

# UNITED CHURCH OF CHRIST

## **LOCAL CHURCH PROFILE**

Christ Church, United Church of Christ  
Milwaukee, Wisconsin

Pastor

Wisconsin Conference, Southeast Association

[December 21, 2022]

### LOCAL CHURCH PROFILE CONTENTS

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## 1. POSITION POSTING

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### 1a. LISTING INFORMATION

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Church name: **Christ Church U.C.C.**  
Street address: **915 E. Oklahoma Avenue**  
**Milwaukee, WI 53207**

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

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

Conference: Wisconsin Conference U.C.C.

Association: Southeast Association

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

**Rev. Jane Anderson**  
**Associate Conference Minister**  
**Southeast Association**  
**(920)540-2586**  
[janderson@wcucc.org](mailto:janderson@wcucc.org)

Summary Ministry Description:

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

**Christ Church United Church of Christ is located in the neighborhood known as Bay View, on Milwaukee's far south side between Interstate 94 and the shores of beautiful Lake Michigan. It is an established neighborhood known for its friendly people of all**

ethnicities, religions, and backgrounds. The congregation includes new members along with established families who have been members for generations. We have a 127-year history of having faith and giving service in the Bay View community, and we look forward to continuing that vibrant legacy in the future. God always calls us to grow and never stand still. Our mission statement affirms that “Because we are blessed people, we who are Christ Church are challenged to share the gifts we have been given...”, and as we uncover new gifts among us, our calling is to place them in service. Our congregation may be small, but we are committed to that mission. We seek a pastor who is spiritually grounded, compassionate, organized, and has the skills to effectively train lay leaders within our congregation. He/She should also encourage our congregation to relate their faith to their daily lives. We need guidance on how to restore youth programs and attract younger adults and families to ensure the continuance of God’s work through Christ Church. If you are an engaging and energetic pastor, we would love to talk with you about how we can move forward into the future together.



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

The “Bay View” neighborhood of Milwaukee, Wisconsin is an established neighborhood, within the city of Milwaukee, along the shore of Lake Michigan. It is well-connected to downtown Milwaukee, the airport, entertainment, and shopping, as well as, educational and medical facilities. Bay View takes pride in its identity and enjoys the emergence of new businesses--including unique restaurants, galleries, and entertainment venues--while it becomes culturally, economically, and ethnically more diverse. Bay View is enjoying a resurgence as young families, singles, and couples find attractive housing, blending with many who have raised their families but remain in

beautiful, well-maintained, close-knit neighborhoods. Christ Church's proximity to Lake Michigan, plus excellent parks, and trails, make it easy to enjoy nature and recreational activities and cultural events. National Geographic has named Milwaukee as one of the best destinations to travel to in 2023, as part of its annual “Best of the World” list. Milwaukee fell under the community category with the magazine describing it as “...a close-knit creative community that’s turning heads beyond the Great Lakes”. The article also calls the Wisconsin community “a vibrant Great Lakes city that celebrates its cultural community as much as its breweries”.

Current size of membership: 174

Languages used in ministry (*other than English*): None

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

## **1b. SCOPE OF WORK**

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

**See attached Christ Church By-laws.**

Core Competencies:

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

Our new pastor should be spiritual, compassionate, organized, and have the skills to effectively train lay leaders within our congregation. We seek guidance to restore our youth programs and attract younger adults and families to insure the continuance of God's work through Christ Church. We also have an aging population and seek a pastor who will make calls on church members in nursing homes and hospitals. The new pastor should also focus on our worship styles, helping us to reach out to a diverse group of individuals seeking both traditional and more contemporary worship styles.

### 1c. COMPENSATION AND SUPPORT

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

Compensation Level *(choose one, delete the other options listed)*:

Salary Base:

**Half-time position: A half-time position is approximately 20-25 hrs./week. For a description of the scope of these positions refer to the Call Agreement Workbook. As is true for other part-time positions it is recommended that churches establish a total compensation dollar package. Then, in consultation with the pastor, decide how she/he/they would like the package allocated between salary, housing, pension, health insurance, etc. The recommended total compensation package amount for half-time positions ranges between \$35,000 and \$52,000.**

Does the total support package meet conference compensation guidelines? **Yes**

Benefits: **Negotiable**

Housing allowance: **Negotiable**

Comment on residential/commuting expectations:

**Although Christ Church has no set policy, the congregation has a preference for the minister to reside in close enough proximity to the church allowing regular engagement in meetings and church events.**

Incentives: **Negotiable**

Professional; support: **Negotiable**

Benefits (*choose one*):

**Salary plus benefits within compensation guidelines**

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

**Commute as needed (see the note above)**

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

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

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

- **Provide a meaningful and relevant worship experience.**
- **Encourages people to relate their faith to their daily lives.**
- **Makes pastoral calls on people confined to their homes and in hospitals.**
- **Demonstrates compassion and caring for members of the congregation and community.**

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

- **Bring in new unchurched members from the community.**
- **Encourage and train church leaders to be more effective within our church and community.**

- **Having a new spiritual leader will energize the congregation.**

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

- **English**

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

- **Is an effective preacher/speaker.**
- **Is effective in planning and leading worship.**
- **Makes pastoral calls on people in hospitals, nursing homes, and/or confined in homes.**
- **Encourages people to relate their faith to their daily lives.**

## **2 . Who is God calling us to become?**

**God is calling us to deepen our relationship with Him through Jesus Christ, our Lord, and to share His teachings with all we meet and all those around the world. We commit ourselves to following Christ's example through prayer, worship, and discipleship.**

**We strive to continue to be a nurturing community. Learning to accept diversity by sharing the Good News and by serving beyond ourselves. What God freely gives us, we freely offer to our community and our world: Hope, Friendship, and Reconciliation that flow from Christ, through us, to others.**

**Our calling is simply stated by Jesus in Matthew 22:37–39: Jesus replied: “Love the Lord your God with all your heart and with all your soul and with all your mind. This is the**

first and greatest commandment. And the second is like it: Love your neighbor as yourself.”

We embrace these commandments with joy and strive to please our God through the work of our hands and feet, and by the words printed on our hearts.

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

We feel the Holy Spirit’s calling to press forward and face the emerging challenges and opportunities of our congregation and community. Since the pandemic, we have experienced a loss in our membership; but we have not lost sight of our church’s mission to serve one another in God’s light.

The pandemic opened our eyes to the needs of our church and community motivating us to reach out in new ways. We quickly realized the need for online services and regular communication with our members. Daily devotionals, weekly newsletters, and worship bulletins were sent via email and regular mail to those who did not have computers.

We are happy to say that those practices are still in place today. Having an online presence has taught us new ways to reach those beyond our walls. We are striving to improve our use of technology to stay current in the world.

We continue to reach out to our community to address their unique needs. Over the past 14 years, we have partnered with Divine Intervention (shelter for the homeless) and SOS (Share Our Suppers) to care for our brothers and sisters in our community. Unforeseen circumstances have hindered our current meal program, but we are pursuing new ways to provide for them each week.

We continue our strong partnership with The Bay View Community Center to provide school supplies, monthly food donations, much-needed clothing, baby supplies, and Christmas gifts for the children and adults in our community.

We continue to evaluate our emerging challenges and opportunities within our congregation - a growing aging population, a decline in the number of volunteers, and



a lack of young families. We are embracing these challenges and working toward workable solutions.

We are very blessed to have faithful and dedicated musicians to enhance our worship experience. We also are blessed to have a team of volunteer liturgists who assist in our worship services.

There is more work that must be done. God is calling us to press on. We are committed to listening to that still small voice that empowers us to provide for God’s children within our congregation, our community, and around the world.

We look to the future with excitement and with a renewed sense of hope as we begin our journey with a new spiritual leader.

### **3. WHO ARE WE NOW?**

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

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

#### **3a. CONGREGATIONAL REFLECTIONS**

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Describe your congregation’s life of faith.

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

**Christ Church was founded as an “Evangelical Reformed” church in 1895. Back then, our congregation was comprised mainly of European immigrants. Over the past 127 years, we have witnessed thousands of baptisms and weddings, and have been home to thousands of families. Presently, the congregation is moderate to slightly conservative.**

Today, Christ Church is a small but vibrant, welcoming, and thriving worship community. We reflect on the changing demographics of the Bay View Community in Milwaukee and the new landscape of Christianity in the 21st century. We welcome all people regardless of race, gender identity, ability, sexual orientation, economic status, or background. We are all the body of Christ at Christ Church. From homeless ministries to the Arts and Science Literacy Camp, we support and network with many local community organizations with our outreach in the greater Milwaukee area.

Christ Church tends to use traditional descriptions of God in worship, but we do incorporate the more inclusive nomenclature, along with the use of modern Bible translations and paraphrased scripture.

Describe several strengths or positive qualities of your congregation.

- **Music: hymns, choir, soloists, musicians, handbells, organ, piano, sound system.**
- **Community of faithful supporters.**
- **Small but active ministries.**
- **The building is an anchor to many in a variety of ways.**
- **Mission/ministry project giving and support, but limited and directed.**

The congregation's strengths have been garnered from an all-church survey and are summarized below:

- **Warm, welcoming, friendly, caring, loving.**
- **Attractive building.**
- **Care for each other, sharing many different talents and we share those talents in our community outreach (SOS, Mitten Tree, School Supplies, BVCC, Youthworks).**
- **Periodic social activities beyond Sunday mornings.**
- **Acceptance of new members.**
- **The music.**
- **Coffee hour.**
- **No judgment.**
- **Sense of belonging and caring about each other.**
- **Many longtime members.**
- **People step in to help during times of crisis.**
- **People genuinely care for each other and their issues outside of the church.**

- A core group of dedicated people.
- A vision beyond our four walls.
- The faith of our members.
- Charitable.
- A great but older kitchen.
- Large Fellowship Hall with stage.

Describe what worship is like when your congregation gathers.

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

**Worship occurs on Sunday mornings starting at 9:30 AM in our beautiful German Gothic sanctuary. It lasts approximately an hour. The sermon is usually based on the lectionary scriptures. Announcements have found their place in several positions in our worship over the years, but they are presently given before the start of worship. The order of worship is traditionally a Welcoming Message, Opening Hymn, Call to Worship, Liturgy, Sermon, Prayers of the People, Pastoral Prayer, Lord’s Prayer, Offering, Doxology, Closing Hymn, and Benediction.**

**Music plays a special role in worship. We are blessed to have a small but active choir, talented soloists and musicians, and a handbell choir. Our sanctuary has a beautiful grand piano and a pipe organ that has nearly 1,000 pipes which has been refurbished in recent years.**

**The sanctuary has two TV monitors, one on each side of the Chancel, that are used for projections and videos appropriate for the worship service.**

**We, along with many in the United Church of Christ, are pleased to offer open communion to all, along with child and adult baptism. Because of this position, numerous baptisms and weddings are extended to non-members within our adjoining community. Church laity participates in worship as liturgists who oftentimes participate in baptisms and communion.**

**The most meaningful sermon messages relate the scriptures to an understandable discussion of their past meaning and practical application today.**

The service is followed by “Coffee Hour” a popular time of fellowship that includes coffee and doughnuts taking place in our basement fellowship hall.

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

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

Children’s Sunday Church School was suspended, as was worship, during the Covid pandemic. Church School has not re-started at this time due to a lack of children attending Christ Church. There is a strong desire among the congregants to have a church school, but it is not presently practical.

This past year a confirmation class of five middle school-age teens was initiated by our pastor before his departure. The last half of this year-long program was completed with lay leadership. The sessions were structured using the book: *A Congregation’s Guide to Confirmation: Affirming Faith*. Confirmands also volunteered time to various activities within the congregation, as well as our community ministries. A very successful part of the confirmation program was pairing the students with mentors from the congregation. Church members chosen by the confirmands assisted the students in several outreach activities and the development of individual faith statements which culminated in the confirmation of this student group.

A small group of adults (8-10 members) gathers once a month at a beer garden in Humboldt Park (a Milwaukee County Park directly across from the church) for what is known as Fermenting the Faith (FTF). FTF is a social gathering with some spiritual topics open to discussion that is led by a moderator. Fellowship, along with the consumption of beverages and snacks, offers a friendly and supportive atmosphere to explore faith topics. Our summer series focused on Phillip Gulley’s book, *“If the Church Were Christian (Rediscovering the Values of Jesus)”*. This was one of our most successful series in recent memory. Fall and winter sessions gather at a local restaurant. This group is especially supportive of those that participate.

Other Adult Christian Education activities have been conducted in the past, such as exploration of the liturgy before worship, but have been poorly attended and have not been re-initiated post-pandemic.

Christ Church has a long history of conducting Mid-Week Lenten worship (Wednesdays at noon). Absent of a pastor this past Lenten season, six lay members of the congregation each took a week and prepared and conducted the Wednesday Lenten Service. This included the preparation of an Order of Worship and a Message/Sermon for those gatherings.

Christ Church's vision is to involve most members in meaningful group faith formation activities in addition to weekly worship. These activities may include bible study, lectures, discussion groups, and book clubs that explore Christian theology and the role Jesus's words and example can have in our daily lives. Specific target categories include children, young adults, young families, and older adults, along with Intergenerational activities. The goal is to offer a variety of faith formation activities that appeal to and engage a broad spectrum of our congregants. The intent is to support members' faith journey, regardless of where they may be on this path, with a transition from worship to faith formation to active involvement in church, community, and world outreach ministries.

**Describe how your congregation is organized for ministry and mission.**

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

- When it comes to decision-making, how many hours are spent in meetings per month?
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
- 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/No]

Christ Church has a governing church council comprised of seven elected members and various Standing and Ad Hoc committees for conducting church business and ministry. The Council has a President, Vice-President, Secretary, Financial Secretary, and Liaisons to the following committees: Property, Worship, Membership, and Social Concerns.

Christ Church has a separate Endowment Fund Committee that manages these financial holdings and authorizes mission grants from the annual growth of these investments.

Formal communications of church events occur through the monthly Church Newsletter (The Chronicles) which among the listing of a myriad of events, also contains a message from the Pastor and one from the Church Council President. Notices must be in the hands of the church administrator several weeks before publication. Distribution is primarily by e-mail; however, a printed copy is also available. Some parishioners prefer mailed documents.

Likewise, notices and church calendar events are incorporated into the printed weekly church bulletin. However, the main purpose of the weekly bulletin is to provide each Sunday's Order of Worship.

Christ Church has two Facebook pages. The first is a public business page and the second is a private page for more personal congregant content such as prayer requests, health concerns, and needs.

### **3b. 11-YEAR REPORT**

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

**2010-2020: Attached - or click on the link below.**



**11 year Report.pdf**

### **3c. CONGREGATIONAL DEMOGRAPHICS**

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	<b>174</b>	
Number of active non-members:	<b>11</b>	
Total of church participants (sum of the numbers above):	<b>185</b>	

Percentage of total participants who have been in the church: (From Church Records)

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	<b>46%</b>	
Less than 10, more than 5 years:	<b>7%</b>	
Less than 5 years:	<b>9%</b>	
Unknown	<b>38%</b>	

Number of total participants by age:

<i>Counts From Survey</i>							
0-5	6-18	19-34	35-49	50-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
<b>0</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>13</b>	<b>28</b>	<b>11</b>	
<i>Counts From Church Records</i>							
0-5	6-18	19-34	35-49	50-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
<b>8</b>	<b>20</b>	<b>22</b>	<b>16</b>	<b>28</b>	<b>45</b>	<b>21</b>	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
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Couple with Children at Home:	<b>27.03%</b>	
Couple w/o Children at Home:	<b>32.43%</b>	
Single:	<b>40.54%</b>	
Single Parent with Children at Home:	<b>0%</b>	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
Did not complete High School:	<b>4.69%</b>	
High School Graduate:	<b>23.44%</b>	
Some College/Vocational:	<b>31.25%</b>	
College Graduate:	<b>23.44%</b>	
Graduate School:	<b>17.19%</b>	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	<b>37.5%</b>	
Adults who are retired:	<b>58.93%</b>	
Adults who are not fully employed:	<b>3.57%</b>	

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

- **43.48% Professional**
- **8.70% Labor/Manufacturing**
- **8.70% Business**
- **8.70% Tradesperson**
- **13.04% Student**
- **17.39% Other**



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

**We are predominantly Caucasian, English speaking with some English-speaking minorities that are Asian Americans and Hispanic.**

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise: **No**

### 3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
<b>Adult Groups or Classes</b>	<b>16</b>	<b>Randene Wick — Quilting Ken Klockow — Crochet/Crafts Mary Ann Mowery — Book Club</b>
<b>Baptisms <i>(number last year)</i></b>	<b>7</b>	<b>Pastor</b>
<b>Children’s Groups or Classes</b>		
<b>Christmas Eve and Easter Worship</b>	<b>148</b>	<b>Worship Committee and Pastor</b>
<b>Church-wide Meals</b>	<b>125</b>	<b>Search Committee/Joan Gaeth — Oktoberfest</b>

		Nancy Charles — Easter Breakfast Christmas Brunch — Debbie Hanson Chili Supper — Pam Kothrade
Choirs and Music Groups	18	Terryl Diedert — Choir Pam Kothrade — Bell Choir
Church-based Bible Study	8	Jim Wick
Communion ( <i>served how often?</i> )	1 <sup>st</sup> Sunday each month and Special Occasions	Pastor and Worship Committee
Community Meals	40 per week	Jim & Randene Wick – Share our Suppers (Shared Ecumenical Outreach)
Confirmation ( <i>number confirmed last year</i> )	5	Pastor, Jim Wick & Richard Tremarello
Drama or Dance Program		
Funerals ( <i>number last year</i> )	6 members	Pastor
Intergenerational Groups	72 persons per week during the summer months	Christ church houses YouthWorks during the summer. They provide leaders.
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work		

<b>Retreats</b>		
<b>Theology or Bible Programs in the Community</b>		
<b>Weddings (<i>number last year</i>)</b>	<b>2</b>	<b>Pastor</b>
<b>Worship (time slot: 9:30 a.m.)</b>	<b>45</b>	<b>Pastor and Worship Committee</b>
<b>Worship (time slot: _____)</b>		
<b>Young Adult Groups or Classes</b>		
<b>Youth Groups or Classes</b>		
<b>Other</b>		

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).

