

# LOCAL CHURCH PROFILE



St. Pauls United Church of Christ  
Menomonee Falls, WI

Pastor

Wisconsin Conference UCC  
December 15, 2022

## LOCAL CHURCH PROFILE CONTENTS

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

# POSITION POSTING

## LISTING INFORMATION

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COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

## LISTING INFORMATION

Church name: St. Pauls United Church of Christ

Street address: N89W16856 Appleton Ave, Menomonee Falls, WI 53051

Supplemental web links: <http://stpaulsucc.org/>

<https://www.facebook.com/stpaulsmenomoneefalls/>

Additional ecumenical affiliations:

(e.g., denominations, communions, fellowships)

Conference Wisconsin

Association South East

UCC Conference or Association Staff Contact Person

Name: Rev. Jane Anderson

Title: Associate Conference Minister

Phone: (920) 540-2586

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

## Summary Ministry Description:

“We Have Come This Far by Faith”. This has been the motto of St Pauls UCC for over 150 years. Indeed, we are a church filled with resilience and hope. As we celebrated this joyous milestone in 2018, we gained a new appreciation for not only the legacy of our past, but also a confidence that God has equipped this generation to sustain and advance our witness into the future.

We are praying for a pastor that sees the potential in us that we see in ourselves. We are a congregation of devoted and competent lay leaders from a faithful congregation, eager to foster a partnership with a pastoral leader who can help us define and refine our ministry goals, lead us in vibrant worship and preaching, and help us expand our membership and our witness in the community.

St Pauls UCC (spelled with no apostrophe as reflected in our German heritage) is located in the Village of Menomonee Falls, a vibrant residential and commercial center about 20 miles northwest of Milwaukee. We are a congregation of around 150 members, having attracted members of the surrounding communities of Sussex, Lisbon, Lannon and Germantown. And we are a congregation

with three generations! We have a strong group of young families in attendance with 10-12 children in Sunday School.

While at this point our pastoral position is part time, we hope that we can grow our congregation's ministries and the basis for the pastoral position as well. Our situation is challenging to be sure, but, with God's help and guidance, we believe we can offer a positive environment for the right pastor.

**Photographs:**

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







What we value about living in our area: The community in which we are situated is solidly middle class and has great schools and other community resources. To our north and west increased housing is being built. To our Southeast lies the Metro Milwaukee area and there exists a marvelous mix of ethnic diversity.

Current size of membership: 163

Languages used in ministry (other than English): We are not multi-lingual.

Position Title: Pastor

Position Duration (choose one, delete the other options listed):

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 (choose one, delete the other options listed):

Part Time

Does the total support package meet conference compensation guidelines? Yes

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

Worship and Preaching:

Design and present engaging worship services, with frequent grounding in the common Lectionary; offer sermons with a lively engagement with scripture and applied to personal, community and societal issues.

Spirituality: maintain a personal, prayerful spiritual life. Support the spiritual life of the members of the congregation.

Communication: establish a pattern of open, positive communication with our lay leadership and congregation. Email use crucial. Social media/Facebook encouraged.

Administration and Leadership: Support and guide our lay leaders, Cabinet and Boards. Exercise an informed and collaborative style of leadership for strengthening the congregation's future.

Pastoral Care: Establish and maintain quality pastoral relationships with our congregation, especially our members who live in facilities or are homebound.

## COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Housing Allowance): \$32,468 - \$45,566 based on experience.

Benefits (choose one):

Salary plus Benefits

What is the expected living situation for your next minister: living nearby with a housing allowance.

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

We expect the pastor to be involved in the community as a resident.

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

The Conference offers a Mentoring relationship with Mentors who are in the first year of ministry. We intend to support such a mentoring relationship.

The conference does offer a community of practice which the church would cover the \$250 cost.

The conference also offers a coaching program.

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

**Determine office time hours.**

**Flexibility towards attending board meetings with the hope that visits can be accomplished in a reasonable amount of time.**

**Strong communication and working relationship with the church's Administrative Assistant.**

## WHO IS GOD CALLING TO MINISTER WITH US?

***We envision that our next minister will work in co-collaboration with the congregation and lay leadership of St. Pauls to achieve the following goals:***

We look to our pastor to play an active role in encouraging church members to welcome individuals of all generations, points of view, racial and ethnic backgrounds, orientations and genders. Our pastor's leadership and guidance will bring: new ideas and approaches, enhance our lay leadership and committees, and foster a continuous faith building ministry that spans multi-generations. This includes the continuation of both our youth/adult educational programming, as well as church service worship.

Our pastor is our congregation's spiritual leader, working with our members to create and enact an effective faith formation program by providing opportunities for all people to grow in their faith through successfully relating the teachings of the Bible to our everyday lives, especially the youth and confirmation age participants at St. Pauls. We delight in our children's participation in weekly service; it communicates our love of family in all shapes and sizes. Involvement in our youth ministry is a must as is intergenerational flexibility, specifically the ability to communicate well with the entire church.

We pride ourselves on our musical ministry, and see it as an area of continued growth for our worship, therefore it is important to us that our next minister be supportive and involved in this ministry as well.

