation. However, we look forward to taking advantage of such workshop or committee when necessary. Our Church became Open and Affirming on January 25, 2015. A few members left our church however the remainder continue to be welcoming to all of God's Children in their spiritual journey.

D. PARTICIPATION AND STAFFING

Ways of Gathering	Est. # of people attending	Who plans each of the gatherings
Adult Groups or Classes	6	Stephens Minister Lay Leaders
Baptisms (number last year)	2	Pastor, Music Committee, Prayer Shawl Ministry
Children's Groups or Classes	7	Christian Education
Christmas Eve & Easter Worship	228	Pastor, Diaconate, Music Committee

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Church Wide Meals	n/a	n/a
Choirs & Music Groups	12	Pastor, Music Committee
Church based Bible Study	n/a since Covid	n/a since Covid
Communion (Served how often)	55	14/year Pastor Diaconate
Community meals	n/a	n/a
Confirmation (# Confirmed last yr)	3	Pastor
Drama or Dance Programs	n/a	n/a
Funerals (# last year)	8	Pastor, Organist
Intergenerational Groups	n/a	n/a
Outdoor Worship (Joint with Wis. Rapids UCC and Port Edwards Methodist Church)	25 our church 25 Port Edwards Church 39 Wis Rapids UCC	Diaconate, Pastor, Music Ministries, Ushers, Joint Offices
Prayer or Mediation Groups	n/a	n/a
Public Advocacy Work	n/a	n/a
Retreats	Moon Beach approximately 30	Lay Leader, Pastor, Musicians, Scholarship Committee
Theology or Bible Programs in the community	n/a	n/a
Weddings (# last year)	1	Pastor, Music Ministry
Worship (Time Slot: 9:30am)	55	Pastor, Music Ministry, Ushers,
Young Adult Groups or Classes	n/a	n/a
Youth Groups or Classes	3	Confirmants & Pastor
Other:		

Additional Comments:

Some of our programs have been limited with Covid restrictions and could be restarted with a new Minister.

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 a congregation) or Four-Way Covenants (i.e., serving in a ministry beyond a congregation.)

NAME	3 or 4 – Way Covenant (3 or 4 or no)	Ministry Setting	Type of Ministry Role	Retired (Y or N)
Don Adams	No		Occasionally fills in on Sundays for the Pastor	Yes

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

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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
Interim Minister		Interim Part Time	Parish Council	3 months
Lead Secretary	Pastor	Part Time	Personnel Committee	8 years
Secretary	Pastor	Part Time	Lead Secretary	3 months
Custodian		Part Time	Lead Secretary	6 years
Accompanist		Part Time	Music Committee	25+ years
Choir Director		Part Time	Music Committee	6 years

REFLECTION

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

We have a spiritually healthy congregation stepping up to meet adversities with quick responses, giving to the people in need in our church and community. We respond with prayer, monies, and donations. Our church members roll up their sleeves and work together as one. We have no inner conflicts because we all feel that God is our leader, and we are all followers working with His help to do whatever is needed.

3e. CHURCH FINANCES

CURRENT ANNUAL INCOME (DOLLARS USED DURING MOST RECENT FISCAL YEAR)

Source	Amount
Annual Offerings and Pledge	\$114,896.00
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	\$ 7,815.00
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	\$ 947.00
Fundraising Events (Pumpkin Fest)	\$ 4,560.00
Gifts Designated for Specific Purpose (Elevator)	\$ 1,500.00
Grants	\$
Rentals of Church Buildings	\$ 1,173.00
Rentals of Church Parsonage	\$ 4,500.00
Support from Related Organizations (e.g. Women's Groups)	\$ 1,000.00
Transfers from Special Accounts	\$
Other (specify)	\$

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TOTAL	\$136,391.00
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Current annual expenses (dollars budgeted for most recent fiscal year): \$150,944.00

Attach most recent church budgets, 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?

51%

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)

☒ Our 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%) Pledges \$12,500.00 Sources General Fund \$9,580.00, Investment Earnings Fund \$500.00, remainder pledges and Women's United Fund.

What is the church's current indebtedness?

Total Amount of Loan debt? \$0

Reason for debt: n/a

Are capital and other payments current? n/a

If a building program is projected or underway, describe the projected start/end date of the building project and the total project budget. n/a

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

Year(s)	Purpose	Goal	Result	Impact
2018	Reline Sewer Pipes	\$14,000.00	\$14,000.00	Repaired corroded pipes
2015	Boilers	\$20,000.00	\$20,000.00	Saved on heating costs

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
	N/A			
	N/A			

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

N/A We have a very giving congregation that steps up in Emergencies.