<b>Name</b>	<b>Three- or Four-Way Covenant? (3 or 4 or No)</b>	<b>Ministry Setting</b>	<b>Type of Ministry Role</b>	<b>Retired? (Y or N)</b>
<b>John Helt</b>	<b>No</b>		<b>Occasional Supply</b>	<b>Y</b>
<b>Andy Oren</b>	<b>3</b>	<b>Christ Church</b>	<b>Current Interim Pastor</b>	<b>Y</b>
<b>Paul Mayeshiba</b>	<b>No</b>		<b>Church Member</b>	<b>Y</b>

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:

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
<b>Pastor</b>	<b>Y/N (Shares responsibility with the church council)</b>	<b>Part time</b>	<b>Pastor Parish Personnel Committee</b>	<b>8 Months</b>
<b>Office Administrator</b>	<b>N</b>	<b>Part time</b>	<b>Pastor Parish Personnel Committee</b>	<b>1 year</b>
<b>Bookkeeper</b>	<b>N</b>	<b>Part time</b>	<b>“</b>	<b>3 years</b>
<b>Custodian</b>	<b>N</b>	<b>Part time</b>	<b>“</b>	<b>5 years</b>
<b>Matron</b>	<b>N</b>	<b>Part time</b>	<b>“</b>	<b>15 years</b>
<b>Organist/Choir Director</b>	<b>N</b>	<b>Part time</b>	<b>“</b>	<b>3 Months</b>

## REFLECTION

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

**Christ Church is an aging congregation. We came through the pandemic. Although our younger families with children have been slow to return to church, we continue to play a vital role in our community using the people and resources available to us. Our new spiritual leader will have the opportunity to encourage our younger families to return to an active role in the congregation encouraging renewed vision as we continue to spread the word of God through Christ Church.**

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving (Projected 2022)	<b>\$ 100,686.17</b>
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$
Endowment Draw <i>(beyond what is permitted by spending policy, "drawing down the principal")</i>	\$
Fundraising Events	<b>\$ 506.00</b>
Gifts Designated for a Specific Purpose	\$
Grants	<b>\$ 2,419.00</b>
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations <i>(e.g. Women's Group)</i>	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$

TOTAL	<b>\$ 103,611.00</b>
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Current annual expenses (dollars budgeted for most recent fiscal year): **\$ 128,730.00**

*Attach most recent church budget, spending plan, operating statement, or annual treasurer’s report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.*

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

**10.25% (This figure is based on the cost of our ¼ time interim minister and includes no benefits at this time. Upon call, the budget will be adjusted to reflect the compensation package of the new pastor.)**

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? **YES** (*indicate those included during the most recent fiscal year*)

- Our Church’s Wider Mission (OCWM – Basic Support)**
- One Great Hour of Sharing**
- Strengthen the Church**
- Neighbors in Need**
- Christmas Fund**

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? **(2%)**

What is the church’s current indebtedness?

Total amount of loan debt: **\$ 0.00**

Reason for debt:

Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. **N/A**

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

Year(s)	Purpose	Goal	Result	Impact
2009-2016	Strengthen ministries within our church and in our community as well as making needed improvements to our church building	\$750,000	\$407,021	<p>Over the length of the campaign, we donated to Diva/Divo, Hope House, Southeast Interfaith, Kids Kloset, UWM Lunch program, One Great Hour of Sharing, Bay View Community Center, and Divine Intervention Homeless Outreach. Our Inside Ministries included New Banners for sanctuary, a Salary for the Minister of Arts, a Salary for the Youth Coordinator, and contributions to Mission Trips.</p> <p>Our Internal improvements included Boiler payments, Organ rebuild, a new accessible Bathroom, for electrical &amp; plumbing upgrades (sanctuary &amp; fellowship hall, Sanctuary carpeting, new electronic outdoor sign, Sanctuary Sound system, Granite floor in the chancel area along with new seating.</p>

		\$	\$	

If a capital campaign is underway or anticipated, describe:

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

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

Does your church have an endowment? **Yes**

What is the market value of the assets?

**September 30, 2022 - balance = \$593,359.8, of that amount \$ 67,605.81 is designated for future church projects and is kept within the endowment portfolio.**

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

**Until 2022 funds could only be drawn under certain circumstances. The roof replacement in 2018 was approved by the congregation and financed through endowment and donated funds.**

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

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

**In 2022 the endowment bylaws were changed to allow the church council to draw 5% of the portfolio annually as requested by the church council.**



**No withdrawal was requested for 2022. Each year half of the annual dividends are used for grant requests.**

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

**Over the years the endowment fund has increased by more than 5% per year. Should the church council request 5% annually, the fund should remain relatively stable.**

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings):

- **Memorial Fund \$28,868.72**
- **Capital Improvement Fund \$9,269.33**
- **Music Fund \$30,705.12**

Investments (other than endowment):

Does your church have a parsonage? **No**

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

## Sanctuary and adjoining offices and church school.

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

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

- **Sanctuary**
- **1st Floor Restroom**
- **Fellowship Hall**
- **Classrooms**
- **Offices**
- **Elevator serves three levels**

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?*

**The church council has the responsibility of developing the budget each year which is then approved by the congregation. Great emphasis is placed on providing a meaningful worship service. Many of our programs are funded through endowment fund grants as well as grants from outside sources.**

### 3f. HISTORICAL INFORMATION

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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 1968 the congregation underwent the largest investment in Christ Church since the building of our sanctuary in 1940. This educational wing houses the church office and more recently the pastor’s office which allowed space for our elevator and the handicap-accessible restroom. The addition of this structure also provides enough space that we were able to accommodate and expand DIVO in rooms previously dedicated to the church school. This structure also allowed us to provide needed space for the Bay View Community Center to offer day care and adult classes at Christ Church until they moved into a larger facility. Creating this space was a vision put into action and still serves us well in 2022.
- Our “Challenged to Share” five-year capital campaign (beginning in 2009) stretched our faith and vision and proved to be transformative, not only in what it funded but also in the energy and confidence it released among us.
- The Covid crisis and subsequent shutdown of our church resulted in both short-term and long-term changes in how our congregation worships.

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

**Christ Church UCC was able to continue worship services during the Covid crisis and shutdown. Initially, our pastor created weekly online services for the congregation in addition to zoom meetings afterward for members to stay connected. When CDC guidelines allowed reopening, both the staff and members were instrumental in making our building meet all restrictions including social distancing, individual temperature monitoring, health questionnaire, masking requirements, and hand sanitizing stations to allow safe in-person worship. We were one of the first churches to reopen during this period, setting a precedent for other churches.**

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

*For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without*

*being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?*

**There have been incidents of conflict that have been resolved through improved communication. We wish to be a healing community for one another. Efforts are ongoing to maintain good communication. Our church has a Pastor/Parish/Personnel committee to help resolve conflict.**

What is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well.

**The Covid crisis created conflict within Christ Church regarding the timing of reopening. When the CDC eased restrictions, the church council was very clear in their communications about reopening and the safety measures that would be implemented to return to in-person worship. Despite the numerous safety measures, many were uncomfortable with returning to the church to worship. The numbers attending church initially were small but have increased over time.**

**The lessons learned were that communication and transparency are critical in informing the congregation about changes. We also learned that we needed to accept differing opinions. To accommodate those who were uncomfortable returning to in-person worship, the services were live-streamed.**

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

Staff member's name	Years of service	UCC Standing (Y/N)
<b>Pastor Dan Stark</b>	<b>6</b>	<b>Yes</b>
<b>Pastor Colleen Kwong (Minister of the Arts)</b>	<b>5</b>	<b>Yes</b>
<b>Pastor Dale Stohre</b>	<b>11</b>	<b>Yes</b>
<b>Pastor Larry Bremer</b>	<b>28</b>	<b>No</b>

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

**Christ Church UCC has had great relationships with our previous pastors, as evidenced by their long tenure. Our new pastor will be the sixth pastor to serve God through Christ Church UCC in our rich 127-year history.**

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

Y/N/Ask us **No**

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us **No**

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

Y/N/Ask us **No**

#### **4. WHO IS OUR NEIGHBOR?**

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

a. COMMUNITY VISION

b. MISSION InSite

##### **4a. COMMUNITY VISION**

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

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

**Christ Church has been a contributing partner in the work of the Bay View Community Center through cash and monthly food donations and Christmas gifts to children and seniors. We have collected school supplies for Parkside and Humboldt Park Schools in the fall and hats and gloves in the winter. This year our quilters have made and donated 30 quilts to patients at Froedtert Hospital. One of our members teaches crocheting classes here and at his senior residence. Together they donated 700 items (625 hats plus mittens and scarves) to Phil's Friends this year. We have also contributed financially to the Arts and Science Literacy Camp and provided supplies and snacks.**

**We provide space in our building to DIVO-a resource center and clothing provider for men seeking jobs. For 5 years YouthWorks has used our building in the summer to provide mission opportunities.**

**We provide financial support to the United Christian Ministries at the University of Wisconsin, Milwaukee Campus.**

**Since last year we are the distribution site for the shared outreach called SOS-Share Our Suppers. With the help of Jim Dandy restaurant and other churches we provided 40 hot suppers and bag lunches on Friday nights throughout the year.**

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

**Our church has regularly sent delegates to association and conference meetings. We had a group of volunteers who participated in the national convention when it was held in Milwaukee. One of our youth members attended and was then asked to be a delegate at the next convention. One member is currently a member of the Southeast Association "A" Team and two members have been involved in the Wisconsin Conference Lay Academy. While we have limited participation at the conference level, we do have a member on the Church and Ministry team. Our last pastor was a member of the New Generation Leadership Initiative.**

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using

language shared with other UCC congregations. (Find more information as desired at [ucc.org](http://ucc.org).)  
Check any statements below that apply to your UCC faith community.

- |  |  |
|--|--|
| <b>*Accessible to All (A2A)</b>          | <b>Just Peace</b>                            |
| <b>Creation Justice</b>                  | <b>Global Mission Church</b>                 |
| <b>Economic Justice</b>                  | <b>*Open and Affirming (ONA)</b>             |
| <b>*Faithful and Welcoming</b>           | <b>WISE Congregation for Mental Health</b>   |
| <b>*God is Still Speaking (GISS)</b>     | <b>Other UCC designations</b>                |
| <b>Border and Immigrant Justice</b>      | <b>Designations from other denominations</b> |
| <b>Inter-cultural/Multi-racial (I'M)</b> | <b>None</b>                                  |

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?

**The asterisk (\*) indicated areas above are programs we are currently striving to improve on. We have updated our facilities to become accessible to all including a handicap restroom, elevator, and designated wheelchair seating within the sanctuary. Our congregation has completed the Five Practices of Fruitful Congregations program and we encourage our next pastor to guide us through the ONA discussion.**

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

- We have been involved in past interfaith activities including an annual picnic and joint Lenten and Good Friday services.**
- We have shared meals and fellowship with the Turkish American Society and the Islamic Society of Milwaukee.**
- We participate in Divine Intervention with other churches to provide supper, breakfast, and a warming room in winter.**
- Our previous pastor has been a member and leader of the Southeast Clergy Covenant Association.**

- **Before COVID, Christ Church participated in several mission projects throughout the country. We would welcome the opportunity to resume this practice in the future.**

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 congregation of Christ Church strives to live up to our mission statement. The time we spend engaging in different activities reflects our mission statement of commitment:**

- **To Prayer**
- **To Worship**
- **To Discipleship**
- **To Be a Nurturing Community**
- **To Accept Diversity**
- **To Share the Good News**
- **To Share Beyond Ourselves**

**What God freely gives us, we freely offer to our community and our world: Hope, Friendship, and Reconciliation that flow from Christ, through us, to others.**

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

**We would like our pastor to participate in ecumenical activities and services and clergy meetings. We would also like to have a stronger connection to our UCC conference. The time commitment would vary by individual and season for community involvement based on part-time availability.**

#### **4b. MISSION InSite**

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



**A copy of the MissionInsite report is attached as an Addendum. The data in that report shows that the demographics of the study area, the greater Bay View area on Milwaukee's southside, have been and are predicted to remain relatively stable.**

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?

- The Christ Church congregation at one time was community-based. As with many churches, in recent years past members had migrated into the surrounding suburbs, yet still, attend this church. A small majority of the parishioners still reside in the greater Bay View area of Milwaukee. The surrounding area is more culturally, racially, and economically diverse in comparison to our congregation. Area residents within Bay View are also much younger than our worshipers and primarily unchurched.**
- We conduct several joint ministries with Tippecanoe Presbyterian Church, Bay View Community Center, and Interfaith which brings us into contact with neighborhoods, individuals, and diversity not evident in our parish.**

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

**Internally, this church is a smaller and aging congregation than in the distant past. This has resulted in more financial resources being utilized for operations than outreach. Likewise, stewardship is comprised of financial and in-kind donations to various projects and ministries rather than the individual commitment of time and talent. Numerous worshipers drive 15-30 minutes to attend church, parish social gatherings, and meetings. The lack of children in attendance has eliminated any urgent need for re-starting Sunday Church School which had been canceled due to the covid pandemic.**

**Externally, Bay View appears to have gone through a Renaissance over the past decade with the development of new businesses, coffee shops, eateries, and housing. Yet there is an unseen and ignored homeless and low economic sub-culture that is prevalent in this community and surrounding area. Addressing this population has been done through networking with other churches and community-based non-profit organizations.**

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

- The church across from Humboldt Park.
- Passion Crosses and a nativity scene on the front lawn during Lent and Advent, respectively.
- BVCC support: food, finances, Christmas gifts.
- Quilts for Froedtert Hospital.
- Ecumenical participation in periodic worship events such as Ash Wednesday and Holy Week Services.
- Youthworks.
- Chill on the Hill.
- Support for Hope House, USO, etc.
- School supplies, hats, and mittens for local schools.
- Divine Intervention -Share Our Suppers (DI-SOS) Friday evening food distribution site.
- Catalyst Grants from the UCC Wisconsin Conference for the Arts and Science Literacy Camp totaling \$13,000 over the past three years.
- Active participation in the Divine Intervention warming room program from December – March.

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

Most new members have been first introduced to Christ Church through viewing the Sunday morning live-streaming or in-person worship attendance. Likewise, the Facebook page is usually viewed to become familiar with our church and its events.

The Coffee Hour gathering following worship is viewed as an opportunity to invite new worshippers to socialize and experience the warm, welcoming faith community of Christ Church.

Baptisms and weddings of non-members also attract people to Christ Church but do not necessarily translate into new members.

Experience has shown that participation in the life of Christ Church beyond worship occurs primarily by personal invitation. Other means are much less effective in attracting participation in the life of this congregation.

## **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

**Rev. Tory Topjian**  
**Minister/Milwaukee Metropolitan Community Church**  
**(323) 384-3587**  
**revtory@milmcc.org**  
**Ecumenical Partner Congregation**



**Milwaukee Metropolitan Community Church**  
*a Vibrant – Inclusive – Progressive Community of Faith*

**December 19, 2022**

**Pastoral Search Committee**  
**Christ Church United Church of Christ**  
**915 East Oklahoma**  
**Milwaukee, WI 53207**

**Dear Prospective Pastor Candidate:**

**This letter is to be of reference and resource to those individuals/colleagues who have an interest in submitting their name for consideration as Senior Minister, at Christ Church United Church of Christ.**

**I have been associated with Christ Church for the last six and one-half years, as a colleague to the former Senior Minister, but also as a collaborative Congregations between Christ Church United Church of Christ and Milwaukee Metropolitan Community Church.**

During this time, both congregations have had a most prosperous relationship with one another in various forms of ministry. Both congregations have gathered many times with one another to bring our ecumenical communities together, along with bringing other community of faith together with us, in sharing worship experiences related to Ash Wednesday, Holy Week and Advent/Christmas. Through these efforts, it shows that it has been most successful, primarily as it relates to Christ Church's quest in becoming an official Open and Affirming congregation within the United Church of Christ, but their ecumenical relationship within our faith community.

This congregation holds many strengths when it comes to ministering and sharing the word of God's inclusive love, not only within its own community of faith, but through the greater faith community through the collaborative efforts between our two congregations. I encourage them to continue on the path they have set in place, getting that much closer to the finish line as it relates to their process of being an Open and Affirming Congregation within United Church of Christ.

My only constructive comment would be, as this congregation moves forward in their search for their next Senior Minister, to continue to stay focused on the mission and vision of the congregation, but also be open and welcoming to the ideas and vision of their next pastor, through their love and support.

I am more than happy to have further conversation with you in your discernment to become the next Senior Minister.

Blessings,

A handwritten signature in black ink that reads "Rev. Tory V. Topjian". The signature is written in a cursive, flowing style.

**Reverend Tory V. Topjian**  
Senior Minister

## REFERENCE 2

**Rev. Karen Hagen**

**Recently Retired Pastor, Tippecanoe Presbyterian Church**

**khagenhouse@gmail.com, hagenhealingart@gmail.com, Cell: 414-702-7997**

**Greetings of Peace,**

**As a nearby local pastor, I shared in ministry with Christ Church for nearly 25 years. In that time, I worked with several gifted pastors serving Christ Church and have come to know the congregation in warm ways.**

***What I know as strengths...***

**Christ Church has always had a heart for ecumenism and interfaith ministry and mission. It desires relationship with fellow congregations and the greater community. It lends its financial resources to support local missions which express the presence of Christ. Specifically, over the years, Christ Church has lead and/or participated in interfaith worship services, vacation bible camp and youth groups, women's events, and hosted short term mission projects with others. Christ Church partners with Tippecanoe Church and other faith communities to make possible Arts Science Literacy Camps (see tippechurch.org) as well as Divine Intervention Ministry to the Homeless. In ASLC, Christ Church took a lead role in funding and participating on the leadership team. In DI, beyond significant funding, members served in providing monthly meals to the homeless throughout the year, some volunteered overnight in the Warming Room, and, as Covid began, began hosting the SOS meal program as a Friday night take-away meal program serving about 80 meals a week. Christ Church has a heart for mission and partners well with others.**

***What I ponder as invitations of the spirit...***

**Christ Church appears positioned/ready for leadership that will help them creatively develop ways to use the building and their financial resources in new ways...someone who will support them in taking risks for the sake of the well-being of others, and, so, their own well-being. A leader who will**

help them translate their faith/worship life into action. Their Supply Pastor during this most recent time has begun this process.

*One of the significant ministry experiences I've had...*

Christ Church, when approached May 2020, quickly took on Divine Intervention's SOS meal program with a heart for the community and with a flexibility to find a way to make it work in challenging times. It was clear that SOS needed to be housed in one place (vs. rotating between communities) given communication/community challenges. It required a weekly dedicated Christ Church team(s) to host this outreach to those hungry in the Bay View area. Members took charge and created weekly teams who set up outside and received the donated meals from various local DI faith communities, as well as distributing them. They came to know and care about those hungry, personally...which changes perceptions of those serving as well as those being served...and the greater community. They were able to think on their feet to problem solve when needed. This outreach is now nearly 2.5 years in service at Christ Church and, even as other hunger programs are now back up and running, Christ Church continues to serve in this way given the demonstrated needs of those hungry in our area.

*Let me add...*

I care! And I see how the community is more fully opening its heart and mind to becoming a new church in a new time. I think Christ Church is primed, willing to take on new ways and new risks with the needed problem solving required, and so, know the fullness of joy that comes in serving in such ways. I hold the Christ Church community in the heart of my prayer as they discover more fully who they are called to be and live into the Ways of Christ in bold new ways.