We seek to strengthen our outreach efforts to welcome new members, as well as welcoming back inactive members through Christ's example as humble servants. Our pastor should help and encourage us to continue to find creative and non-traditional ways to grow our membership and ministry within the community and beyond.

We realize that we cannot act alone in our ministries, and that we have gifts that we can share on the broader UCC level. Therefore, it is important to us that our next minister be willing and able to participate at the Association and Conference levels so we can reap the benefits of the wider church, and they can continue to learn from us.

***We envision that our next minister will assist the congregation in making an impact beyond our walls in the following ways:***

We seek a united ecumenical witness to the issues facing our neighborhood. Our pastor will inspire, encourage and push us to continue to grow our youth and adult mission work. We have an active mission ministry with several local organizations such as the Menomonee Falls Food Pantry, Mr. Bob's Under the Bridge, St. Ben's Meal Program and are part of a local ecumenical group "LARCUM" Lutheran, Anglican, Roman Catholic, United Church of Christ, and Methodist churches of Menomonee Falls. We look to our next pastor to help us facilitate increased participation of church members in special events, worship, mission work, committees, and the overall work of the church. We are also looking for someone with a desire to collaborate with other area churches on various ministry projects.

We believe that an effective pastor will lead by example through their own service to the community as well as identify the gifts of various church members and encourage them to utilize their gifts in service. Our congregation has a strong work ethic and desire to serve their neighbors, both near and far. We are looking for a minister who will embrace this ministry and help us not only continue with the current activities we do, but also help us discover new ways we can help the community around us.



***Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling:*** The ability to speak English, yet an individual who values difference and diversity. This matters to us because we want to grow as a congregation and in the community.

***Based on who we are, who our neighbors are, and who we are working to become, we have identified four areas of excellence that our next minister needs to demonstrate to further our congregation's ministry.***

#### **STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS**

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God's people.
- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.

#### **WORKING TOGETHER FOR JUSTICE AND MERCY**

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.
- Identifying and working to overcome explicit and implicit bias in the life of the Church.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.

#### **NURTURING UCC IDENTITY**

- Acknowledging Jesus Christ as the sole Head of the Church.
- Communicating passion for the oneness of the Body of Christ (John 17:21).
- Holding active membership in a Local Church of the United Church of Christ.
- Participating in the various settings of the United Church of Christ, including Local Churches, Associations, Conferences, General Synod, and global ministries.
- Knowing and appreciating UCC history, polity, and theology.
- Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives.

#### **ENGAGING SACRED STORIES AND TRADITIONS**

- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church, from biblical times forward.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- Leading faith formation effectively across generations.
- Holding the Holy with integrity especially as represented in the Sacraments.

# WHO IS GOD CALLING US TO BECOME?

## Who is God calling you to become as a congregation?

God is calling our congregation to continue to become a community that welcomes others, ministers to those in need, and teaches the ways of Jesus Christ to all those who seek him. To become overwhelmed by the spirit, filled with hope, and resilient to the changes we are yet to experience. Creating in us opportunities to express our faith through our actions, while working to create stronger relationships within our congregation and the community at large.

We are a congregation in transition whose vision is based on over 150 years of service with deep memories as a thriving congregation with a sincere hope that God will lead us as we continue to evolve with the changes in our culture and community. As we strive to adapt our traditions to the needs and demands of the present time, we look to our next called pastor to join us in catalyzing our vision and helping us live it out through our actions.

Our challenge is to reach out to people in our community who are spiritual seekers who may be disaffected by organized religion but who share our values of service, and yearn for the love and promises of Jesus Christ in their daily lives. To research areas of need that we may not be aware of, and ask what we can do, and how we can help. Thereby creating opportunities for all members to participate, learn and actively share their faith.

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

God has been inspiring and equipping our congregation in mission and ministry with adult and youth activities that include:

- Supporting our local food pantry with 11 other congregations.
- Participating in St. Ben's Kitchen, a food ministry for the homeless in Milwaukee.
- A devoted group of members restored our children's church school, and established a wonderful ministry focused on connecting with our members who can no longer join us at church.
- Gathering gently used clothing for homeless people through Mr. Bob's Under the Bridge Ministry.

Along the way we have welcomed a gay couple into membership and leadership, as well as a small number of African Americans to our fellowship. We hope to continue to increase our focus on youth and young adults, encouraging their faith formation and greater involvement in the church and its mission / ministry. We are called to teach our children about the love and life of Jesus so they can become the eyes, ears and hands of Christ. We look forward to the leadership and encouragement of our next called pastor as we seek to be more intentional about emerging opportunities for growth.

# WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING CHURCH

FINANCES

HISTORICAL INFORMATION

## CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

St Pauls has received a legacy, rooted in the Evangelical Synod and its Germanic Culture, about how to be the church of Jesus Christ as well as how to do church. In many ways, our faith is lived out in the context of this local church. Not many of us may be able to quote "chapter and verse" or be able to quote the Apostles' Creed or the UCC Statement of Faith in Worship. We may not be ready to discuss the missionary travels of St. Paul or even the parables of Jesus, but we can talk about how our own parents, grandparents and church members that we have known over the years, influence us to trust the Church's proclamation of the Gospel of Jesus Christ and its promise of salvation and its shaping of a well-lived life.