Does your church have an endowment?

What is the market value of the assets? \$297,000.00

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

What is the percentage rate of draw (last year, compared to five years ago) N/A

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past 5 years: N/A

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

Please comment on the above calculations or estimates: N/A

Other Assets

Reserves (savings): N/A

Investments (Other than endowment): \$16,683.00

Does your church have a parsonage?

Fair Market rental value of the parsonage: \$1,500/month

How is the parsonage used? Rented or Used by the pastor.

Street / City / State / Zip: 314 Vilas Ave., Nekoosa Wis. 54457

Finished square footage: 2000

Number of Bedrooms, Number of Bathrooms: 4 Bedrooms, 2 Bathrooms

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Assessed real estate value: \$142,400

Available for minister residence? YES

Expected minister residence? YES

Condition of structure, systems, and appliances? VERY GOOD

Entity in the church responsible for review and needed repairs?: YES

Describe all buildings owned by the church:

Church: One and one half story brick building with garage on a corner lot on Main Street. The air conditioned sanctuary seats 250 and has a new sound and projection system. The church has an elevator for accessibility of those in need. The upper level has two classrooms, the Narthex, restrooms, a nursery and two air conditioned offices. One for the Pastor and one for the clerical staff mail slots. The lower level has four classrooms, a carpeted lounge, large fellowship hall, restrooms and a commercial kitchen with dishwasher

Parsonage: Spacious two story wood framed house in very good condition with an attached two car garage. The upper level has four bedrooms, a full bath and plenty of closet space. The lower level has a living room, dining room, full kitchen with dinette area, full bath, an office, screened in porch, major appliances and central air. Location is on a corner lot in a nice neighborhood three blocks from church and one mile from schools.

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.)

All but the pulpit. The parsonage is not accessible.

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?*

Our Financial Committee, approved by the Church Council and the congregation during annual meetings, approved the new Stephen's Ministry. We have commissioned two leaders along with two ministers. We work with the minister and our church members identifying those in crisis. We visit with them weekly and offer local resources to help their unique situation. This frees time for our minister to carry on his duties and obligations knowing those in need are being cared for. We currently have two more Stephen's Ministers being trained by the leaders in a 50 hour training course.

3f. Historical information

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

We became an Open and Affirming Church through congregation vote.

We celebrated our Church's 125th year as a church.

We were able to keep active with our members during the pandemic through services on the church website, downloaded DVD and local programming on television.

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

In an effort to keep the children of our community safe, we have a "Trunk or Treat" celebration in our church parking lot. There are trunks decorated and candy handed out at each along with free hot dogs and hot chocolate served to those who want it.

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? Escribe 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.*

Our church members show respect to one another. When two sides have alternative views, the other members of the committee/group/gathering will chime in and come to an agreement that best fits our values. No one goes unheard, positions are presented, and the outcome will be the "best foot forward" decision for our church.

Recent being years ago in our church, becoming Open and Affirming did cause a few of our members to leave and go elsewhere. The general consensus was that we welcome all who are God's Children no judgement and no matter where they are on their spiritual journey.

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

Staff member's name	Years of Service	UCC Standing (Y/N)
Rev. W. E. Miles	8	Yes
Rev. Fred Kraus	2	Yes
Rev. Mary Anne Biggs	6	Yes
Rev. Timothy Miller	10	Yes

Comment on what your church has learned about itself and its' relationships 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 pastor been the subject of a Fitness Review while at your church? NO

4. WHO IS OUR NEIGHBOR?

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

4a. COMMUNITY VIISION

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

Our church is a participant in the 5 for 5 Campaigns. We host a Vacation Bible School for our communities children and also have the children and volunteers from the Wisconsin Rapids United Church of Christ. At least twice a year we have outdoor services at the local parks in our area, followed by a potluck with the Port Edwards Methodist Church and this year added the Wisconsin Rapids United Church of Christ. Our church has participated in funding for the refugees placed in central Wisconsin. During the Lenten Season, our church, and the Methodist Church in Port Edwards alternate services at each church. Fellowship and food follow the service. We Have Love Gifts at Christmas to help the less fortunate in our community. We deliver a food basket along with warm mittens, gloves, scarves, and hats.

Describe your congregation’s participation in meeting, relationships, and activities connecting the wider United Church of Christ (Association / Conference / National Setting).