Rev. Karen S. Hagen

## REFERENCE 3

**Jeffrey J. Kleczka**  
**414-483-2322**  
**Community Business Owner**

**13 December 2022**

**Dear Pastoral Candidate,**

**Prasser-Kleczka Funeral Homes is a family owned and operated firm with two locations – one at the far Southern corner of the city of Milwaukee, and one here in Bay View. The Prasser family’s furniture and undertaking business began near Walker’s Point in 1868, and has been a part of the fabric of Bay View since the 1920’s, first on Whitnall Avenue across the street from St. Veronica, and in 1954 opening the location we occupy today. Tens of thousands of Milwaukee families have entrusted the funeral arrangements of their loved ones to our firm, and we’ve borne witness to a century of Bay View history. If Milwaukee is our house, Bay View is the warm hearth within.**

**Our relationship with Christ Church dates back to the origin of the Bay View location itself. Over the decades, we’ve worked hand-in-hand with the families and pastoral staff of Christ Church, arranging funerals, assisting outreach programs, being reciprocal good neighbors. During that decades-long relationship, we’ve always been impressed with the attentiveness, responsiveness and concern for humanity and dignity that Christ Church and its members have displayed.**

**Being in our profession, we’re keenly aware of the appreciable shifts in culture that come with the march of time – we’ve seen this sea change reflected in our work as funeral professionals, in our home in Bay View, and in shepherding of Christ Church. The key to survival, indeed thriving is maintaining core values – the rock of our foundation – and continually building our house firmer and more resplendent as we learn, grow, and integrate new knowledge and love into our loves. We’ve seen Christ Church do this with aplomb – a bulwark of Bay View, a steady hand navigating social, economic and political changes in the city and the world. As our world transforms, Christ Church remains firm – bringing light, life and hope to our community and addressing the real needs of the lives of those around it.**

We are confident in the future of Christ Church in the constitution of our community, and we look forward to working with them for decades more. Knowing that, we also anticipate the next generation of leadership in the church to be dynamic, engaging, affirming and vital, incorporating all of the passion and vigor of Pastors bygone, while bringing with them a new and essential energy to the role. The future of Christ Church rests squarely in the hands of the next generation of leaders, and so too is preserving its place in the community. We await with optimism building a new partnership with you should you helm Christ Church, and know that the idyllic corner of Bay View it occupies, the colorful neighbors and vibrant church members, and all of us here at Prasser-Kleczka will welcome you into the fold with open arms, committed to writing the next chapter of history of a mainstay Christian community in quite possibly the most compelling neighborhoods of an incredibly complex, rich city.

We try to go into each new situation we encounter with open hearts yet open eyes – it would be prudent for us to advise you the same. We know pastoral duties are not without challenges, and we earnestly acknowledge that the future may prove to be an increasingly arduous place for people of faith. We welcome that work with you, and know that with our mustard seed faith we will reap a bounty – Christ Church has been and will continue to be one of the most bountiful seeds in Bay View and beyond.

Sincerely,

Jeff Kleczka

Jay Kleczka

#### 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.



## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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

**May the Lord bless and guide you as you consider leading Christ Church. May He strengthen you and your family as you make this transition and give you a clear love for His church. May He prepare you to shepherd this congregation through the blessings and trials ahead and give you wisdom and courage to preach His word in love. In Jesus' name, we pray. Amen.**

## 6b. STATEMENT OF CONSENT

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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.)*

**Search Committee**

**Church Council**

**All members of the congregation were invited to give input through surveys and listening sessions.**

2. Additional comments for interpreting the profile:

Signed:



Richard Gaeth

Moderator

Christ Church U.C.C

Search and Call Committee

December 20, 2022

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.



Signature:

Name / Title: Rev. Jane Anderson/Associate 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***

## Christ Church, United Church of Christ



Christ Church, located in the neighborhood known as Bay View, on Milwaukee's far south side between

Interstate 94 and the shores of beautiful Lake Michigan. The area is an established neighborhood known for its friendly people of all ethnicities, religions, and backgrounds. Bay View residents are proud of their rich history and enjoy a safe and wonderful community in which to raise a family. Parks and playgrounds abound. Bay View is a working community and home to major businesses such as Chrysler Motors, WB Bottle, Milwaukee Forge, Klement's Sausage, as well as numerous small shops and restaurants.



Many public, private, and charter schools provide excellent educational opportunities for children within Milwaukee and its suburbs. Milwaukee is home to Marquette University as well as the University of Wisconsin, Milwaukee. Many smaller private colleges call Milwaukee their home.

Milwaukee Area Technical College provides associate degree and technical courses enabling students to focus on job-related courses of study.



Christ Church is active in the Bay View area and supports many community partners such as the Bay View Community Center (a neighborhood food pantry that

also provides programs for all ages), Hope House (a homeless shelter for women and children), DIVO (a clothing outlet and mentoring program for men entering the workforce), SOS (Share our Suppers), a weekly program where anyone may come and receive a hot meal to go and a bag lunch for the next day. Christ Church also supports two local schools with school supplies in the fall and hats, scarves, and mittens during the winter months.

The congregation of Christ Church includes new members along with established families who have been members for generations. Although we cherish our Evangelical & Reformed traditional values, we are also open to new and progressive ideas. Our members take pride in their heritage as well as our beautiful building, which has been well preserved over the last seven decades. A recent capital campaign provided for many upgrades, including making our building more accessible to those who are physically challenged. This campaign also provided the opportunity to reach out to our community, lend a helping hand where needed and strengthen our community partners as well as provide start-up funds to create the Minister of Arts and Youth Coordinator positions.



Our new pastor should be spiritual, energetic, organized, and have the skills to effectively train lay leaders within our

congregation. We seek guidance to strengthen the youth program and attract younger adults and families to ensure the continuance of God's work through Christ Church. The new pastor should also focus on our worship styles, helping us to reach out to a diverse group of individuals seeking both traditional and more contemporary worship styles.

**Christ Church U.C.C. has had great relationships with our previous pastors, as evidenced by their long tenure. Our new pastor will be the sixth pastor to serve God through Christ Church U.C.C. in our rich one-hundred-twenty-seven-year history.**

**Thank you for reviewing our “Local Church Profile”  
Please contact our moderator with any questions.**

**Blessings,  
The Search and Call Committee  
Christ Church, Milwaukee U.C.C.**



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

Church#: 861760      Schedule: 0      Christ Church UCC      Milwaukee      WI      53207  
 Assoc: 832

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBERS ADDS-REMOVED
2010	251	109	80	0	4	0	12	28	-36
2011	240	96	90	0	8	0	9	10	-11
2012	240	114	95	0	1	16	4	13	0
2013	225	123	53	5	0	7	12	15	-15
2014	201	106	52	9	2	1	3	33	-24
2015	200	100	37	0	0	0	10	4	-14
2016	193	98	35	5	0	9	9	12	-7
2017	190	98	33	0	0	6	9	0	-3
2018	174	90	30	10	0	8	4	30	-18
2019	163	70	28	0	4	1	6	10	-11
2020	152	71	30	0	0	0	9	2	-11

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2010	\$206,674	\$0	\$4,594	\$3,695	\$8,289	\$5,369	\$13,658	2.22	\$220,332	\$156,060
2011	\$230,683	\$0	\$5,844	\$1,902	\$7,746	\$10,708	\$18,454	2.53	\$249,137	\$175,767
2012	\$215,182	\$0	\$4,398	\$2,790	\$7,188	\$1,330	\$8,518	2.04	\$223,700	\$187,347
2013	\$148,994	\$721	\$3,520	\$2,354	\$5,874	\$0	\$5,874	2.36	\$155,589	\$139,575
2014	\$193,608	\$16,952	\$3,717	\$6,023	\$9,740	\$11,742	\$21,482	1.92	\$232,042	\$164,113
2015	\$175,641	\$41,000	\$3,812	\$6,293	\$10,105	\$2,947	\$13,052	2.17	\$229,693	\$148,650
2016	\$183,810	\$17,211	\$4,643	\$1,916	\$6,559	\$579	\$7,138	2.53	\$208,159	\$151,186
2017	\$169,115	\$1,000	\$4,608	\$1,011	\$5,619	\$1,535	\$7,154	2.72	\$176,269	\$145,429
2018	\$114,624	\$111,294	\$1,994	\$4,436	\$6,430	\$3,366	\$9,796	1.74	\$124,420	\$156,021
2019	\$159,767	\$0	\$3,638	\$1,443	\$5,081	\$5,920	\$11,001	2.28	\$170,768	\$177,834
2020	\$117,032	\$0	\$230	\$2,656	\$2,886	\$7,032	\$9,918	0.20	\$125,950	\$116,086

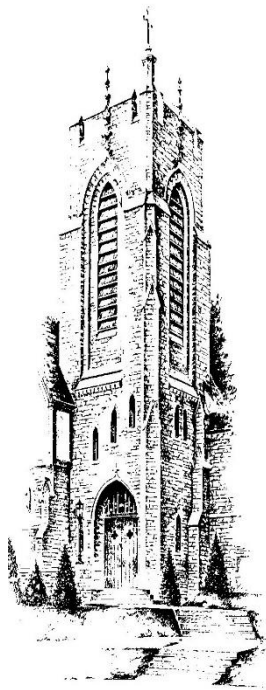
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-24.00	29.00	-18.92	0.00	-21.43	-33.37	-71.44	-44.73
2010-2020	-39.44	-34.86	-62.50	-100.00	-72.50	-43.37	-65.18	-42.38

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.

# CHRIST CHURCH CONSTITUTION

AND

BY-LAWS



*A Place of Worship for All People*

REVISED May 2022



# **CHRIST CHURCH CONSTITUTION AND BY-LAWS**

## **CONSTITUTION**

### **ARTICLE I. NAME AND AFFILIATION**

1. The name of this congregation shall be Christ Church of Milwaukee, Wisconsin.
2. This congregation shall be a local church of the United Church of Christ or its successors and accepts for itself the pattern of relationships and procedures described in the Constitution and By-laws of the United Church of Christ.
3. This congregation is related to the General Synod of the United Church of Christ, through the Wisconsin Conference and the Southeast Wisconsin Association, of which this congregation is a member.

### **ARTICLE II. MISSION**

Through Christ, God loves us, embraces us, and draws us into friendship. God gives us our place of worship, our heritage, our abilities, and each other. All we have and are comes from God.

Because we are blessed people, we who are Christ Church are challenged to share the gifts we have been given through words and actions shaped by following Jesus Christ.

Following Christ's example, we commit ourselves

- To prayer
- To worship
- To discipleship
- To be a nurturing community
- To accept diversity
- To share the good news
- To serve beyond ourselves.

What God freely gives us, we freely offer to our community and our world: hope, friendship, and reconciliation that flow from Christ, through us, to others.

### **ARTICLE III. FAITH**

This church acknowledges as its sole head Jesus Christ, the Son of God and the Savior of all. It acknowledges as brothers and sisters in Christ all who share in this confession. It looks to the Word of God in the Scriptures, and to the presence and power of the Holy Spirit, to prosper its creative and redemptive work in the world. It claims as its own the faith of the historic Church, expressed in the ancient creeds and reclaimed in the basic insights of the Protestant reformers. It affirms the responsibility of the Church in each generation to make this faith its own. In accordance with the teaching of our Lord and the practice prevailing among evangelical Christians, it recognizes two sacraments: Baptism and the Lord's Supper, or Holy Communion.

### **ARTICLE IV. MEMBERSHIP**

Membership in this church shall be open to any person who has been baptized and has made public confession of faith in Jesus Christ as Lord and Savior. In accordance with the Gospel covenant which binds into a unity faithful people of all ages, tongues, and races, membership is open to all people.

### **ARTICLE V. THE PASTOR**

#### **Section 1. Office of the Christian Ministry**

A minister is a member of the Church, called by Christ to the ministry of the Word, ordained, and consecrated by prayer and the laying on of hands to preach the Gospel, to exercise pastoral supervision over the congregation, its officers and societies, and to administer the sacraments. He/she shall administer Christian discipline in conjunction with the Church Council.

#### **Section 2. Election**

1. The congregation shall elect as its pastor only a minister who has been recommended or approved by the Division of Church and Ministry of the Southeast Association of the Wisconsin Conference.
2. The congregation has the authority to elect its Pastor at any regular meeting of the congregation or special meeting called for that purpose.
3. The Church Council shall nominate for the pastorate one candidate approved by the Division of Church and Ministry of the Southeast Association of the Wisconsin Conference. The congregation shall consider only one candidate at a time and vote by ballot for or against his/her election. If he/she is elected by a two-thirds majority of the voting members present the Church Council shall then tender him/her a call, according to the form described by the General Synod. This call must be confirmed by the Division of Church and Ministry of the Southeast Association of the Wisconsin Conference.

## **ARTICLE VI. THE COUNCIL**

### **Section 1. Office of Church Council Member**

Church Council members must be voting members of the church, elected by the congregation, and installed in office by the pastor. They shall be persons of known Christian character and conviction and of good repute, both in the church and in the community, and shall possess the Scriptural qualifications of their sacred office as listed in Acts 6:3 and 1 Timothy 3:8-14. They shall assist and support the Pastor in administering the spiritual and temporal affairs of the congregation.

### **Section 2. Election**

The congregation shall elect as a Church Council member only active or lifetime members in good standing. The election shall be by ballot and shall be held at the Annual Congregational Meeting.

## **ARTICLE VII. ADMINISTRATION**

### **Section 1. Congregational Meeting**

1. The supreme legislative and administrative power of the congregation is vested in the congregation itself, assembled in meeting, duly and legally called as provided in the By-laws.
2. The congregation shall hold an Annual Meeting and such other meetings as provided in the By-laws.

### **Section 2. Congregational Prerogative**

It is the prerogative of the congregation assembled in meeting to decide such questions as the buying and selling of property, building projects and repairs over seven thousand five hundred dollars, the call and rejection of a Pastor, questions of the policy of the congregation as well as changes in the Constitution

### **Section 3. Church Council**

1. The Church Council shall be composed of the Pastor, the Associate Pastor, and such members as are chosen and duly elected according to the By-laws. This body shall be an administrative body and shall have only such authority as is designated to it by the Constitution and By-laws, and by the congregation. It shall organize as provided in the By-laws.
2. The Church Council, in conjunction with the Pastor, shall have jurisdiction in all matters of discipline. It shall admit persons into full membership upon request, and issue letters of transfer to members.
3. The Church Council shall constitute the Board of Trustees, who shall have the care and control of the property of the congregation as a sacred trust, whether real or personal, in accordance with the provision of the Articles of Incorporation and the Constitution and By-laws of the United Church of Christ, or its successors.

## **ARTICLE VIII. PROPERTY**

1. The congregation may, in its corporate name, sue and be sued, purchase and receive title of gifts, grants, bequests or other conveyance of and to any property, real or personal, with power to mortgage, sell, convey or lease the same.

2. In case of a division of the membership of the congregation, both parties shall submit the questions of the right to the property to the Conference, and the decision of said judicatory shall be binding on all members of the congregation. In case of dissolution of the congregation, the title to the property shall vest in the Wisconsin Conference of the United Church of Christ, or its successors.

## **ARTICLE IX. SEAL**

The Seal of the congregation consists of a cross and anchor, upon which the Bible and communion cup are superimposed, and the following inscription: CHRIST CHURCH, MILWAUKEE, WISCONSIN. The Pastor shall be the custodian of the Seal.

## **ARTICLE X. AMENDMENTS**

This constitution may be changed, altered or amended at any duly called meeting of the congregation by a two-thirds majority vote of the members present and voting. All proposed amendments shall first be referred to the Church Council at least forty-five days prior to a congregational meeting, and the Council shall submit its report thereon at such a meeting. Written notice stating the proposed amendment shall be given to the members of the congregation at least two weeks prior to the meeting. In the event of a merger affecting the United Church of Christ requires revision of this Constitution and By-laws, the Church Council shall appoint a committee which shall submit its report at a duly called meeting of the congregation, which procedure shall be conclusive and in lieu of the other requirements of this Article.

## **BY-LAWS**

### **ARTICLE 1. DENOMINATIONAL OBLIGATION**

#### **Section 1. Representation**

There shall be appointed by the Church Council to each business meeting of the Wisconsin Conference of the United Church of Christ and to each business meeting of the Southeast Wisconsin Association of the Wisconsin Conference of the United Church of Christ, the Pastor and such number of delegates and alternates, preferably from the Church Council, from this congregation as shall constitute its authorized representation. Only voting members may represent the congregation as delegates and alternates.

#### **Section 2. Support.**

This congregation shall regularly contribute toward the support of the United Church of Christ, the Wisconsin Conference of the United Church of Christ, and the Southeast Association.

#### **Section 3. Reports**

This congregation shall, either through its Pastor or Church Council, make such reports to the United Church of Christ, the Wisconsin Conference, and the Southeast Association, as may be requested of it by the properly constituted authorities.

#### **Section 4. Official Year**

The official year of the congregation shall be from January 1 – December 31.

### **ARTICLE II. THE PASTOR**

#### **Section 1. Term**

1. The Pastor shall be elected for an indefinite period.
2. If the Pastor desires to resign his/her pastorate he/she shall notify the Church Council in writing at least three months prior to the effective date of such resignation. A majority vote of the voting members present at a duly called congregational meeting shall be required to accept such resignation.

3. The services of the Pastor can only be terminated after a meeting called for that purpose and under the terms and conditions herein provided. Such meetings shall be called by the Church Council upon receipt of a petition signed by at least forty voting members of the congregation, setting forth the reason for requesting the dismissal of the Pastor. Written notice of such meeting setting forth the purpose thereon, shall be mailed to each voting member of the congregation at least ten days prior thereto. Before mailing such notice the Church Council shall deliver to the Pastor a copy of the petition to enable him/her to consider the advisability of waiving any action on the part of the congregation by voluntary resignation as herein before provided. The meeting shall, if possible, be presided over or attended by the Chairperson of the Church and Ministry Commission of the Southeast Association, or the ministerial representative.

4. Should the congregation by a two-thirds majority of the voting members present a resolution terminating the services of the Pastor, a written notice setting forth such fact shall be personally delivered to the Pastor and his/her services shall be thereupon terminated at the time fixed in such notice which shall not be less than three months from the date on which such notice is actually delivered. The three months notice required herein by both Pastor and congregation may be waived by mutual consent.

### Section 2. Duties and Powers

1. The Pastor, as the ordained head of the congregation and the shepherd of the flock, shall have spiritual jurisdiction of the congregation. He/she shall have full control of the services of worship, he/she shall preach the Gospel, administer the sacraments and rites of the church, he/she shall have spiritual direction of Christian Education and the societies of the congregation; he/she shall minister to the sick, comfort the distressed, counsel with those who seek his/her advice, and perform such other duties as belong to the pastoral office of the church. He/she shall be responsible for keeping a record of all official acts in a register or registers provided by and remaining the property of the congregation. He/she shall make an annual report to the congregation.

2. The pastor, as chief administrative officer of the congregation, shall be a member of the Church Council, the committees, and societies of the congregation, and shall at all times have and exercise such other rights as pertain to his/her office under the laws and usage of the church. He/she shall have the use of, and access to, the church building for all religious and educational purposes at all times.