St Pauls sustains a Prayer Shawl ministry to comfort members in times of need (funerals, illness, etc.), as well as celebrate sacraments (baptism and confirmations).

Devotions are offered by lay leaders or the pastor before each administrative meeting and closed with the Lord's Prayer.

Ushers, lay leaders and even adult acolytes approach their roles quite seriously, even reverently, without being rigid in form or function.

We start the Lenten season with an Ash Wednesday service and close with a Maundy Thursday service. Between these services, we encourage the pastor to personalize the Wednesday services. In 2022, we focused on a book study, of Richard Rohr's "Wonderous Encounters", that encouraged members to share personal connections relating to biblical topics.

Finally, in light of the challenges over the past several years, faced by the congregation in general and the lay leadership in particular, a deep love for the church and appreciation for how it should and could function has given rise to a strong sense of stewardship for the congregation's affairs and the quality of its relationships. This is a congregation whose faith has been tested. It is a faith that has given rise to hope and love.

Describe several strengths or positive qualities of your congregation.

- Our congregation has been resilient, adapting to changes in leadership and the challenges of a global pandemic with faith and hope.
- We take pride in the appearance of our church by coming together to fund raise for improvements.
- We connect to the community through missionary outreach with the local food bank and meal programs.
- We participate in local community events including the village Trick or Treat and sponsor a family in need for Christmas.
- Our Women's Fellowship group makes donations to local charities, supports the needs of the church, and organizes family activities for the congregation. These are funded by our annual Cookie Walk, a tradition in the community.
- We have a dedicated Sunday School program that provides religious education for our children and encourages young families to attend church regularly.
- We are accepting of individuals without regard to their origins or ethnic heritage.

Describe what worship is like when your congregation gathers.

Our worship begins at 9:30AM on Sunday mornings and is open to all. We utilize the Chalice Hymnal and have copies of the Good News Bible in the pews. Within the last ten years we have supplemented the hymnal with a contemporary booklet of songs that our current music director added to our repertoire. Communion is offered to all persons regardless of their denominational affiliation.

A typical order of worship includes: announcements from congregational members, call to worship, invocation, opening hymn, Prayers of Confession and Forgiveness of Sins, passing of the peace, children's time, scripture readings, sermon, Prayers of the People, a sermon song, a call to discipleship utilizing the UCC statement of faith, Canadian statement of faith or the Apostle's Creed, the offertory, doxology, communion on the first Sunday of the month, closing hymn, and benediction.

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

Christian Education is the introduction of ideals of being a good follower of Jesus and contributor to the church community for the children of St Pauls. Each Sunday School lesson is the same scripture reading as their parents hear in the Sanctuary, so families can have a dialog on the lesson during the week. The children learn these lessons in a fun way taught by dedicated teachers. In addition to these lessons, the children make a project for our homebound members, learn songs for a performance to the congregation, provide coffee hour monthly, recite and practice the Lord's Prayer and perform in the annual Christmas Pageant. They constantly receive letters from homebound members and members of the congregation for these efforts. They are truly the soul of our church.

Describe how your congregation is organized for ministry and mission.

Our church is under the executive leadership of the church cabinet. This body sets the agenda for the church and sets the annual goals for the church. This consists of a President, Vice President, Past President, Secretary, and Treasurer. The pastor also sits on this board.

We also have 3 boards that support the cabinet: Deacons, Trustees, and Christian Education.

The Board of Deacons facilitates the worship services, membership, and our annual Rally Day.

The Board of Trustees maintains our building and grounds.

The Board of Christian Education promote the education of the church's children.

Our church constitution also has a provision for a Board of Missions and Stewardship. This board has been placed on hold and duties dispersed to other boards.

- When it comes to decision-making, how many hours are spent in meetings per month? Ten hours per month.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

We email our leadership and called for a special meeting of the congregation.

- 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

# 11-YEAR REPORT



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

Church#:	861670	Schedule:	0	Menomonee Falls	WI	53051			
Assoc:	832			Saint Pauls UCC					
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	489	175	58	0	0	0	0	0	0
2012	297	115	0	0	0	0	9	17	-26
2013	297	115	0	0	0	0	0	0	0
2014	302	134	52	8	0	23	26	0	5
2015	186	120	68	0	0	11	11	117	-117
2016	244	75	30	0	0	65	6	0	59
2017	244	75	30	0	0	0	0	0	0
2018	244	75	30	0	0	0	0	0	0
2019	250	64	46	6	0	0	6	0	0
2020	246	40	0	0	0	1	6	0	-5
2021	155	47	45	0	0	5	10	85	-90