When the National meeting was held in Milwaukee in 2019, we sent our pastor and two representatives.

For the North West Association meeting, we send our pastor and two members to represent us.

For the Conference Meeting in Green Lake, Wis, we are represented by our pastor and two members.

Our Mission and Outreach Ministry has participated in the 5 for 5 initiatives. They also participate in the Blanket Sunday Donation drive, the Afghan Relief Fund, help with the Trunk or Treat children’s activity, Love Gifts which are done in December for local needy families, and they promote “Coat and Mitten” donations in December. The Mission and Outreach has also donated to Habitat for Humanity, Local fire victims (not necessarily church members), South Wood County Emergency Pantry-Infant Needs drive, Back Bay Missions, and FOCUS (formerly SWEPS & Food Pantry)

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 |

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?

****Our Diaconate is in the process of selecting a committee to incorporate the WISE Congregation for Mental Health to our church and community.*

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

Yearly there is a community choir presentation with our Church, the Port Edwards Catholic Church, the Port Edwards Lutheran Church, and the Port Edwards Methodist Church.

We host Lenten Services alternately with the Port Edwards Methodist Church, as well as outdoor Sunday Services twice a year in the local parks, and we have had youth group activities with this church also.

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.

The mission of the Nekoosa United Church of Christ shall be to openly welcome and gather together all seekers and followers of Jesus the Christ, this will be accomplished through: worship of God; distribution of the rites and sacraments of the Church; being a place to give and receive spiritual guidance and strength; providing occasions to learn and teach; sharing our mutual life together through fellowship and support; serving one another and others through a ministry of reaching out to the community in which we live and to the wider community beyond ourselves; and spreading God's word, particularly as God's will is set forth in the life, teachings, death and living presence of Jesus Christ.

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.

Our pastor has scheduled hours with occasional commitment to our Church Committee's meetings. The pastor visits the shut-ins and hospitalized/ill members also. We send our pastor to the Association and Conference Meetings with members of our church. We allot any time needed for further education and training that our pastor requires. We allow for sabbatical and put funds away to finance it.

4b. MISSION InSite

Comment on your congregation's Mission Insite report with data for your neighborhood(s) or area. What trends and opportunities are shown? N/A

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 N/A

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

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

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

N/A

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

Pastor Caleb McGregor, Port Edwards United Methodist Church:

Pastor Caleb McGregor c/o Port Edwards United Methodist Church, 411 Wisconsin River Drive, Port Edwards, WI 54469 Phone (618)263-8058 Caleb@CalebMcGregor.com

Pastor McGregor is the awesome minister that we share services with during Lent and in the park.

REFERENCE 2

Pastor Missy Miller, Managing Director of Moon Beach Camp

Pastor Missy Miller, c/o Moon Beach Camp, 14131 Moon Beach Road, St. Germaine, WI 54540
Phone (715)

Pastor Missy Miller was the Pastor of the Wisconsin Rapids United Church of Christ. Currently there is an interim pastor.

REFERENCE 3

Michael Ritchay, Ritchay Funeral Home Director

Mr. Ritchay, c/o Ritchay Funeral Home, 615 1st Street, Nekoosa, Wis 54457 Phone (715)886-3161
ritchayfuneralhome.com

Mr. Michael Ritchay has held many funerals at our church and interacts with many of our members and staff.

PROMPTS FOR REFERENCES

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

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

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

Anything else you would like to share.

6. CLOSING THOUGHTS

6A. CLOSING PRAYER

Gracious God, please be with us all and guide us through this pastoral search process. Bless us with clear knowledge of your will for the Nekoosa United Church of Christ. Help us to not grow weary but to trust in you. May we welcome according to your spirit, the one you are sending to us to lead us into the new years ahead. In Jesus' name we pray, Amen

The Bible Passage we chose is Matthew 7: 7-8

Ask and it will be given to you; seek and you will find; knock and the door will be opened to you. For everyone who asks, receives; the one who seeks finds; and to the one who knocks, the door will be opened."

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 share 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.)*

Volunteer New Pastor Search Committee

2. Additional comments for interpreting the profile:

Signed:

Wayne Johnson, Committee Chairperson, date

6C. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

A handwritten signature in black ink, appearing to read "Rev. Rob MacDougall", written in a cursive style.

Name/Title: Rev. Rob MacDougall/Associate Conference Minister

Email: rmacdougall@wcucc.org

Phone: 715-308-6120

Date: December 9, 2022