3. As long as the Pastor is in charge, no other minister shall perform any religious ceremony in the congregation without his/her consent. To invite a special speaker, either during temporary absence of the Pastor or for special occasions, the consent of both the Pastor and Church Council is necessary. The Pastor's salary shall be paid promptly in at least monthly installments and shall be sufficient to relieve him/her of temporal cares as far as possible and to preserve the dignity of his/her calling, subject to the provisions of the contract between Pastor and congregation. He/she shall have a vacation not to exceed four weeks in each year. His/her basic moving expenses, when the pastorate is assumed, shall be paid by the congregation. Any additional fees resulting from the moving shall be assumed by the Pastor.

4. Pastoral Vacation Policy – The Pastor of Christ Church will be given vacation each Calendar year (Jan.-Dec.) in accordance with his/her contract, which includes a maximum of 4 Sundays. If he/she does not use all vacation allotted during the year, he/she is allowed to carry over a maximum of 2 weeks into the next calendar year. These two weeks include two Sundays unless he/she has already used the allotted 4 Sundays. Any vacation carried over must be used within the first 6 months of the new calendar year otherwise it will be lost.

### Section 3. Associate Pastor

This person will be a voting member of the Church Council and be afforded all privileges and respect due a pastor of Christ Church, but not to infringe upon any rights of the senior /pastor.

## ARTICLE III. MEMBERSHIP

### Section 1. Admission

1. Admission to membership in this congregation may take place in any of the following ways: (a) by baptism; (b) by confirmation; (c) by transfer; (d) by confession of faith; and (e) by reaffirmation of faith.

2. The Church requires that all candidates for membership who have never been members of a Christian congregation shall, before being received into membership, be instructed in the fundamentals of Christian faith and receive a copy of the Constitution.

3. Admission to membership in the congregation shall take place by vote of the Church Council, except in the case of those admitted as infants by baptism.
4. New members shall be received in a regular worship service. After such reception, they shall subscribe their names to the Membership Book of the Congregation.

### Section 2. Classifications of Membership

1. Baptized members—all baptized persons, children and adults, connected with the Christian Family through this congregation.
2. Confirmed members—all persons who have received the Rite of Confirmation.
3. Communicant members—members who partake of the Lord’s Supper either corporately or privately at least twice a year.
4. Active Members—members who attend worship, contribute to the welfare of the church financially, or offer their time and talents, will be recognized as active members of this congregation (Upon receiving the rite of Confirmation or the Reaffirmation of Faith).
5. Lifetime Members – Members who by virtue of age or health are unable to regularly attend, contribute, or participate.
6. Friends – any person who desires to be part of the Christ Church family in a way other than one of the above, or has formerly been a member as defined in the above classifications.
7. Voting Member – Any active or lifetime member in good standing who is also a communicant member.

### Section 3. Duties and Privileges

1. It is the responsibility of all Christians to take an active part in the life of the Christian Church toward the glorification of God and the uplifting of humankind.
2. All members and Friends are entitled to a full share in the fellowship and spiritual blessings of the church as well as Christian support of all members, and to the services of the Pastor.

*3. A voting member shall be entitled vote, to have a voice within the congregation, and hold an office within the structure of Christ Church.*

### Section 4. Forfeiture of Membership

If a member of the congregation shall neglect to partake of Holy Communion, or refuse to contribute to the support of the church, or continuously absent himself/herself from the public worship for one year, he/she shall be contacted by a member of the Membership Committee, Pastor, or Council Member. If after admonition he/she continues in such neglect of duty he/she shall be notified that if he/she shall give no evidence of change of heart and conduct, his/her name shall be removed from the Church register. Consideration of the above will be given to those who are away from home in service to God, their country or for educational reasons.

## ARTICLE IV. CONGREGATIONAL MEETINGS

### Section 1. Annual Meeting

1. The Annual Meeting of the congregation shall be held on the first or second Sunday in November to elect officers review and approve committee, organization and financial reports, make changes to the constitution and by-laws and conduct any business requiring the approval of the congregation.
2. The order of business at the Annual Meeting shall be as follows:
  - a) Opening with devotions
  - b) Roll call
  - c) Reading of the minutes
  - d) Reports of Pastor and officers
  - e) Reports of committees
  - f) Reports of organizations
  - g) Unfinished business
  - h) New Business

- i) Remarks for good and welfare of the congregation
- j) Adjournment
- k) Closing prayer

3. In order to facilitate the handling of the business of the congregation, the various reports shall be printed and distributed to the voting members prior to the scheduled Town Hall Meeting.

4. Voting members unable to attend the annual congregational meeting may vote for the nominees they wish to serve on the Church Council and other elected positions by an absentee ballot. Such ballot must be personally requested from the church office prior to the Annual Meeting.

5. The church council will hold at least one “town hall” style meeting with the congregation no later than two weeks prior to the stated date of the meeting for the purpose of answering questions and concerns regarding votes that may be taken at the annual meeting. Such meetings should be attended by all council members and committee chairs to answer questions.

## **Section 2. Special Meetings**

1. Special meetings may be called by the Pastor or the Church Council.
2. Upon the written request of at least twenty voting members in good standing, the Church Council shall issue a call for a special meeting two weeks after the request has been received.
3. Proper notice shall be given of the time, place and purpose of a special meeting through the mail and/or by electronic means at least five days prior to such a meeting. Notice sent to the last known address given in the church records shall constitute proper and sufficient notification. Only such business as has been mentioned in the call may be transacted at such special meeting.

## **ARTICLE V. CHURCH COUNCIL**

### **Section 1. Membership**

The Church Council shall be composed of the Pastors and nine elected congregational members.

### **Section 2. Nominations**

1. Nominations for the Church Council shall be made by the Nomination Committee in accordance with the Constitution and By-laws.
2. Candidates for the office of Church Council shall be voting members of the congregation.

### **Section 3. Term**

The term of office shall be for a period of three years, with one-third of the terms expiring annually. If re-elected, a Church Council member shall retire at the end of the second term or at the completion of six years on Council, and shall again be eligible for office the following year.

A Church Council member may hold a term of seven years only if filling a vacancy for a maximum of one year.

### **Section 4. Duties**

#### **A. Duties Incident to a Good Personal Example**

Members of the Church Council shall deem it their sacred duty to set a good example to the congregation by regular church attendance, partaking frequently of the Lord’s Supper, financial support, and by manifesting in public and private the exemplary manner of life which becomes a good Christian.

#### **B. Duties Incident to the Ministry of the Word**

1. The Church Council shall assist the Pastors in caring for the spiritual welfare of the congregation. It shall be responsible for supplying the pulpit and supervising the regular conduct of the services during a vacancy in the pastorate. In the event of the illness of the Pastors, it shall make provisions for the continuance of the regular service. When the pastorate of the congregation becomes vacant, the Church Council shall immediately notify the Association Minister of the Southeast Association to initiate the search process.

2. The Church Council shall make adequate provision for the support of the Pastor, relieve him/her as much as possible of temporal responsibilities, tender him/her the respect due his/her office, and protect his/her rights as a minister of the Church. It

shall never convene without due notice to the Pastor nor take any action affecting his/her rights if it is impossible for him/her to attend.

3. The Church Council shall contract for the services of such persons, religious, musical and clerical to work under the supervision of the Pastor, in the services of worship and work of the congregation and provide all necessary materials.

4. The Church Council, in conjunction with the Pastor, shall exercise discipline. It shall consider and act upon applications for membership; upon request, it shall issue letters of transfer.

### **C. Duties Incident to the Welfare of the Congregation**

1. The Church Council shall transact the business of the congregation, make provisions for the preparation of the budget of the congregation as well as denominational support and other benevolences, auditing of the financial accounts and make complete provision for the support of the staff of workers. It shall keep a complete and accurate record of its proceedings, be the custodian of all congregational records, and make a complete report to the congregation at its annual meeting.

2. The Church Council shall authorize payment of all funds as recommended by the Congregational Treasurer. Any extraordinary expenditures exceeding \$7,500.00 must have congregational approval.

3. The Church Council shall have the power to appoint, control, discipline and dismiss all employees and agents necessary for the care of the property of the congregation.

4. The Church Council shall see that the property of the congregation is used only for the purposes which are not contrary to the Word of God, and the Constitution of THE UNITED CHURCH OF CHRIST, or its successors.

5. The Church Council, as the Board of Trustees, shall, have the care of the property of the congregation, whether real or personal, together with all monies and legacies, under its jurisdiction. It shall hold the property as a sacred trust for the congregation and keep the church edifice and other buildings belonging to the congregation in proper repair and adequately insured. The purchasing or selling of property, the borrowing of money which encumbers the property of the church, and the remodeling and erection of buildings shall conform to the state laws and be determined only by a majority of the members assembled at a duly convened meeting to vote thereon, as elsewhere provided.

6. The Church Council shall be vested with the responsibility of approving and/or disapproving the sale, distribution and consumption of intoxicating beverages on the church premises.

### **Section 5. Organization**

*Within thirty days after the annual meeting, the Church Council shall meet and organize by electing a president, vice-president, recording secretary, financial secretary, and congregational treasurer. They shall be elected for a term of one year. The retiring members of the council will serve as auditors for election*

*Within sixty days of the annual meeting, all congregational committees will be established for the purpose set forth in the Constitution and By-laws.*

### **Section 6. Duties of Annual Officers and Auditor**

1. The President shall preside at all meetings of the congregation and of the Church Council. He/she shall see that all regular and special congregational meetings are called in accordance with the Constitution and By-laws, and that proper notice is given by the recording secretary. He/she, together with the recording secretary, is empowered to sign all contracts, loans and deeds in the name of the congregation. He/she shall always manifest an active interest in all affairs of the congregation, see that the Constitution and By-laws are enforced; and its resolutions are carried out.

2. The Vice-President shall perform the duties of the president in his/her absence and shall preside at all meetings of the congregation when business pertaining to the president and his/her administration is before the congregation.

3. The Recording Secretary shall keep a record of all transactions at the meetings of the congregation and Church Council; issue the call to all regular and special meetings as provided elsewhere; attend to all official correspondence. He/she shall sign all contracts, loans and deeds, together with the President.

4. The Financial Secretary shall receive all monies. He/she shall deposit all monies for congregational support in the General Fund account, and all monies designated to and received for Capital Improvement to the Capital Improvement Account, all memorials and special gifts to the Memorial Account, all gifts designated to the Endowment Fund and undesignated bequests from estates to the Endowment Fund, all monies received for denomination support and other benevolences to the Benevolence account at least monthly. He/she shall send each member a detailed statement of the amounts they have contributed semi-annually. In addition, he/she shall send each member a reminder no later than December tenth, indicating the amounts they have contributed during the first eleven months of the fiscal year and urge them to meet their obligations in full by the end of the year. He/she shall render a report to the congregation, duly audited, of all monies received and transfers made to the treasurers. The Financial Secretary may not serve as Congregational Treasurer concurrently.

5. The Congregational Treasurer shall have charge of all monies for congregational support received from the Financial Secretary, make all payments on order from the congregation or Church Council by check, credit card, electronic transfer, or other means approved by the Church Council and keep an accurate account of all receipts and disbursements. The Congregational Treasurer shall credit all sums received through memorials and special gifts, offerings and donations given for congregational support. She/he shall render a monthly report to the Church Council and an annual report to the congregation, duly audited, of all monies received and payments made. He/She shall serve as the chair of the Financial Committee.

The Congregational Treasurer shall have charge of all monies received for the Capital Improvement and Memorial Funds, together with all memorials and special gifts designated to these funds. He/She shall serve as the Chair of the Memorial Committee. He/she shall render a monthly report to the Church Council and an annual report to the congregation, duly audited, of all monies received and payments made.

The Congregational Treasurer shall also have charge of all monies for the denominational support and other benevolence received from the Financial Secretary. He/she shall keep an accurate account of such receipts and all disbursements and remit all monies as soon as possible. He/she shall give a monthly report to the Church Council and an annual report to the congregation, duly audited, of all monies received and payments made.

The Congregational Treasurer may not serve as Financial Secretary concurrently.

### **Section 7. Meetings**

1. Regular meetings of the Church Council shall be held monthly at such time and place as the Church Council may decide.
2. Special meetings are subject to the call of the President or Pastor and must be called at the request of three members of the Church Council. Notice of such meetings shall be given by the Recording Secretary to the members at least twenty-four hours before the time set for the special meeting. The notice shall specify the business to be considered and no other business shall come before such special meeting.
3. A majority of Church Council members shall constitute a quorum.
4. The Church Council must print or cause to be printed an accurate summary of the Council's deliberations upon their approval by the Council.

### **Section 8. Vacancies**

Vacancies in the Church Council may be filled by appointment and a majority vote of the Church Council members present. The appointee shall hold office only until the next regular election, at which time a successor shall be elected by the congregation for the remainder of the unexpired term. Appointments by the Church Council shall be subject to the qualifications set forth in the Constitution and By-laws.

The appointee may run for the term at the next regular election only if he/she has met term conditions set forth in the Constitution and By-laws.

### **Section 9. Removal**

The Church Council shall have the power to remove any lay officers of the organizations, societies, and committees of the congregation, including members of the Church Council.

## **ARTICLE VI. CONGREGATIONAL COMMITTEES**



## **Section 1. Authority**

1. The standing committees shall be elected or appointed with their membership duties and powers designated herein. In addition to the standing committees, the congregation or Church Council may authorize the appointment of as many committees as the local and general interests of the Church may require. They shall report monthly to the Church Council in writing or electronically and annually to the congregation in writing concerning their activities. The term of office shall be for a period of one year (with the privilege of re-appointment or re-election).
2. The chair of each committee shall be voted on by committee members and approved by the Church Council. The chair does not need to be a member of the Church Council except for the Financial and Memorial Committees. At least one member of the Church Council or the pastor must serve as a member of each committee and will act as the liaison between the Council and committee.

## **Section 2. Standing Committees**

### **A. Nominating Committee**

1. The Nominating Committee shall consist of retiring members of the Church Council and representative of each standing committee, as necessary, and shall be authorized to seek, evaluate, and select appropriate candidates for elective vacancies in the church.
2. The Nominating Committee shall (1) publish a notice at least two months prior to the annual congregational meeting that the committee will receive suggested nominations; (2) publish the nomination list in the Sunday bulletin, or in lieu thereof, to mail such list to each voting member, providing for a one month notice prior to the annual meeting.
3. The nominating committee will hold a “town hall” style meeting prior to the annual meeting for the purpose of introducing nominees to the Congregation and allowing the congregation an opportunity to questions the nominees.

### **B. Church Property / Insurance Committee**

1. The Church Property Committee shall consist of at least five members.

The Church Property Committee shall: (1) keep the church property in good repair; (2) inspect the church property at regular intervals; (3) order necessary supplies within the budget set by the congregation; (4) have general control and supervision over the janitor and custodial services not including, however, the power to employ or dismiss which is vested in the Church Council; (5) oversee the insurance needs of the church & property.

### **C. Membership Committee**

The Membership Committee shall consist of at least five members. The duties of this committee shall be: 1) increase the membership of the congregation; 2) contacting prospective members; 3) greet visitors and acquaint them with the life of the congregation and any other activities to enhance the membership of the congregation.

### **D. Christian Education Committee**

1. The Christian Education Committee shall consist of at least five members and the Pastor and Church School Superintendent. The other members of the committee shall be appointed by the Pastor and confirmed by the Church Council.
2. The committee shall (1) determine the education policies of the congregation; (2) administer the budget of educational activities; (3) appoint the superintendents and approve the selection of teachers and workers for the church school and other departments under its jurisdiction; (4) and in general promote the work of Christian Education.

### **E. Worship and Music Committee**

The Worship and Music Committee shall consist of at least five persons and the Pastor. The duties of this committee shall be (1) the responsibility for the worship and music activities of the church; (2) acting on requests and suggestions; (3) resolving any problems that may arise; (4) appointment of Head Usher, and overseeing and training of ushers, providing a sufficient number are present at each service. This committee shall have general control and supervision over choir director(s) and organist(s) services, not including however, the power to employ or dismiss which is vested in the Church Council

#### F. Pastor/ Parish/ Personnel Relations Committee

The Pastor/Parish / Personnel Relations committee shall consist of at least 3 persons. The duties of this committee shall be; (1) to assist other committees in the evaluation of paid staff; (2) to make recommendations on wages and compensation received by staff; (3) to conduct annual reviews for staff; (4) to arbitrate on behalf of the Church Council in disputes within / between the congregational members, staff, or Pastor; (5) to assist pastor as director by Church Council.

#### G. Stewardship Committee

The Stewardship committee shall consist of at least 5 persons. The duties of this committee shall be; (1) to promote good stewardship within the congregation; (2) to assist the financial committee in the preparation and presentation of the annual budget; (3) to prepare and order offering envelopes; (4) to oversee the annual stewardship campaign of the church.

#### H. Memorial Committee

The Congregational Treasurer shall create a Memorial Committee consisting of at least four members, which shall assist him/her in formulating and making recommendations concerning the Memorial Fund to the Church Council for its consideration. This committee shall have spending authority not to exceed \$2,000.00.

#### I. Financial Committee

The Congregational Treasurer, Financial Secretary, Auditor, Bookkeeper, and 2 members of the congregation shall make up the Financial Committee. The duties of this committee shall be; (1) create the annual budget of the church; (2) regularly audit the finances of the church; (3) to maintain consistent recording keeping within normal accounting practices.

#### J. Special Standing Committees

Other committees that may and should be established at the discretion of the Church Council and congregational need shall consist of but not limited to:

- Historical Committee
- Legal Committee
- Long Range Planning Committee
- Capital Campaign Committee
- Share and Care Committee
- Social Concerns Committee

### ARTICLE VII. SOCIETIES

All societies of the congregation are under the jurisdiction of the Pastor and the Church Council. Annual written reports shall be made by the societies to the congregation. Only voting members of the congregation may serve as officers of the adult societies.

### ARTICLE VIII. CONGREGATIONAL FINANCES

1. The finances of the congregation shall be composed of four parts: local church support, capital improvement, and benevolence, according to the church's annual budget, and the Endowment Fund, according to the By-laws thereof. The budget shall be approved by the church council before being presented to the congregation.
2. The method of ingathering for congregational and benevolence funds shall be by the envelope system or electronic transaction.
3. Any committee authorized there under to make appropriations out of a budget set aside by the congregation for such committee shall be responsible that the budgeted amount for each committee shall not be exceeded without prior approval of the Church Council.
4. The Church Council shall determine annually the split percentage of the monies between the general fund, capital improvement fund, and benevolence fund.
5. The Church Council President, Vice President, Secretary, and Congregational Treasurer shall hold the signing authority for distribution of funds. The Financial Secretary shall never have authority to distribute funds.

## ARTICLE IX. CHURCH MUSIC

1. The Church Council shall provide capable persons as choir director and organist to work under the supervision of the Pastor and the Worship and Music Committee. These positions may be combined if deemed advisable.