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWIM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2011	\$233,244	\$0	\$15,000	\$1,921	\$16,921	\$0	\$16,921	6.43	\$250,165	\$0
2012	\$233,882	\$8,500	\$16,000	\$1,800	\$17,800	\$14,000	\$31,800	6.84	\$273,982	\$209,305
2013	\$233,882	\$0	\$2,836	\$1,091	\$3,427	\$0	\$3,427	1.00	\$237,309	\$0
2014	\$233,882	\$0	\$20	\$2,254	\$2,274	\$0	\$2,274	0.01	\$236,156	\$0
2015	\$233,882	\$0	\$2,772	\$2,439	\$5,211	\$0	\$5,211	1.19	\$239,093	\$0
2016	\$172,040	\$0	\$0	\$408	\$408	\$0	\$408	0.00	\$172,448	\$135,275
2017	\$172,040	\$0	\$474	\$295	\$769	\$0	\$769	0.28	\$172,809	\$0
2018	\$172,040	\$0	\$3,500	\$739	\$4,239	\$0	\$4,239	2.03	\$176,279	\$0
2019	\$123,484	\$3,904	\$3,500	\$417	\$3,917	\$0	\$3,917	2.83	\$127,401	\$112,000
2020	\$137,894	\$3,904	\$3,842	\$765	\$4,607	\$0	\$4,607	2.79	\$142,301	\$120,655
2021	\$120,521	\$6,497	\$2,800	\$795	\$3,595	\$0	\$3,595	2.32	\$124,116	\$127,012

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWIM	TOTAL EXPENDITURE
2016-2021	-36.48	-37.33	50.00	-92.31	1488.33	-29.95	781.13	-28.03
2011-2021	-68.30	-73.14	-22.41	0.00	0.00	-48.33	-78.75	-50.39

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

## CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	154	actual number
Number of Friends/ inactive:	9	actual number
Total of church participants (sum of the numbers above):	163	

Percentage of total members who have been in the church:

	#	Is this percentage an estimate? (check if yes)
More than 25 years:	77	50%
Less than 25, more than 10 years:	28	18%
Less than 10, more than 5 years:	24	16%
Less than 5 years:	25 (9 confirmands in 2022)	1%

Number of total members by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Are these numbers an estimate? (check if yes)
20	22	8	6	15	22	18	36	36	

of interest: first 2 groups are children (21%) 18-24 college group (4%), combine 4&5 groups young families (11%), groups 6&7 middle age (21%), groups 8&9 older ages (37%)

Percentage of adults in various household types: Total number of adults is 209

		Is this percentage an estimate? (check if yes)
Single adults under 35:	22%	
Joint household with minors:	18%	
Single adults age 35-65:	2%	
Joint household with no minors:	31%	



Single adults over 65:	27%	
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Education level of adult participants by percentage:

		Is this percentage an estimate? (check if yes)
High school:	25%	yes
College:	50%	Yes
Graduate School:	10%	Yes
Specialty Training:	10%	Yes
Other (please specify):	5%	Multiple

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	40%	yes
Adults who are retired: ages 65 and over = 73	47%	yes
Adults who are not fully employed:	13%	Yes

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

- A mix of professional, technical, skilled and retirees....

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?

95% Caucasian

Less than 5% Hispanic / African American

We are open to anyone who cares to worship with us..... (race, gender and cultural background) Though we have not declared our congregation to be Open and Affirming, there are no barriers to gays and lesbians transgender and etc.

List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results. N/A

## PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	7	Pastor/ Lay Leaders
Baptisms (number last year)	3	Pastor
Children's Groups or Classes	12 children	Board of Christian Education
Christmas Eve and Easter Worship	125 each	Deacons and Pastor
Church-wide Meals	60	Consists of multiple events throughout the year. Women's Fellowship.
Choirs and Music Groups	20	Bell and Voice (Adult & children) Music Staff
Church-based Bible Study	7	Pastor
Communion (served how often?)	average once/month	Pastor
Community Meals	13 cooks	Consists of monthly meals assigned by the Food Pantry Coordinator
Confirmation (number confirmed last year)	9	Lay Leader & Pastor
Drama or Dance Program	2	Music Ministry
Funerals (number last year)	9	Pastor
Intergenerational Groups	Opportunity	
Outdoor Worship	55	Pastor & Board of Deacons
Prayer or Meditation Groups	7	Pastor
Public Advocacy Work	1	ecumenical cooperative
Retreats	4	Moon Beach, Pilgrim Center
Theology or Bible Programs in the Community	Opportunity	

Weddings (number last year)	4	Pastor
Worship (time slot: 9:30 a.m.)	40	Pastor
Young Adult Groups or Classes	Opportunity	
Youth Groups or Classes	4	Lay leadership
Other	5	Prayer Shawl Group

Additional comments:

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

Name	Three-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Pastor	3	Parish	Pastor	N
Member in Discernment	3	Parish	Associate	N

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: None

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
Music Minister	Abbey Harkins	Part time	Pastor / Personnel Committee	8 years
Secretary	Michelle Jegl	Part time	Pastor / Personnel Committee	3 years
Bell Choir Director	Christine Sparrow	Part time	Pastor / Personnel Committee	1 year
Church School Superintendent	Christian Ed Board	Part time	Pastor / Personnel Committee	

#### REFLECTION

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

St. Pauls is a congregation blessed with many active and participating members who give their time on various Boards/Committees. Many members are also engaged in the additional programs offered by St. Pauls be it fellowship, music, Christian Education, etc. These programs and activities allow each member the ability to share fellowship and Ministry with each other through channels outside of Sunday service. Through service and these extra-curricular activities, members continue their lifelong journey of discerning Christ’s message and how it applies to them in their own lives.

The congregation of St. Pauls is a vibrant group of individuals of all ages and backgrounds from all walks of life immersed with one another and the Church through their shared love of Jesus Christ. St. Pauls is an energetic, family-friendly congregation where all members can be a part of something.

## CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$131,000
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	\$18,000
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	\$0
Fundraising Events	Cookie Walk \$2,500 - \$3,000
Gifts Designated for a Specific Purpose	\$4,000
Grants	\$n/a
Rentals of Church Building	\$14,000
Rentals of Church Parsonage	\$n/a
Support from Related Organizations (e.g., Women's Group)	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$
<b>TOTAL</b>	<b>\$167,000</b>

Current annual expenses (dollars budgeted for most recent fiscal year):

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.

At a high level this is what our annual expenses/budget look like:

	2016	2017	2018	2019	2020	2021
<b>Income</b>	\$135,00	\$121,00	\$141,223	\$115,151	\$148,118	\$155,220
<b>Rental incom</b>	\$7,250	\$14,500	\$15,100	\$15,625	\$11,300	\$13,600
<b>Dillard Funding</b>	\$23,000	\$6,000	\$0	\$0	\$0	\$0
<b>Total income</b>	\$167,000	\$149,500	\$156,323	\$130,776	\$159,418	\$168,820
<b>Pastor expense</b>	\$39,500	\$41,500	\$33,075	\$37,105	\$46,739	\$51,733
<b>Other Staff</b>	\$31,000	\$30,000	\$33,075	\$27,803	\$27,945	\$33,568
<b>Total Expenses</b>	\$174,00	\$136,00	\$147,32	\$125,665	\$144,200	\$172,678
<b>Net gain (loss)</b>	<b>-\$6,580</b>	\$13,661	\$9,552	\$5,111	\$15,220	-\$3,858

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 25%

Has the church ever failed to pay its financial obligations to a minister of the church? No, it has been delayed but never failed to pay. Payments are all current for the last 5+ years.

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

We have participated in all these but have not effectively reported them to the Conference, so they appear as general contributions.

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (Recommended 10%) Donations from members are passed along as received.

What is the church’s current indebtedness?

Total amount of loan debt: started in 2002 with \$900K+ and as of December 11, 2022 our mortgage debt has been paid in full.

Reason for debt: Mortgage (facility upgrade and expansion)

Are capital and other payments current? Bills are paid when due. Cash flow has been good since the 2017 Pay It Forward capitol campaign.

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
2012	Replace Boiler	\$20,000	\$20,000	Brand NEW Boiler

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2017	Pay it Forward (debt retirement)	\$5,000	\$ 8,000	St. Pauls was able to get current on its bills during a time of year when cash is short. We have been able to stay current thanks to members’ continued generous giving.
2019	Lighted Cross	\$5,000	\$12,000	Many community publications have used pictures of our church to promote the good things Menomonee Falls has to offer.



Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. "Pay It Forward" Campaign to pay off current obligations.

Does your church have an endowment?

People donate to the St. Pauls Foundation. The Foundation committee manages the money and we distribute 5% annually.

What is the market value of the assets? As of 11/5/2018- \$374,698

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

The foundation documents are very specific. There is an annual withdrawal which is allocated by the committee.

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

The draw is 5% of the year-end total averaged over the past three years.

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

We have helped the church's operating expenses, but at our discretion.

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

Perpetual

Please comment on the above calculations or estimates:

At the current rate of distributing 5% annually, we don't see the Foundation dissolving.

#### Other Assets

Reserves (savings): \$ n/a

Investments (other than endowment): \$ n/a

Does your church have a parsonage? No

Describe all buildings owned by the church: Church with an education wing that can be and has been rented out. Hall with full kitchen and fellowship hall beneath the sanctuary.

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.) Worship space, fellowship space, facilities. We have an elevator so all areas are accessible.

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

St. Pauls' most important assets are its members and community partners. Support from the congregation is ample and many are happy to lend a hand. The church has coordinated several financial obligations which were unexpected, but very much for immediate need. Budget changes (in terms of process or workflow) have not necessarily been common; however, St. Pauls leadership focuses more so on having and maintaining lean expenses with smart purchasing. When a significant financial need presents itself, members are made aware of the need and giving increases or campaigns are created to stimulate increased giving.

## 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.

In 2018, St Pauls celebrated 150 years. This was a year of reflection, celebration and gratitude. We've re-acquainted ourselves in our German roots, have held a service in the portion of the sanctuary that was present in the 1950s, had members speak on why they joined and much more. There are very few organizations with such a strong history and it has been a joy to celebrate.

In 2008 our long term (25 years +) pastor retired, setting into motion a series of interim pastors and 3 unsuccessful called pastors that unfortunately did not fit our congregational needs. We have been very fortunate to have had three exceptionally skilled interim pastors who have provided us with pastoral leadership during this time. Unfortunately, our called pastors were not a good fit. The first left on her own accord when issues arose. She is now a music teacher and as we understand it, very happy in that vocation. Our second pastor was a gifted preacher, but also sought to control all aspects of the church causing a tremendous amount of division and dissension within the congregation. Our most recent pastor decided to retire from the pulpit to pursue a fulltime ministry at a local senior living community.