## ARTICLE X. CHURCH PAPER

1. The congregation shall publish, at regular intervals, in printed and if desired in electronic form, a newsletter.
2. All notices of congregational meetings, either regular or special shall be published in the printed church newsletter and electronically and shall constitute the official notice to all members. Notices shall also be printed in the weekly bulletin and displayed within the church.
3. The editor of the newsletter shall be the Pastor.

## ARTICLE XI. INSTALLATION

All who have been called, elected or appointed to any office in the congregation shall be installed according to the Ritual of the Church.

## ARTICLE XII. AMENDMENT AND QUORUM

### Section 1. Amendment

The By-laws may be changed, altered or amended at any regularly and duly called meeting of the congregation by a majority of the voting members present, providing that the proposed amendment has been submitted to the Church Council in writing at least two weeks prior to the day of such meeting. The Church Council shall meet and consider the amendment and submit the same to a congregational meeting with such recommendations as it may deem expedient.

### Section 2. Quorum

A quorum shall be established as 15% of the church's membership as reported to the UCC denomination office in the most recent annual Yearbook Report.

## ARTICLE XIII. ENDOWMENT FUND

### Section 1. Endowment Fund

*Christ Church shall create and maintain an endowment fund to provide capital for the purpose of:*

- 1. Preserving the principal of the gifts so they may serve in the future.*
- 2. Fund Grants for mission opportunities.*
- 3. Assist Christ Church in meeting budgeted expenses as specified in the endowment bylaws as needed and approved by the congregation.*

### Section 2. Endowment Committee

The Endowment Committee shall consist of 5 congregational members elected at the annual meeting. The Committee will manage the investment of the Endowment Fund. The Endowment Committee shall disburse the proceeds of such funds for the benefit of the church and its mission, in accordance with the By-Laws of the Endowment Fund. The Committee will report quarterly to the Church Council and annually to the Congregation at the annual meeting.

## ARTICLE XIV SAFE SANCUARY POLICY

### Section 1. Purpose Statement

Christ Church is a place of worship for all people. We strive to provide a welcoming and safe environment for members, visitors, staff, volunteers, and guests of all ages to worship and grow in their faith. As part of this mission, our goal is to provide a safe

environment for the children and youth who are entrusted to our care as they participate in our programs and use our facilities. We want our congregation to be a haven, free of sexual misconduct or harassment.

To help reach these goals, we have adopted policies, procedures and educational programs designed to reduce the possibility of child sexual or physical abuse, or any type of sexual misconduct or harassment from occurring in our congregation. Educational programs will sensitize our congregation to these issues, and equip them to safeguard our children, youth, and members. While policies cannot anticipate and prevent all misfortune, they state our purpose and provide guidance to achieve that purpose. These policies express our keen interest in protecting our children and youth, while maintaining a trusting atmosphere for the entire congregation, adults and children alike.

### **Section 2. Policy**

1. We will screen all paid employees, including clergy, who have significant contact with children or youth.
2. We will screen all volunteer workers for any position involving work with children or youth. This will include ushers and parents who remain in the class room with their children.
3. We will train at least annually all volunteer or paid workers with children youth to understand the nature of child abuse. This will also be open to any congregation member.
4. We will train at least annually all volunteer, paid workers and any congregation member with children or youth in how to carry out our policies to prevent child abuse.
5. Our workers and volunteer will be informed of state law and requirements regarding child abuse and their responsibility for reporting an incident.
6. We have a clear reporting procedure for a suspected incident of child abuse that follows the requirements of our state law.
7. We have insurance coverage available in case a child abuse complaint occurs.
8. We have clearly defined building usage as a component of our child abuse prevention plan.

### **Section 3. Promise**

We take our policies to prevent child abuse seriously, and we are committed to their enforcement for the safety and security of all of our children.

## CONSTITUTION AND BY-LAWS CHANGES

The Constitution and By-laws of Christ Church were completely revised in July, 1944 ten years after the merger of the Evangelical Synod of North America and the Reformed Church in the United States to form the Evangelical and Reformed Church. Subsequent revisions took place on: June 30, 1949; January 29, 1950; January, 1955 January, 1956; January, 1959; January, 1962; January 27, 1963; January 25, 1964; January 30, 1972; January 27, 1974; January 29, 1978; January 27, 1980 (Absentee Ballot); January 27, 1980 (Inclusive Language); January 27, 1980 (Debt Reduction to Capital Improvement); January 30, 1983 (Expenditure raised to \$2,500.00); June 24, 1984 (Voting Membership); January 28, 1990 (Endowment Treasurer); January 26, 1992 (Grammatical Corrections, Auditor, and Associate Pastor); January 31, 1994, (Elections, majority of members); January 29, 1995 (Remove Endowment Treasurer); January 29, 1995 (Expenditure raised to \$5,000.00). February 15, 1998, (Constitution Updated & Revisions), May, 2002 (Newsletter), February, 2003 (Memorial Committee), June, 2003 (Council reporting requirements), February 22, 2004 (Endowment Committee and other revisions), January 9, 2005 (Membership Committee) and March, 2007 (Church Council and Music & Worship) January, 2009 (updated and revised), May 2011 (Church Council Organization revised), May 2012 (Official Year & Church Council-Organization Revised), Revised May 2022 (Church Council & Endowment Committee By-laws)

**BY-LAWS OF THE ENDOWMENT FUND OF CHRIST CHURCH  
UNITED CHURCH OF CHRIST**

915 E. OKLAHOMA AVENUE MILWAUKEE, WISCONSIN

*Revised May 15, 2022*

**PURPOSE OF ENDOWMENT FUND FOR CHRIST CHURCH U.C.C.**

To provide capital for the purposes of Christ Church U.C.C. including grants to support the growth of the Christian faith through community outreach and church events, service projects, and educational opportunities; as well as, the congregation's budgeted operating expenses. The Endowment Committee will preserve the principal of the gifts so that they may serve into the future. Every attempt shall be made that investments are targeted at companies and organizations whose activities are not contrary to Christian values and humanitarian interests.

**NAME**

All assets are to be held in the name of THE ENDOWMENT FUND OF CHRIST CHURCH U.C.C.

**CONTENT OF THE FUND**

The initial balance of the Endowment Fund (the "Fund") shall be those funds identified as Endowment Fund and all future contributions to the fund, including designated gifts to Christ Church U.C.C. from wills and estates unless they are specifically designated for other purposes.

All undesignated bequests that are given to Christ Church U.C.C. shall be distributed as follows:

- a. 60% of said bequest shall go to the Endowment Fund and be placed in fund as an addition to principal. These funds will be invested in the managed portion of the fund.
- b. 40% of said bequest shall go into a special capital improvement fund of Christ Church U.C.C. to be used for large capital improvement projects or general maintenance of the church property. This fund will be managed by the Church Council of Christ Church U.C.C.

The nominating committee of the Council shall make nominations for the committee. No member of the committee may also serve on the Church Council.

## **MEMBER TERMS**

The term of each member shall be three years. The congregation shall elect the members to the Committee. The necessary number of members shall be elected to a three year term at each annual meeting. No member shall serve more than two consecutive full terms. After a lapse of one year, former members of the committee may be re-elected. In the event of a vacancy on the committee, the Council shall appoint a voting member to fill the vacancy until the next annual meeting of the congregation, at which time the congregation shall elect a member to fulfill the term of the vacancy.

## **MEETINGS**

The committee shall meet at least quarterly, or more frequently as deemed necessary in the best interest of the fund. The dates of the quarterly meeting shall be placed on the official church calendar. A quorum shall be three (3) members. A majority of the committee shall carry any motion or resolution.

## **ORGANIZATION**

The committee shall elect from its membership a Chairperson, Fund Treasurer, and a Recording Secretary. The chairperson, or a designated committee member, shall preside at all committee meetings. The Fund treasurer shall maintain complete and accurate books of the accounts for the Fund and be authorized to sign checks and all other necessary documents. The Chairperson shall also be authorized to sign and execute the same documents in the absence of the treasurer. The Recording Secretary shall maintain complete and accurate minutes of all meetings of the committee and supply a copy thereof to each member of the committee and one copy to the Church Council.

The Pastor and the President and/or the Vice President of the Council shall be advisory members to the committee with no voting rights.

The committee may request other members of the congregation to serve as advisory members. The committee, at the expense of the fund, may provide for such professional counseling on investments, accounting, or legal matters as it deems to be in the best interest of the fund.

## **BONDING**

All members of the committee shall be bonded.

## **AUDIT**

The committee shall have its books audited annually by the auditor of Christ Church U.C.C. or an auditor selected by the Church Council.

## **AUTHORITY**

The committee shall be authorized to hold, sell, exchange, rent, lease, transfer, convert, invest, reinvest, and in all other respects to manage and control the assets of the FUND, including stocks, bonds, debentures, mortgages, notes,

or other securities or real property as in its judgment and discretion it deems wise and prudent. The committee shall report to the Church Council of Christ Church with a financial statement at least quarterly.

### **ACCUMULATION AND DISTRIBUTION OF FUNDS**

The Committee shall determine what is the principal and what is income in accordance with accepted accounting practices.

1. Income generated by the fund shall be expended annually in December or at such other times as deemed necessary as described below.
  - a. A maximum of 50% of the net annual income will be made available for scholarships or grants to members of Christ Church U.C.C. for the purpose of gaining insight or such other training which enables members of this congregation to grow in Christian faith and service to Christ Church, provided funds are not required or requested annually or cyclically for an event attended by the same person or persons. In addition, grants will be reviewed for enhancement of special programs in Christ Church including but not limited to Christian Education, Evangelism and music programs.
  - b. The remainder of the net annual income shall be reinvested.
2. Five percent of the average value of the Endowment Funds, based on the total investment averaged over twelve quarters shall be made available for distribution to the Christ Church General Fund in July of each year. The funds will be transferred to the Christ Church General Fund upon written request of the church council received in June.
3. The Special Church Council Designated Funds shall remain in the Endowment Fund. Additions to the Special Church Council Designated Funds shall be made through (un)designated bequests that are given to Christ Church U.C.C. (as noted in section "Content of the Fund"). This special fund shall be managed by the Endowment Committee for capital improvements and repairs to the church property. The special fund may be used for small repairs and may not be used to cover general operating obligations. Congregational approval for large expenditures would be required as defined in the Christ Church U.C.C. bylaws. At the end of any year excess funds will be carried over and remain in the special fund.

### **REQUESTS FOR PROJECT FUNDING**

Any requests for funds shall be presented to the committee in a form defined by the committee. The committee shall evaluate all requests for endowment fund support. Requests may come from any source within the church: the pastor, the council, standing committees, church social groups or individual members. Those requests for financial support that are deemed by the committee to be in the best interest of the congregation and meet the guidelines for funding shall be recommended for approval to the Christ Church Council. Funds approved shall remain in the Endowment fund until actually required.

### **AMENDING**



Any changes to this document require for adoption a two-thirds ( $\frac{2}{3}$ ) vote of the members present at a regular congregational or a duly called meeting for the specific purpose of amending this document.

#### **PRINCIPAL AMOUNT**

Only through amendment to this document may the principal amount be depleted.

**The ExecutiveInsite: Report See attached or click on link**



ExecutiveInsite BV  
polygon.pdf

# The ExecutiveInsite Report

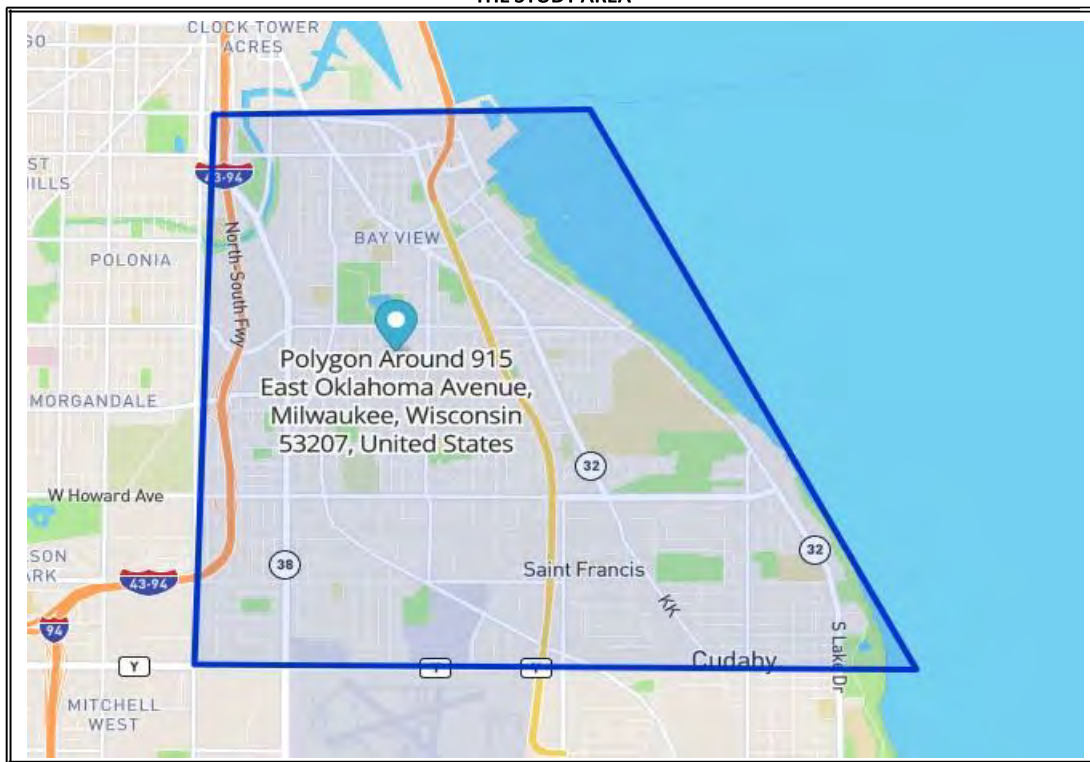
Prepared for: Wisconsin Conference UCC  
 Study area: Polygon Around 915 East Oklahoma Avenue, Milwaukee, Wisconsin 53207, United States  
 Base State: WI

Current Year Estimate: 2022  
 5 Year Projection: 2027  
 Date: 7/30/2022  
 Semi-Annual Projection: Summer

This ExecutiveInsite Report has been prepared for Wisconsin Conference UCC. Its purpose is to "tell the demographic story" of the defined geographic study area. ExecutiveInsite integrates narrative analysis with data tables and graphs. Playing on the report name, it includes 12 "Insites" into the study area's story. It includes both demographic and beliefs and practices data.

ExecutiveInsite is intended to give an overview analysis of the defined geographic study area. A defined study area can be a region, a zip code, a county or some custom defined geographic area such as a radius or a user defined polygon. The area of study is displayed in the map below.

THE STUDY AREA



## THE 12 INSITES

INSITE	PAGE
Insite #1: Population, Household Trends	2
Insite #2: Racial/Ethnic Trends	3
Insite #3: Age Trends	4
Insite #4: School Aged Children Trends	6
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Insite #8: Adult Educational Attainment	11
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Insite #10: Mosaic Household Types	13
Insite #11: Generations	14
Insite #12: Religious Program Or Ministry Preferences	15

## More Information

Please refer to the last page of the report for additional notes and interpretation aides in reading the report.

Not all of the demographic variables available in the MI System are found in this report. The FullInsite Report will give a more comprehensive view of an area's demographics.

The American Beliefs Study provides a detailed view of religious preferences, practices and beliefs.

# INSITE #1: POPULATION AND HOUSEHOLD TRENDS

## Population:

The estimated 2022 population within the study area is 47,295. The 2027 projection would see the area remain stable at 236 to a total population of 47,531. The population within the study area is growing somewhat slower than the statewide growth rate. While the study area is projected to grow by 0.5% in the next five years, the state is projected to grow by 2.4%. The study area's estimated average change rate is 0.1%.

## Population Per Household

Population per Household: The relationship between population and households provides a hint about how the community is changing. When population grows faster than households, it suggests an increase in the persons per household. This can only happen when more persons are added either by birth or other process such as young adults in multiple roommate households or young adults returning to live with parents. In some communities this can occur when multiple families live in the same dwelling unit.

## Households:

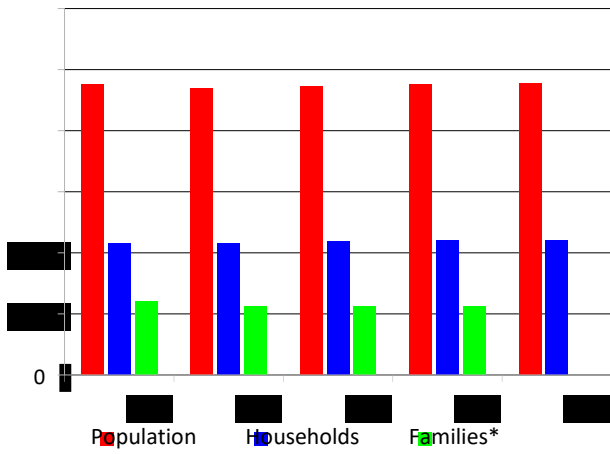
The households within the community are growing faster than the population, thus the average population per household in 2010 was 2.17 but by 2027 it is projected to be 2.16. Compare this to the statewide average which for the current year is estimated at 2.49 persons per household.

## Family Households:

Family households provide an additional hint about the changing dynamics of a community. If family household growth follows population growth, then it would be reasonable to assume that the increasing population per household comes from additional children. However, within the study area, this is not the case. Family households are not growing as fast as the population, suggesting the growth may be the result of growth of non-family adult households.

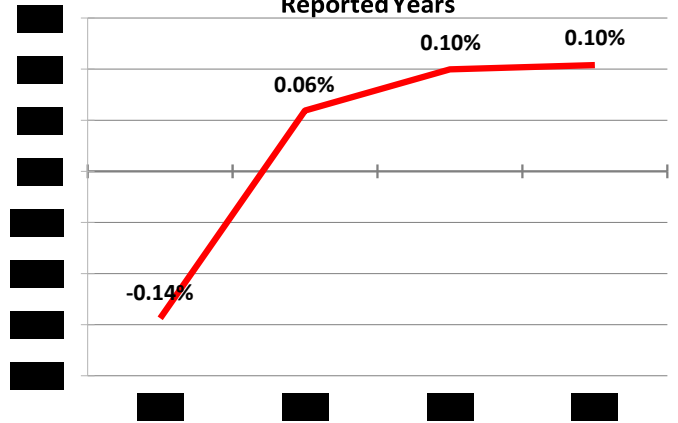
<i>Population/Households &amp; Family Trends</i>	2000	2010	2022	2027	2032
<b>Population</b>	<b>47,645</b>	<b>46,960</b>	<b>47,295</b>	<b>47,531</b>	<b>47,778</b>
Population Change		-685	335	236	247
Percent Change		-1.4%	0.7%	0.5%	0.5%
<b>Households</b>	<b>21,457</b>	<b>21,614</b>	<b>21,837</b>	<b>21,967</b>	<b>22,097</b>
Households Change		157	223	130	130
Percent Change		0.7%	1.0%	0.6%	0.6%
<b>Population / Households</b>	<b>2.22</b>	<b>2.17</b>	<b>2.17</b>	<b>2.16</b>	<b>2.16</b>
Population / Households Change		-0.05	-0.01	0.00	0.00
Percent Change		-2.2%	-0.3%	-0.1%	-0.1%
<b>Families</b>	<b>12,086</b>	<b>11,241</b>	<b>11,167</b>	<b>11,221</b>	
Families Change		-845	-74	54	
Percent Change		-7.0%	-0.7%	0.5%	

### Population, Household & Family Trends



NOTE: Family Household data is not projected out 10 years.