Members have continued to step up to maintain our church's survival and to support one another and regroup. As much as we appreciate the support of these interim pastors, our congregation is ready to move forward with new pastoral leadership.

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

In January 2018 we entered into a shared ministry arrangement with Calvary Memorial UCC in order to call a full-time pastor for the two congregations. A change in worship times was necessary for both congregations. The congregation was kept fully informed throughout the whole process. Our congregation voted to enter the shared ministry as well as their preferred

service time. However as of 6/23/2019 each congregation voted to end the shared ministry due to Calvary Memorial's decision to move towards closure.

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 does your church have policies, protocols or structures for dealing with conflict?)

Our congregation has a pastoral relations committee that works to resolve conflicts in the church. We recently had an issue with the membership make up of this committee and made adjustments to create a more open dialog on issues.

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

Staff member's name	Years of service	UCC Standing (Y/No)
Reverend Peter Haskins	1.75	Yes
Pastor James Gorman	4	Yes
Pastor Stephen Gifford	1	Yes
Pastor Lorrie Wenzel	2	Removed from standing in the UCC
Pastor Wayne Adcock	Interim	Yes
Pastor Laura Blanco	2	Yes
Pastor Marty Coons	interim	Yes
Pastor Russ Knoth	27	Yes

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

Of our 150+ year ministerial history, we have been fortunate to have enjoyed 140 years of very strong, stable ministerial leadership. This has fostered a healthy spirit of collaboration between our ministerial leaders, lay leadership, and the congregation at large. We have enjoyed strong congregational, as well as facility growth during this period of our history. Our last long term (25 years+) pastor retired in 2008, setting into motion a series of interim pastors and three unsuccessful called pastors. As a result, our membership has undergone some significant changes. A core group of dedicated lay leaders has emerged. We have continued to work to care for the congregation along with 2 exceptional interim ministers in a way that has given us a solid although smaller congregation, more resilient as a result and filled with hope as we move forward into the future.

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

Yes. We had a pastor who refused to participate--though invited--in a fitness review by the Association Church and Ministry Team. She was not involuntarily dismissed but left by her own volition.

Has your church has been involved in a Situational Support Consultation?

Yes

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

Yes, but she refused the fitness review and surrendered her standing voluntarily.

# WHO IS OUR NEIGHBOR?

COMMUNITY VISION

MISSION INSITE

## 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?

- Mr. Bob's "under the bridge" ministry for the homeless (Milwaukee)
- Menomonee Falls Food Pantry
- St. Ben's Meal Program in Milwaukee
- Christmas Clearing House of Waukesha County for families who do not have enough for their children at Christmas
- UCC 5 for 5 offerings
- Adopt a Highway (Deacons/Boy Scouts)

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

St. Pauls participates through clergy and lay delegate representation of the congregation in the Southeast Association and Conference annual meetings. We have also had lay representation on the Southeast Association Leadership Team, Clergy representation on Church and Ministry Team. We currently have an active and strong relationship with our Southeast Association and Associate Conference Minister.

Check all of the following “statements of witness” that apply to your UCC faith community. (Find more information on these statements at [ucc.org](http://ucc.org).) -

- We are accessible to all regarding disability
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Immigrant Welcoming
- Inter-cultural/Multi-racial We have had members of African American background
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Other similar designations in affiliated denominations
- None

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

While we have not engaged in a conversation about these things, it is our sense that we are open to all of the above.

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

We were previously involved in an ecumenical organization which was actually organized by one of our own members, before the pandemic.

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.

St. Pauls Mission Statement: As people of the United Church of Christ, affirming our UCC Statement of Faith, we seek with the Church Universal to participate in



God's mission and to follow the way of the crucified and risen Christ.

This statement is applied and carried out through weekly service, communion, baptism, confirmation, youth mission trips, weddings, funerals and a host of member and clergy involvement. This includes visitation of shut-ins, those hospitalized, volunteer service hours, donations to food pantries, and other local community service organizations. It is also central to our governance serving as the foundation of our Church Constitution, Cabinet, Boards and Committees.

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?

The Pastor is encouraged to work with the larger UCC on the Conference wide level in various capacities. The Pastor is encouraged to serve on several Conference-wide committees and programs. The Cabinet and the Pastor will work to prioritize the scope of work of your called ministry.

### Mission InSite

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

## Community Overview

Menomonee Falls embodies a small-town charm and atmosphere while providing convenient access to the entire Milwaukee Metropolitan Area. The Village's high quality of life is rooted in diverse economic opportunities, a wide variety of housing options and its natural assets.

- Money Magazine ranked Menomonee Falls as the 15th best small town in America in 2020, citing the strong local job market, affordable housing, historic

- Village Centre, and abundant parks and trails as contributing factors.
- In 2017, Safe Home ranked Menomonee Falls as the 2nd safest community in Wisconsin with more than 27,000 residents.

The village was also recognized in the fall of 2018 for having the largest percentage of Waukesha County housing starts within the last 10 years, at 14 percent.

We used an 8-mile radius when pulling data from Mission Insite. We found 23% of our surrounding community was African American and 65% Caucasian. Our current membership is roughly 90% Caucasian though. This represents an opportunity for us to diversify our congregation.

Menomonee Falls borders the northwest side of Milwaukee but the majority of our membership comes from Menomonee Falls and its surrounding “suburban” communities such as Brookfield, Sussex and Germantown.

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?

We drew an 8-mile radius for our Mission Insight analysis. To our north and west we are mostly white, but to our southeast the area is mixed as to race and culture. We are excited about the possibilities there.

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

Not currently.

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

St Pauls is located in the heart of Downtown Menomonee Falls. The lit steeple can be seen from many places in the village and is well known. We have our doors open, welcoming all and providing an environment that is safe and appealing. Members of the church serve the community at the Food Pantry and St. Ben's meal program and have been for decades. Annually hundreds of people return to the Christmas Cookie Walk hosted by the Women's Fellowship group.

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

During Sunday morning worship service, several new members reported feeling a sense of appreciation and belonging. Most notably during the "passing of the peace" which St Pauls extends to its members, guests and visitors. This feeling continued for them during our fellowship hour held immediately after church.

Many new members are impressed with the deep history we have here and are impressed to see multi-generational family members in attendance. They enjoy reading and viewing historical St Pauls artifacts as displayed in our Fellowship Hall presented by our Living History Ministry

## REFERENCES

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

### REFERENCES:

Susan Krivichi

Mickey Jegl

To be provided when needed/requested:

Position / Setting

(Telephone / Email / Relationship to the Congregation)

### 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 wish to share.

## CLOSING THOUGHTS

### CLOSING PRAYER STATEMENT OF CONSENT CONFERENCE/ASSOCIATION VALIDATION

#### CLOSING PRAYER

We ask for God's grace in this time of discernment. But we think of Thomas Merton's great prayer:

My Lord God,  
I have no idea where I am going.  
I do not see the road ahead of me.  
I cannot know for certain where it will end.  
nor do I really know myself,  
and the fact that I think I am following your will  
does not mean that I am actually doing so.  
But I believe that the desire to please you  
does in fact please you.  
And I hope I have that desire in all that I am doing.  
I hope that I will never do anything apart from that desire.  
And I know that if I do this you will lead me by the right road,  
though I may know nothing about it.  
Therefore, will I trust you always though  
I may seem to be lost and in the shadow of death.  
I will not fear, for you are ever with me,  
and you will never leave me to face my perils alone.

## 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.)

A search committee was formed with representation from various backgrounds including age, education and membership longevity.

2. Additional comments for interpreting the profile:

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. Jane B. Anderson/Association  
Conference Minister

Email: janderson@wcucc.org

Phone: 920-540-2586

Date: December 21, 2022

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

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22

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

The Women's Fellowship provide many opportunities for families to be involved within the church and missions the church supports. Women's Fellowship is strong and gathers members together to accomplish an important fundraiser for the church—the Cookie Walk. But they organize many other family-oriented activities in the church.

The boards work well together to provide the necessary functions of the church, Deacons, Trustees, Christian Education with the guidance of the Cabinet. Having well organized boards provides very clear-cut channels for accomplishing goals within and outside of the church and it is relatively easy for members to access the appropriate board and request assistance or start a new activity or mission. The boards support missions including meal preparation for St. Ben's in Milwaukee and food drives and volunteers to staff the Falls Area Food Pantry.

The music ministry, before covid, was well developed and inclusive. Abbey Harkins is a wonderful musical leader and Chris Sparrow is a fine bell choir director. Both groups are inclusive and welcoming and reach adults and children in the congregation.

The church school and confirmation remain active, with opportunities for learning, outreach to homebound members, volunteerism and musical outlets.

There is a very nice social time after church on most Sundays that helps people to feel at home and comfortable at the church. Rally Day has traditionally been a very nice time for members to socialize and bond.

The Foundation provides financial support for many needs throughout the church and is supportive of members ideas and innovations.

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

As in many modern organizations there is a core of active members who seem to do everything, serve on boards, organize activities, volunteer, for the food pantry and the meal cooking for St. Bens. Serving on boards sometimes seems overwhelming because there are so many duties to perform and few people to do them. Many board members serve multiple terms on the boards (or rotate around the boards) to keep enough people doing the work. This sometimes seems clannish but is really a result of too few people volunteering to do all the functions the church needs. Still, there is this sense of a closed group because active members tend to wear multiple hats and are involved in many things, so it seems like they control everything that happens in the life of the church.

I feel that the atmosphere at the church is not very welcoming to new people. (I moved prior to Pastor Pete coming so cannot speak for whether this is different now). Some members do contact new folks in church but, since moving to a new church and being welcomed into the congregation so warmly, I feel that St. Pauls is a little cool in this respect. Continued human warmth and contact is important in attracting new members; in my new church I see many members approaching people they don't know and welcoming them and telling them they are happy they joined us for worship. There have been dinners organized to get to know newer people as they decide whether to join, and invitations to many activities. These things seem to make a difference.

There seems to be a lack of connection to the community—while the church building is very visible, there hasn't always been visible activity (other than the food pantry) that says St. Pauls is a force in Menomonee Falls. There are some more visible activities with the Rally Day being held in the parking lot of the church, but this does not connect the church activities to the community or the community to the church.