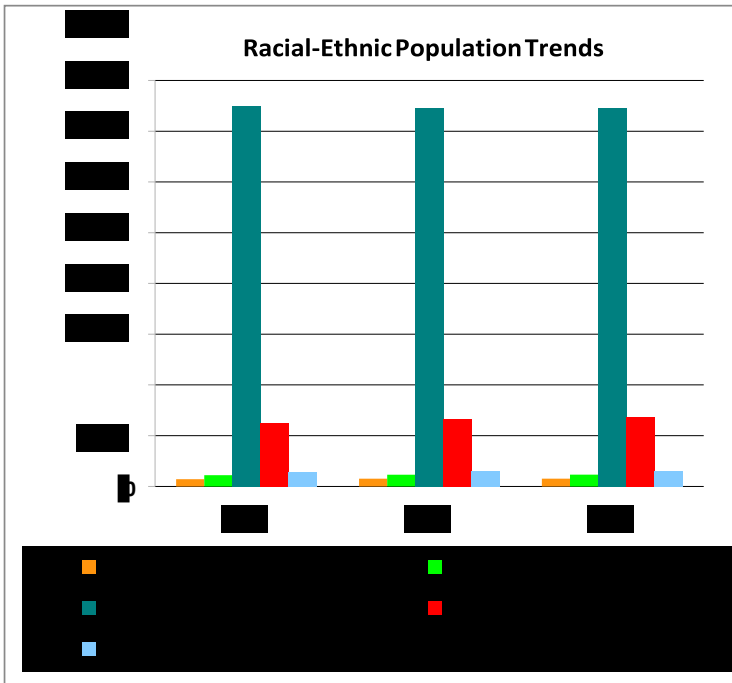
### Average Annual Percentage Change Between Reported Years



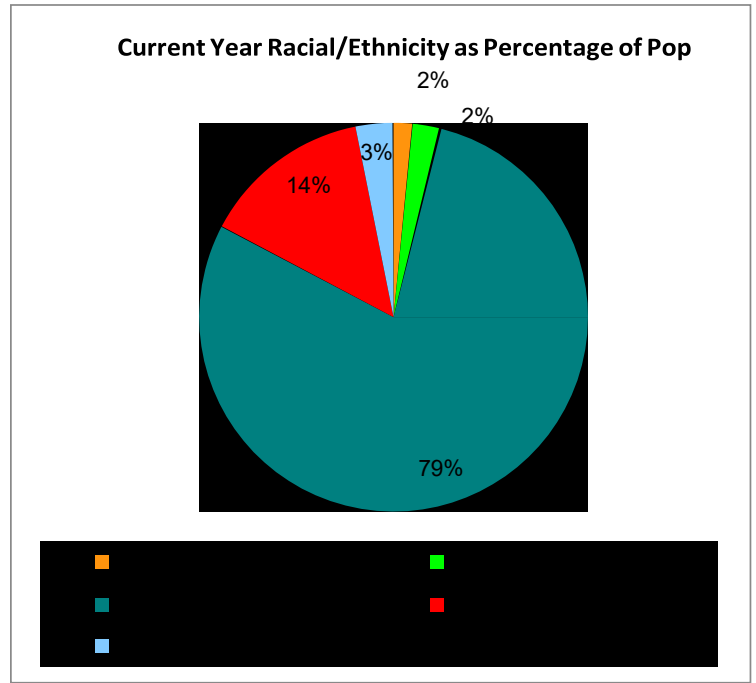
## INSITE #2: RACIAL-ETHNIC TRENDS

The US population's racial-ethnic diversity is continually adding new and rich cultural mixes. This data considers the five groups for which trending information is available. Please note that several groups are aggregated into a single category due to their smaller size. Those persons who indicated Hispanic or Latino ethnicity along with a racial category have been separated into a Hispanic or Latino category.

The Population: Racial/Ethnic Trends table provides the actual numbers and percentage of the total population for each of the five racial/ethnic categories. Pay special attention to the final column on the right. This will quickly indicate the direction of change from the last census to the current five year projection.



The Racial Ethnic Trends graph displays history and projected change by each racial/ethnic group.



This chart shows the percentage of each group for the current year estimate.

### *The percentage of the population...*

Asian (Non-Hisp) is projected to remain about the same over the next five years.

Black/African American (Non-Hisp) is projected to remain about the same over the next five years.

White (Non-Hisp) is projected to remain about the same over the next five years.

Hispanic or Latino is projected to remain about the same over the next five years.

	2010	2022	2027	2010%	2022 %	2027 %	2010 to 2027 %pt Change
<b>Race and Ethnicity</b>							
Asian (NH)	696	744	748	1.48%	1.57%	1.57%	0.09%
Black/Afr Amer (NH)	1,092	1,132	1,146	2.33%	2.39%	2.41%	0.09%
White (NH)	37,471	37,260	37,304	79.79%	78.78%	78.49%	-1.31%
Hispanic/Latino	6,273	6,671	6,825	13.36%	14.10%	14.36%	1.00%
P Is/Am In/Oth (NH)	1,428	1,489	1,507	3.04%	3.15%	3.17%	0.13%
<b>Totals:</b>	<b>46,960</b>	<b>47,296</b>	<b>47,530</b>				

## INSITE #3: AGE TRENDS

A community's age structure and how it is changing is an important part of its story. Overall, the American Population has been aging as the Baby Boomers progress through each phase of life. This has been abetted by episodes of declining live births. However, this picture may particularize differently from community to community. There are communities in the US where the average age is lower than some others. In other cases, there is a clear shift toward senior years as the Boomers enter their retirement years.

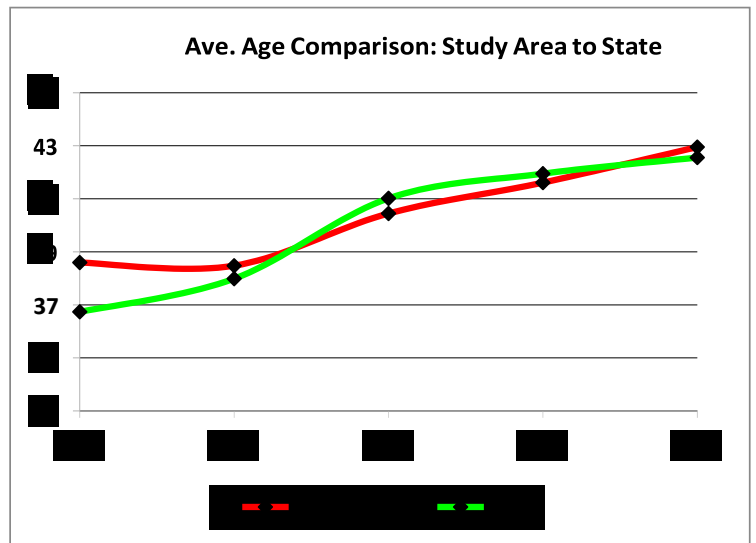
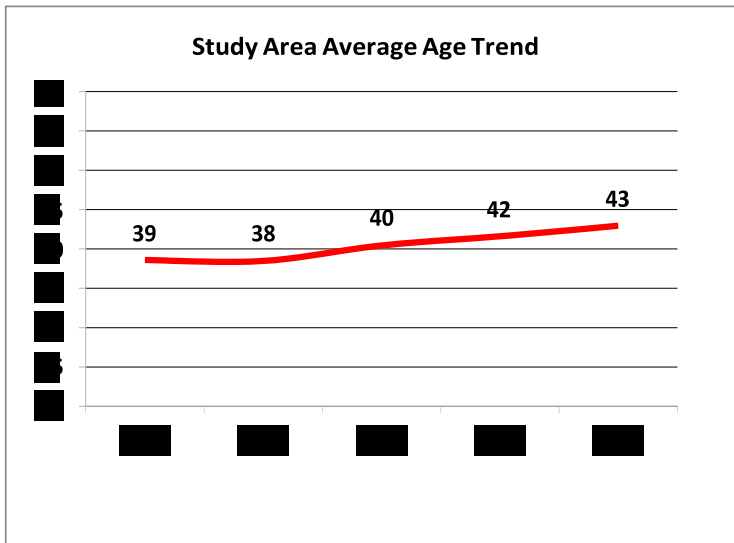
The Age Trend Insite explores two variables: Average age and Phase of Life.

**Average Age Trends** provides five important snapshots of a community from five data points; the 2000 census, the last census, the current year estimate, the five-year projection and the ten year forecast. These five numbers will indicate the aging direction of a community.

**The Phase of Life Trends** breaks the population into seven life phases that the population passes through in its life time.

### AGE

<i>Average Age Trends</i>	2000	2010	2022	2027	2032
<b>Average Age: Study Area</b>	<b>38.60</b>	<b>38.48</b>	<b>40.45</b>	<b>41.61</b>	<b>42.95</b>
Percent Change		-0.3%	5.1%	2.9%	3.2%
<b>Average Age: WI</b>	<b>36.74</b>	<b>37.99</b>	<b>41.02</b>	<b>41.95</b>	<b>42.56</b>
Percent Change		3.4%	8.0%	2.3%	1.4%
Comparative Index	105	101	99	99	101
<b>Median Age: Study Area</b>	<b>37</b>	<b>37</b>	<b>41</b>	<b>43</b>	<b>45</b>



#### Summary of Average Age Findings:

The Average Age Trend chart shows both history and projection of the change in average age in the study area. The average age of the study area has been rising for several years. It is projected to rise over the next five years.

A comparison to the average age of the state helps to contextualize the significance of the average age of the study area and its history and projection. In the graph above, the study area and state are laid out side by side. The state's average age is estimated to be about the same as the study area.

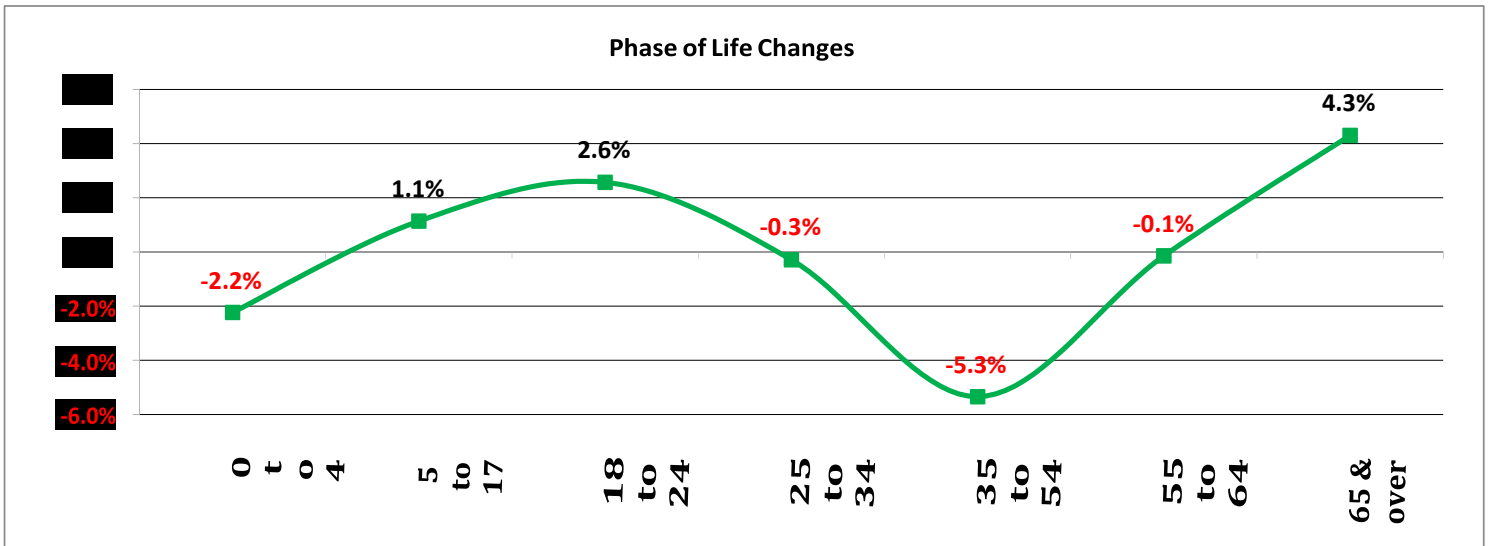
# INSITE #3: AGE TRENDS (continued)

## PHASE OF LIFE

The Phase of Life analysis provides insight into the age distribution of a population across the different stages of life experience. It can reveal a community in transition.

Pay special attention to the color codes of the Change column (far right below). It will immediately indicate which phases are increasing or decreasing as a percentage of the population.

Phase of Life	2010	2022	2027	2032	2010%	2022%	2027%	2032%	Estimated 10 Year %pt Change 2022 - 2032
<b>Before Formal Schooling</b> Ages 0 to 4	2,938	3,213	2,663	2,214	6.3%	6.8%	5.6%	4.6%	-2.2%
<b>Required Formal Schooling</b> Ages 5 to 17	5,946	7,966	8,489	8,727	12.7%	16.8%	17.9%	18.0%	1.1%
<b>College/Career Starts</b> Ages 18 to 24	3,754	2,900	3,341	4,223	8.0%	6.1%	7.0%	8.7%	2.6%
<b>Singles &amp; Young Families</b> Ages 25 to 34	8,999	4,509	4,114	4,487	19.2%	9.5%	8.7%	9.2%	-0.3%
<b>Families &amp; Empty Nesters</b> Ages 35 to 54	13,791	14,303	13,513	12,085	29.4%	30.2%	28.4%	24.9%	-5.3%
<b>Enrichment Years Sing/Couples</b> Ages 55 to 64	5,832	6,175	5,830	6,267	12.4%	13.1%	12.3%	12.9%	-0.1%
<b>Retirement Opportunities</b> Age 65 and over	5,699	8,229	9,581	10,532	12.1%	17.4%	20.2%	21.7%	4.3%



### Summary of Phase of Life Findings:

Phase of Life changes reflect the age profile of a community. On average, it takes 2.1 children per woman to replace both mother and father. If the percentage of the population under 20 is declining as a percentage of the total it is likely that the community will see an increase in the more senior aged population possibly due to a decline in birth rates.

In this study area children 17 years of age and younger are declining as a percentage of the total population. Considering the other end of the phases of life, adults 55 years of age and older are increasing as a percentage of the total population.

In summary it may be that the community is aging as children are raised and leave but parents remain.

# INSITE #4: SCHOOL AGED CHILDREN TRENDS

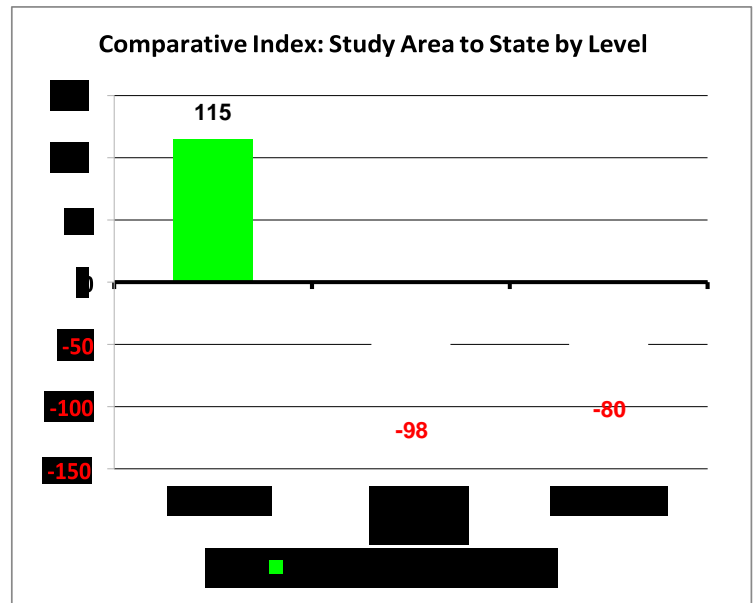
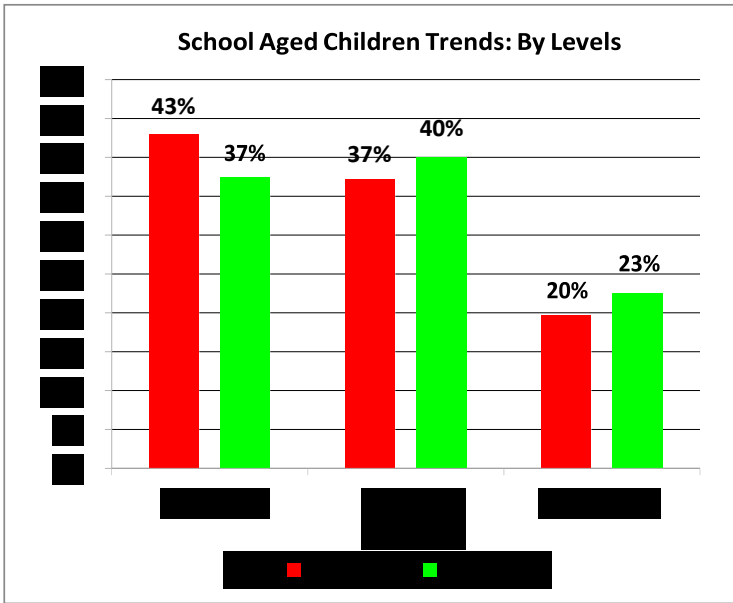
Children are the future! Understanding their specific population dynamics is critical for all planners of social and/or educational services. The "School Aged Children" variable is a subset of the "Required Formal Schooling" segment in the Phase of Life profile. It allows one to zoom in more closely on the children who are of formal schooling age.

The School Aged Children variable provides a snapshot of three levels of the population that comprise school age children. The three levels roughly correspond to the following.

- Elementary grades
- Intermediate/Middle School grades
- High School grades

The school aged population includes all school aged children including those enrolled in public and private schools, those home schooled and children in institutions.

School Aged Children	2010	2022	2027	2010%	2022%	2027%	Estimated 5 Year %pt Change 2022 - 2027
<b>Early Elementary</b>							-5.5%
<b>Late Elementary-Middle School</b>							
Ages 5 to 9	2,422	3,425	3,181	40.7%	43.0%	37.5%	
Ages 10 to 14	2,175	2,968	3,395	36.6%	37.3%	40.0%	2.7%
<b>High School</b>							
Ages 15 to 17	1,349	1,574	1,914	22.7%	19.8%	22.5%	2.8%



*Summary of School Aged Children Findings:*

Early Elementary children ages 5 to 9 are projected to decline as a percentage of children between 5 and 17 by -5.5%.