The last 10 years have been very difficult for everyone at St. Pauls with multiple pastors and interims. It is very hard to develop a cohesive outlook for missions and outreach when there is so much upheaval and everyone is always in crisis mode. Some within and without felt that the active members were at fault for all the pastoral changes (including the search committees). This has hurt the sense of community at the church and while those that remain are strong and tenacious, this has taken a toll on everyone.

The upkeep of the huge church building/Sunday School building is a heavy load for this small congregation to bear. Especially the Sunday School Building is an unfortunate drain on the resources of the congregation and limits the financial support it can give a pastor and the financial reach of the church. It is helpful that the leadership has been open to various alternative uses for the Sunday School Building with multiple groups renting space. But it remains a liability needing upkeep, heating, modernizing that the congregation must support.

### **3. Describe a significant experience you have had in this church's ministry.**

I've really had so many significant experiences at St. Pauls, it is hard to single out one, but I will mention two.

Being a part of the St. Pauls music ministry had such an impact on me that when I retired and moved north, I searched for a church that had a strong music ministry. From the hymns learned in children's choir all the way through the anthems the choir sings under Abbey's direction to being able to be a part of the bell choir as director, ringer and teacher for the children. All of these things connected me to the church and other members, brought me back when I returned to Wisconsin, gave me so much joy. My children were strongly connected to the church when they were young for the same reason—the inclusiveness of the music ministry. It was such a joy to be able to use my gifts during worship, to praise God in a way that was meaningful to me and brought joy to others (usually, lol). Being able to teach others (adults and children) how to use their musical gifts and participate in worship was particularly meaningful to me.

The second is helping to coordinate the church school Christmas Program for around 5 years. In this capacity I worked closely with the church school coordinators, the choir/music director, Chris Sparrow—another member of the Christian Education Board at the time, and the children and parents in the church school. The focus each year was to bring the Christmas Story to life for the children in fun and meaningful ways and we all viewed it as an inclusive and encouraging way for the children to use their gifts to tell the story. Children were encouraged to volunteer for parts and participate in ways that were most comfortable for them either performing or behind the scenes. Nearly everyone in the church participated on some level. It was an exciting time when the program was performed and the feeling of everyone working together was palpable.

### **4. Anything else you would like to share.**

St. Pauls is not unique in having too many tasks and too few people. The church I currently attend has dissolved its boards and is run by a 7-member council because there are not enough people to fill all the board positions. This is a new structure since just before Covid started and the church is still finding way through organizing tasks without boards to ensure there are clear channels for function. Women's Fellowship has now dissolved as well since those who kept it functioning are retiring or getting too elderly to continue—it is great that St. Pauls has some younger women involved in their group. One positive thing that has come out of the new structure at my current church is that some different members have stepped up to organize activities for the church—a book club, the chime choir, game nights, luncheons, meals for a homeless shelter, coffee hour and others. It appears that here the lack of formal boards has encouraged some people to try things they wouldn't have done before. It also seems to have decreased the appearance of clannishness. But it is new and what happens in the future remains to be seen. But it might be something that the church can consider for the future.

Susan Krivichi

1065 Gessert Rd.

St. Germain, WI 54558

262-442-5449

The following letter is from Michelle "Mickey" Jegl, our church administrative assistant.

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

There are many areas where this church congregation succeeds. First of all, their leadership is wonderful. Everyone takes an active role in doing what is best for the congregation and the community. Likewise, the congregation, though membership has dwindled, is very strong and active. There is also a strong sense of gratitude, compassion, and positive energy throughout the church, including youth, the congregation, and even the community groups that rent space in the building. I feel the biggest strength is their positive attitude and spirit.

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

I think the church ministry could benefit from a youthful vision for the future. This congregation is rich in tradition, but needs someone who can blend tradition with modern. Someone who can bring a renewed energy to the members and entice some new people to join. The ministry has done a good job of preservation, I think an area of improvement would be expansion, a bigger connection to the surrounding community. While expanding our outreach, we need a pastor who can keep in touch with all the members. We need an individual who puts the people first. In the recent past, it feels as though St. Pauls has lost a connection to some of the church membership and we have had a few long-standing members seek new churches to attend.

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

I was introduced to the church through scouting. The church is the sponsoring organization for Boy Scout Troop 321. My brother-in-law and a long-time family friend started the troop and when my son became old enough to join, he chose this troop to become a part of and his father, my husband, has also become very active in the troop. In February, the boys are the ushers and liturgists for a Sunday service. The pastors and congregation have all been very welcoming to the boys and their families.

I have also attended several of the holiday programs for the youth, as my niece is a member of this church. The children are excited to show off their talents through music and acting. It's hard to decide who enjoys it more, the proud parents, the children, or the older generation in the audience?!

4. Anything else you wish to share

I was hired in March 2019 as the secretary/administrative assistant for St. Paul's. It is a pleasure to work with all the members of the Cabinet and various committees. They have all welcomed me, supported me, and genuinely express their appreciation and gratitude. Just as a cat or a dog knows its family when that family enters a shelter, the pastoral candidate that accepts St. Paul's invitation, will know (s)he is "home." It's a GREAT place to work!