High School aged children 15 to 17 are increasing as a percentage of children between 5 and 17 by 2.8%.

Late Elementary to Middle School aged children ages 10 to 14 are increasing as a percentage of children between 5 and 17 by 2.7%.

Overall, children are aging through, but not being replaced at the younger levels.



# INSITE #5: HOUSEHOLD AND FAMILY INCOME TRENDS

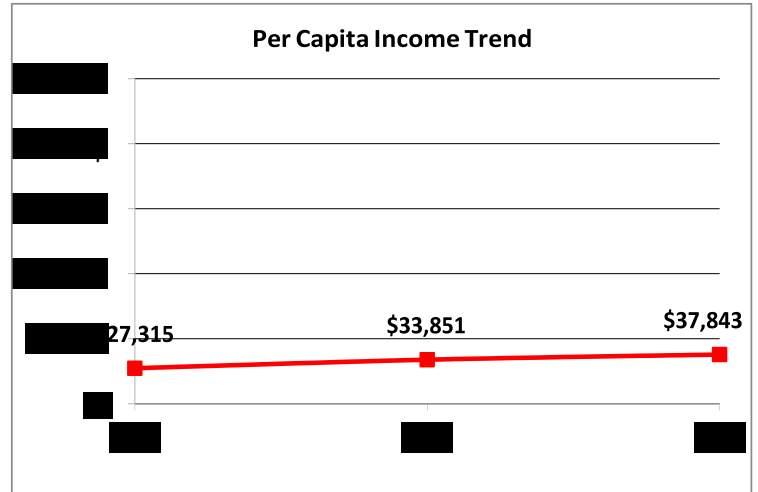
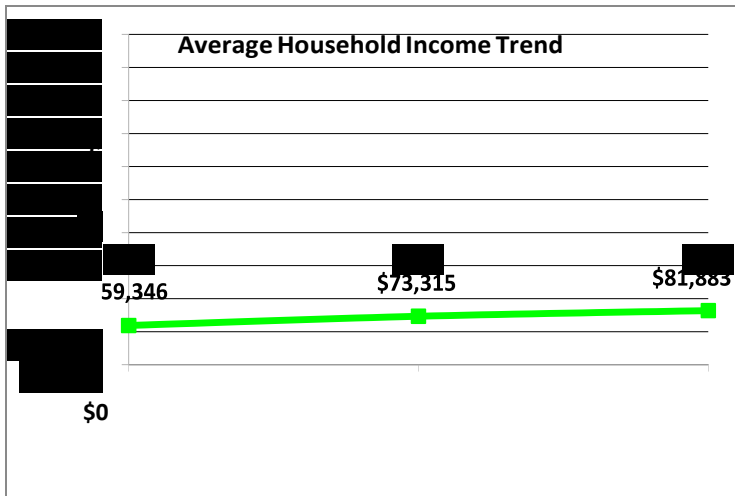
## AVERAGE HOUSEHOLD INCOME AND PER CAPITA INCOME

Average Household Income and Per Capita Income indicate the level of financial resources within a community. Average Household income reflects the average income for each household, whether family or non-family.

Per Capita Income is a measure of the average income of all persons within a household. For family households, this would include all children. It does not mean that each person actually contributes to the average income from work. It is calculated by dividing the aggregate household income by the population.

In this study area, the estimated current year average household income is \$73,315. The average household income is projected to grow by 11.7% to \$81,883.

The estimated per capita income for the current year is \$33,851. The Per Capita Income is projected to grow by 11.8% to \$37,843.



Income Trends	2010	2022	2027	2010%	2022%	2027%	Estimated 5 Year %pt Change 2022 - 2027
<b>Households</b>							
Less than \$10,000	826	1,100	882	3.8%	5.0%	4.0%	-1.0%
\$10,000 to \$14,999	1,269	844	669	5.9%	3.9%	3.0%	-0.8%
\$15,000 to \$24,999	2,280	2,055	1,765	10.5%	9.4%	8.0%	-1.4%
\$25,000 to \$34,999	2,535	1,822	2,049	11.7%	8.3%	9.3%	1.0%
\$35,000 to \$49,999	3,514	2,812	2,500	16.3%	12.9%	11.4%	-1.5%
\$50,000 to \$74,999	5,217	4,493	4,135	24.1%	20.6%	18.8%	-1.8%
\$75,000 to \$99,999	3,064	3,678	3,599	14.2%	16.8%	16.4%	-0.5%
\$100,000 to \$149,999	2,143	3,385	3,940	9.9%	15.5%	17.9%	2.4%
\$150,000 to \$199,999	599	1,083	1,501	2.8%	5.0%	6.8%	1.9%
\$200,000 or more	167	565	926	0.8%	2.6%	4.2%	1.6%
<b>Totals</b>	<b>21,614</b>	<b>21,837</b>	<b>21,966</b>				

# INSITE #5: HOUSEHOLD AND FAMILY INCOME TRENDS (continued)

## FAMILY INCOME

Family income is a sub-set of household income. It excludes non-family households. Family households include two or more persons who are related and living in the same dwelling unit. Children are more likely to live in family households. Non-family households are households in which two or more persons live in the same dwelling unit but are unrelated.

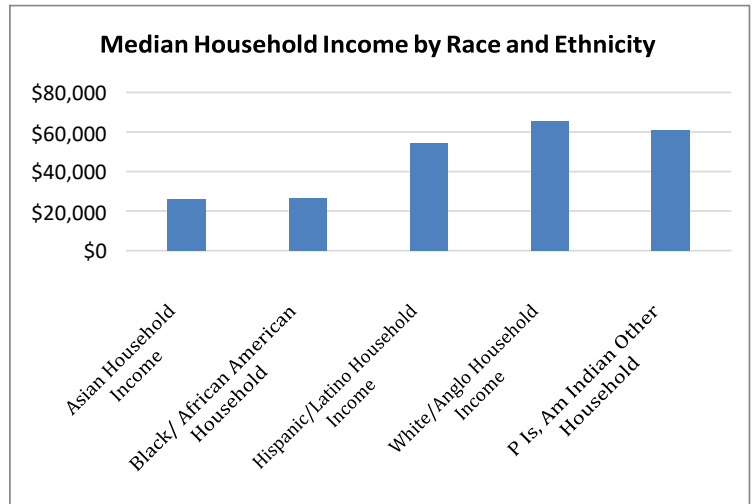
The number of families with annual incomes above \$100,000 is projected to decline over the next five years. For the current year, it is estimated that 31.1% of all family incomes exceed \$100,000 per year. In five years that number is projected to be 30.6%.

Income Trends	2022	2027	2022%	2027%	Estimated 5 Year %pt Change 2022 - 2027
<b>Families</b>					
Less than \$10,000	390	383	3.5%	3.4%	-0.08%
\$10,000 to \$14,999	261	252	2.3%	2.2%	-0.09%
\$15,000 to \$24,999	708	695	6.3%	6.2%	-0.15%
\$25,000 to \$34,999	594	750	5.3%	6.7%	1.36%
\$35,000 to \$49,999	1,298	1,287	11.6%	11.5%	-0.16%
\$50,000 to \$74,999	2,242	2,229	20.1%	19.9%	-0.21%
\$75,000 to \$99,999	2,204	2,191	19.7%	19.5%	-0.21%
\$100,000 to \$149,999	2,291	2,283	20.5%	20.3%	-0.17%
\$150,000-\$199,999	821	809	7.4%	7.2%	-0.14%
\$200,000 or more	357	342	3.2%	3.0%	-0.15%
<b>Totals</b>	<b>11,166</b>	<b>11,221</b>			

## MEDIAN INCOME BY RACE AND ETHNICITY

Median income by race and ethnicity is a subset of household income. Median income is that point where there are as many households with incomes greater than the median as there are households with incomes less than the median.

Median Income by Race and Ethnicity	2022
Asian Household Income	\$25,832
Black/ African American Household Income	\$26,666
Hispanic/Latino Household Income	\$54,559
White/Anglo Household Income	\$65,499
P Is, Am Indian Other Household Income	\$61,004
<b>Average</b>	<b>\$46,712</b>



# INSITE #6: HOUSEHOLDS AND CHILDREN TRENDS

Diversity of child rearing environments is increasing along with the many other types of growing diversity in the US. To understand this, we begin with the types of households that exist in a community. There are...

The concern of this analysis is family households with children under 18. Of the types of family households with children there are...

- family households with children under 18
- family households without children under 18

- Married couple families
- Single parent families (father or mother)

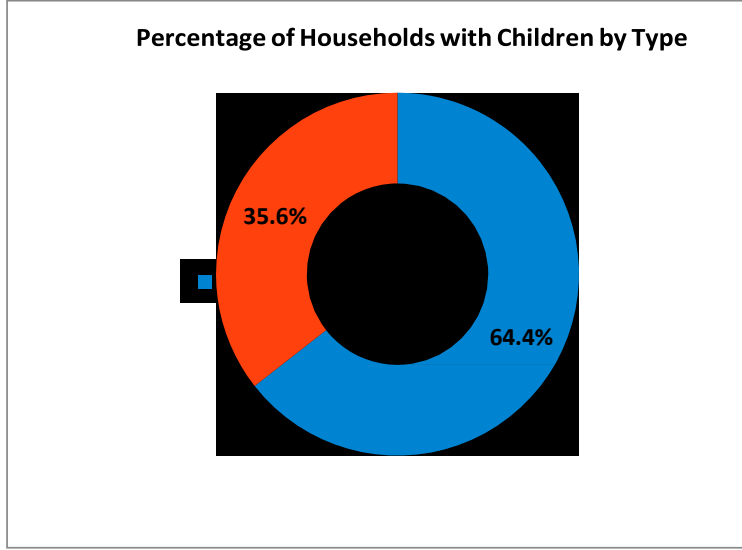
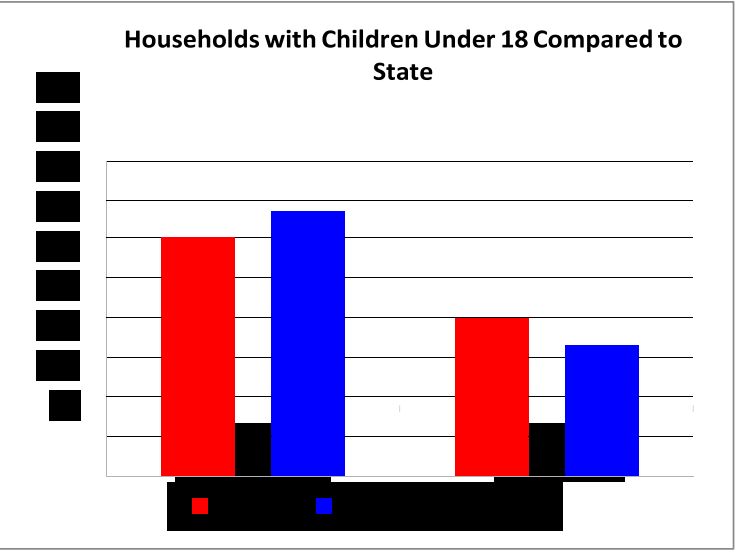
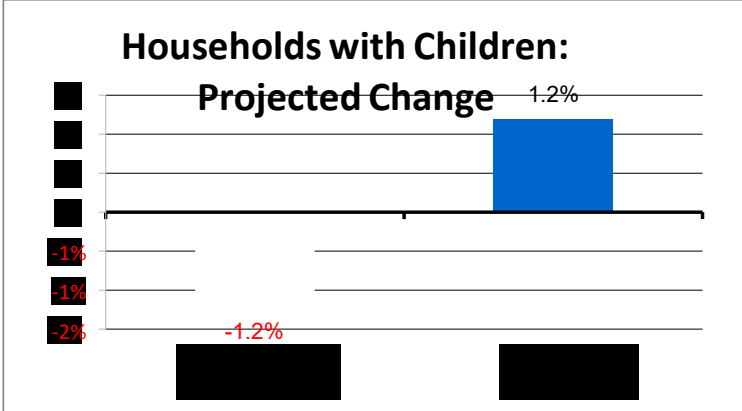
These two are reported for the study area in the table below.

Households	2010	2022	2027	2010%	2022%	2027%	Estimated 5 Year %pt Change 2022 - 2027
<b>Households with Children under 18</b>							
Married Couple	3,081	2,671	2,568	61.5%	64.4%	63.2%	-1.2%
Single Parent	1,925	1,475	1,493	38.5%	35.6%	36.8%	1.2%

Of the households with children under 18, married couple households are decreasing as a percentage while single parent households are increasing.

family type that is increasing while bars below 0% is decreasing. This provides "insite" into how family households and structures with children are changing in the study area.

A comparison to the state reveals to what extent this community is similar or dissimilar to the state as a whole. The study area's married couple households with children are dissimilar to the state's profile. The percentage of single parent households with children is greater than the state.



# INSITE #7: MARITAL STATUS TRENDS

## MARITAL STATUS BY TYPE

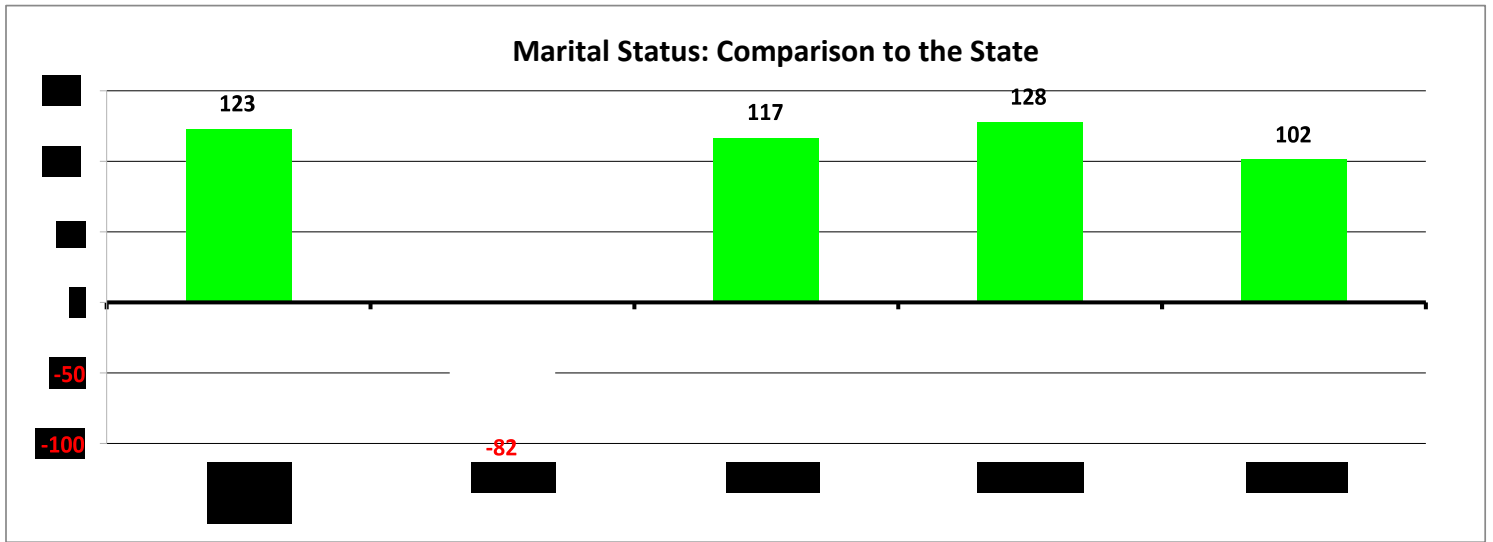
Population by Marital Status considers the number and percentage of persons 15 years of age and greater by their current marital status. Trend information as well as a comparison to the study area's state marital status types provide two different views of this social reality.

Marital types reported include..

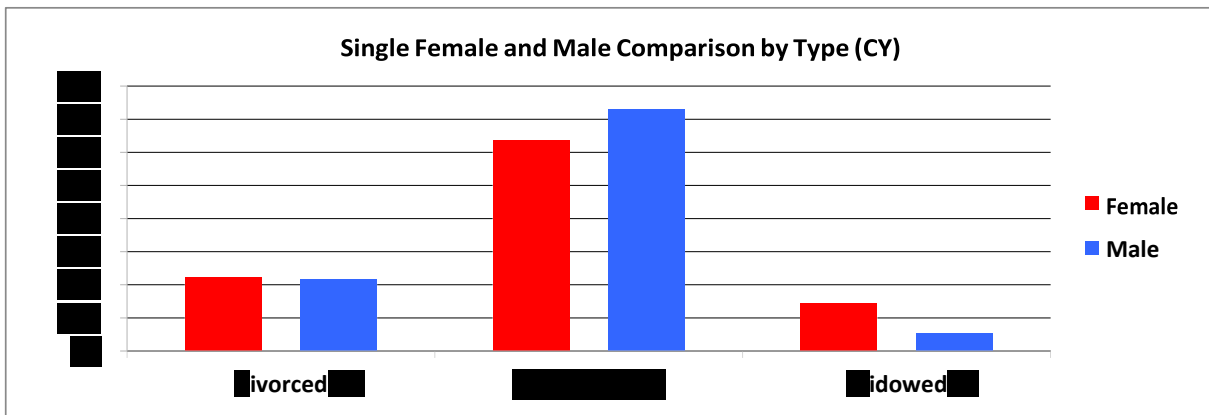
- Never Married (Singles)
- Currently Married
- Divorced
- Separated
- Widowed

	2010	2022	2027	2010%	2022%	2027%	2010 to 2027 %pt Change
<b>Population by Marital Status: Age 15+</b>							
Never Married	14,489	14,504	15,330	36.4%	38.5%	40.0%	3.7%
Married	17,445	15,866	15,093	43.8%	42.1%	39.4%	-4.4%
Divorced	4,752	4,681	5,067	11.9%	12.4%	13.2%	1.3%
Separated	612	491	454	1.5%	1.3%	1.2%	-0.4%
Widowed	2,553	2,148	2,348	6.4%	5.7%	6.1%	-0.3%

In this community, the current year estimate of marital status reveals a community of adults less likely to be married than the state average for adults. The percentage single, never married in the study area is higher than the state average for adults 15 years and older. Divorce is more prevalent than the state wide average.



Women 15 years and older are about as likely to be divorced as men. Women 15 years and older are more likely to be widowed than men.



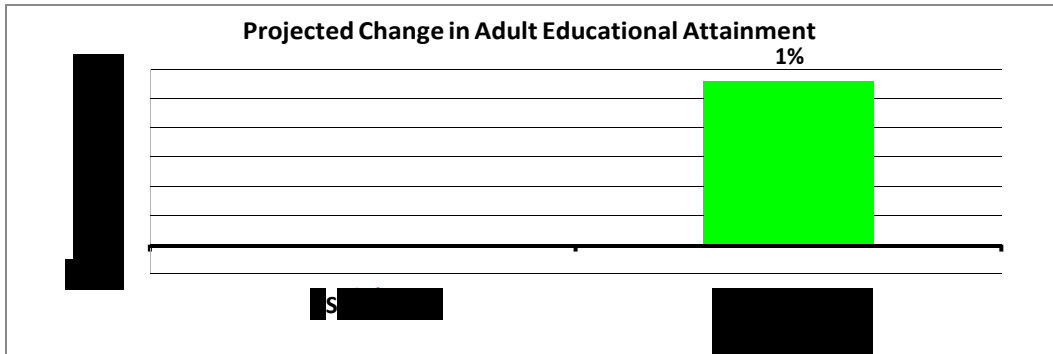
# INSITE #8: ADULT EDUCATIONAL ATTAINMENT

The level of educational attainment of a community's adult population is an important indicator of its opportunities and challenges. This analysis will look at the Adult Educational Attainment from three perspectives.

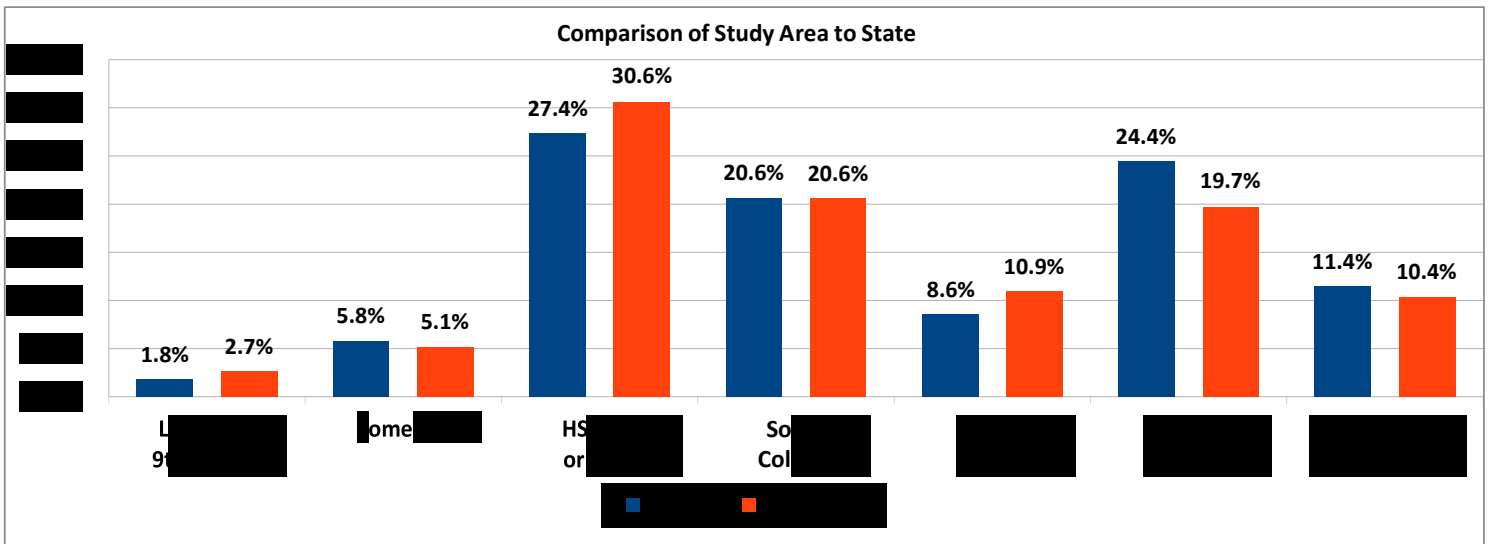
First, it looks to see if the level of educational attainment for adults is rising or not. Second, it compares the level of attainment to that of the state of WI. (If this is a state report, the comparison will be to itself.) Finally, the table provides the percentages from 2010.

## EDUCATIONAL LEVEL ATTAINMENT CHANGE

The educational attainment level of adults has been rising over the past few years. It is projected to rise over the next five years by 0.6%.



## EDUCATIONAL LEVEL COMPARED TO THE STATE



	2010	2022	2027	WI 2022%	2022 Study Area-State Comp Index
<b>Population by Educational Attainment: 25+</b>					
Less than 9th Grade	3.5%	1.8%	1.8%	2.7%	67
Some HS	7.9%	5.8%	5.7%	5.1%	113
HS Dipl or GED	29.0%	27.4%	27.3%	30.6%	89
Some College	23.3%	20.6%	20.2%	20.6%	100
Associate Degree	7.2%	8.6%	8.8%	10.9%	79
Bachelor's Degree	20.4%	24.4%	24.2%	19.7%	124
Grad/Profess Deg	8.7%	11.4%	12.0%	10.4%	110

The overall educational attainment of the adults in this community is greater than the state.

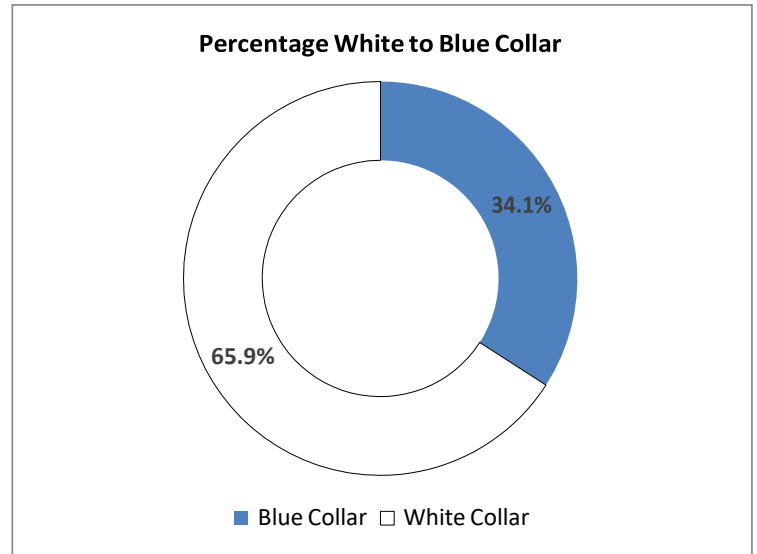
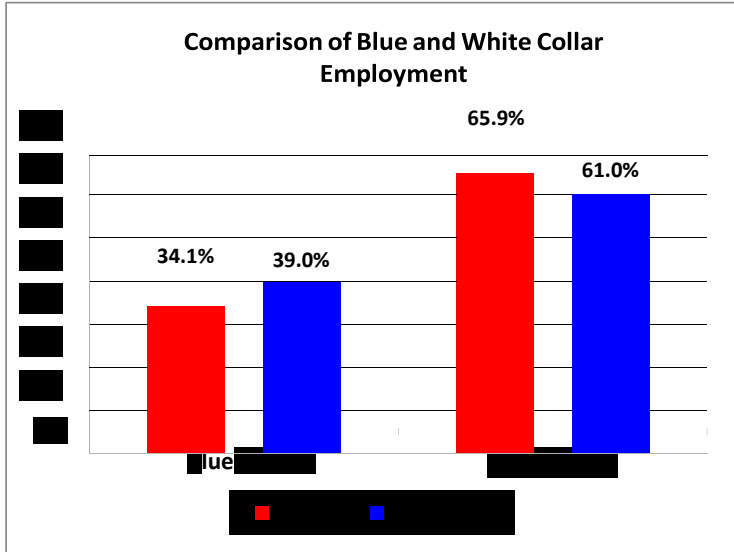
## INSITE #9: POPULATION BY EMPLOYMENT

Like educational attainment, an analysis of a community by its employment types and categories provides an important “insite” into its socio-economics. This analysis looks at two factors.

First is a report of the employed population 16 and over by the traditional “blue collar” and “white collar” occupations and compares these to the state. Second, it looks at the community by the seven standard census bureau occupations and compares them to the state.

### EMPLOYED POPULATION: BLUE COLLAR OR WHITE COLLAR

On the chart to the left, the study area is compared to the state of WI. This study area is close to the state average for White Collar workers. It is well below the state average for Blue Collar workers.



### EMPLOYED CIVILIAN POPULATION BY OCCUPATION

	2022	WI 2022	Comp. Index	Interpretation
<b>Employed Civilian Pop 16+ by Occupation</b>				
Bldg Maintenance & Cleaning	3.0%	3.3%	90	At about the state average.
Construction	6.9%	7.7%	89	Well below the state average.
Farming, Fishing, & Forestry	0.3%	0.9%	31	Well below the state average.
Food Preparation Serving	5.6%	5.4%	104	At about the state average.
Healthcare Support	2.6%	3.7%	70	Well below the state average.
Managerial Executive	16.5%	14.9%	110	Well above the state average.
Office Admin	11.0%	11.5%	95	At about the state average.
Personal Care	2.2%	2.4%	90	At about the state average.
Production Transportation	14.4%	17.7%	81	Well below the state average.
Prof Specialty	27.3%	21.7%	126	Well above the state average.
Protective	1.8%	1.6%	115	Well above the state average.
Sales	8.6%	9.2%	93	At about the state average.

## INSITE #10: MOSAIC Segments

Mosaic is a geo-demographic segmentation system developed by and for marketers. Instead of looking at individual demographic variables, a segmentation system clusters households into groups with multiple common characteristics. Demographic variables that generally cluster together would include income, educational levels, presence of children and occupations among others.

This database is developed by Experian. Some find the information helpful because it presents a multi-dimensional view of a community.

In the report below, the top 15 Mosaic Segments of the study area are provided. (If less than 15, rows will be blank.)

**NOTE: For a full description please see the DI Demographic Segment Guide (Mosaic) under the Help menu on the Documents gallery.**

	2022	2022%	State %	Comp Index	Relative to the WI State Ave.
<b>Mosaic Segments</b>					
G24 Young City Solos - Ambitious Singles	2,961	13.4%	1.2%	1123	Well above the state average
L42 Blue Sky Boomers - Rooted Flower Power	2,756	12.5%	3.5%	362	Well above the state average
K40 Significant Singles - Bohemian Groove	1,988	9.0%	2.7%	330	Well above the state average
J34 Autumn Years - Suburban Sophisticates	1,808	8.2%	5.3%	156	Well above the state average
I31 Family Union - Hard Working Values	1,659	7.5%	2.7%	283	Well above the state average
B09 Flourishing Families - Family Fun-tastic	1,611	7.3%	1.9%	378	Well above the state average
E20 Thriving Boomers - No Place Like Home	1,474	6.7%	4.5%	149	Well above the state average
O51 Singles and Starters - Digitally Savvy	1,295	5.9%	3.9%	149	Well above the state average
E19 Thriving Boomers - Consummate Consumers	1,091	4.9%	0.9%	533	Well above the state average
O54 Singles and Starters - Influenced by Influencers	884	4.0%	1.9%	213	Well above the state average
Q65 Golden Year Guardians - Mature and Wise	486	2.2%	2.5%	90	Somewhat below the state average
P56 Cultural Connections - Mid-Scale Medley	446	2.0%	1.0%	195	Well above the state average
R66 Aspirational Fusion - Ambitious Dreamers	411	1.9%	1.4%	136	Well above the state average
Q64 Golden Year Guardians - Established in Society	384	1.7%	4.1%	42	Well below the state average
C11 Booming with Confidence - Sophisticated City Dwellers	291	1.3%	4.6%	29	Well below the state average

### Learn about your Mosaic Households

#### To access Mosaic Portrait data click on:

[Mosaic USA E-Handbook by Experian](#) (To open in a new Tab hold Control key when you click on the link)

Handbook includes Mosaic Overview and two graphic pages for each of the 19 Groups and 71 Segments.

[How to Read and Understand a Mosaic Portrait - Video](#)

[Understanding Mosaic Portraits for Mission Planning - Video](#)

Faith based clients: To access the Mosaic application guide click on:

[Mission Impact Mosaic Application Guide by Bandy](#) (To open in a new Tab hold Control key when you click on the link)

# INSITE #11: GENERATIONS

A powerful way to envision demographics is by following a generation through its phases of life. This is because there are, in a general sense, common life experiences at each phase of life. But even more interesting is to understand a generational cohort group that has a unique sense of belonging to others born and coming of age together. More than mere age bracketing, a generation develops a sense of identity as a group based upon their coming of age experiences—how they were parented and major world defining events, such as 9/11. Using the Strauss and Howe model of generations one is able to see a more three-dimensional view of a generational group, bringing mere age demographics to life.

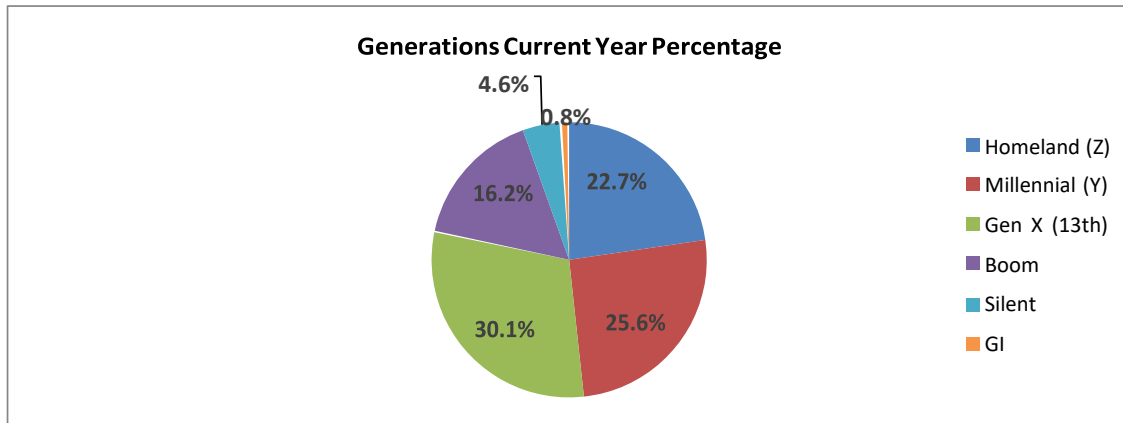
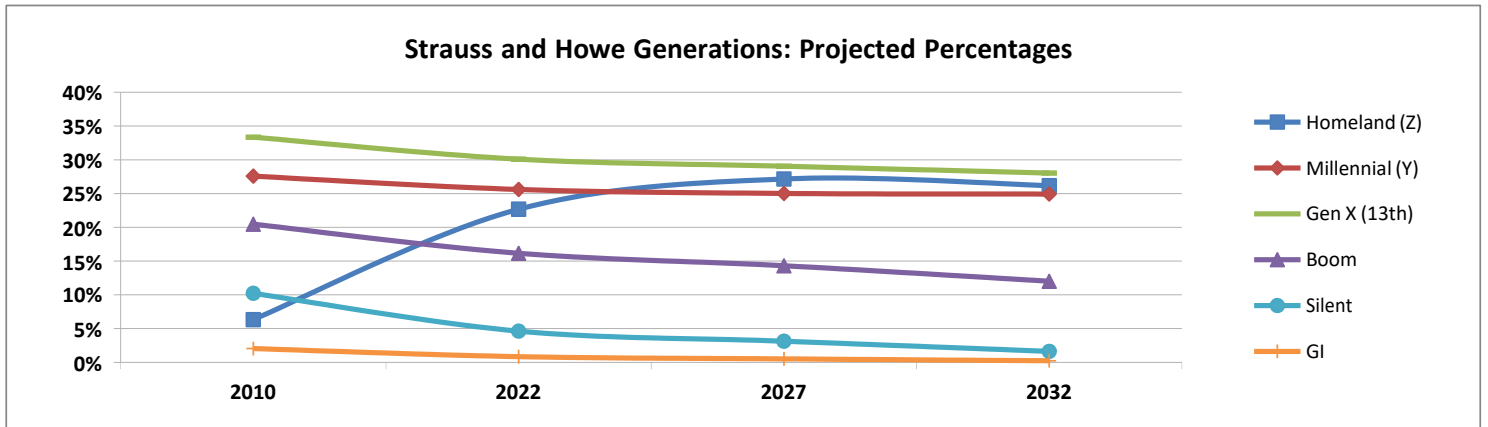
According to the Strauss and Howe model, members of a generation share three qualities. \*

- An age location in history
- Some common beliefs and behaviors, including basic attitudes about risk taking, culture and values, civic engagement, and family life
- A common perceived membership in a generation, e.g., Boomers, Gen X, Millennials etc.

(\* <http://www.lifecourse.com/about/method/phases.html>)

Name	S & H Type	Initial Birth	Final Birth	2010		2022		2027		2032	
Homeland (Z) Artist		2005	2025	2,938	6.3%	10,634	22.7%	12,772	27.4%	12,503	28.1%
Millennial (Y) Hero		1982	2004	12,817	27.6%	12,002	25.6%	11,763	25.2%	11,908	26.8%
Gen X (13th) Nomad		1961	1981	15,501	33.4%	14,106	30.1%	13,661	29.3%	13,397	30.1%
Boom Prophet		1946	1960	9,511	20.5%	7,570	16.2%	6,727	14.4%	5,739	12.9%
Silent Artist		1925	1945	4,752	10.2%	2,166	4.6%	1,472	3.2%	778	1.8%
GI Hero		1901	1924	947	2.0%	395	0.8%	242	0.5%	111	0.3%
<b>Totals:</b>				<b>46,466</b>	<b>100.0%</b>	<b>46,873</b>	<b>100%</b>	<b>46,637</b>	<b>100%</b>	<b>44,436</b>	<b>100.0%</b>

[For more information on Generational types, click here](#)





## INSITE #12: RELIGIOUS PROGRAM OR MINISTRY PREFERENCES

This information is from the 2021 American Beliefs Study. You can view more results in the ReligiousInsite, ReligiousInsite Priorities, MinistryInsite, or MinistryInsite Priorities reports.

	Study Area		US Average		Comparative Index	
	Modestly Important	Very Important	Modestly Important	Very Important	Modestly Important	Very Important
<b>Personal Growth</b>	<b>35.3%</b>	<b>7.9%</b>	<b>34.9%</b>	<b>8.4%</b>	<b>101</b>	<b>94</b>
Addiction support groups	28.9%	6.8%	27.9%	7.4%	104	92
Health/weight loss programs	26.4%	4.7%	27.4%	4.7%	96	99
Membership and leadership training	35.7%	5.8%	34.3%	6.9%	104	85
Opportunities to develop personal relationships	49.0%	16.9%	48.8%	17.1%	101	99
Practical training seminars (money management, computer skills, etc.)	36.6%	5.3%	36.4%	6.0%	100	89
<b>Family Support and Intervention Services</b>	<b>35.4%</b>	<b>8.6%</b>	<b>33.6%</b>	<b>9.2%</b>	<b>105</b>	<b>94</b>
Daycare/After-School Programs	22.8%	4.7%	20.9%	5.6%	109	83
Crisis support groups	42.3%	9.4%	40.6%	10.2%	104	92
Family oriented activities	43.1%	14.6%	40.9%	15.7%	105	93
Marriage enrichment	35.9%	8.6%	33.4%	8.4%	107	102
Parenting development	27.5%	6.4%	26.5%	6.5%	104	99
Personal/family counseling	40.8%	7.9%	39.2%	8.6%	104	91
<b>Community Involvement and Advocacy Programs</b>	<b>44.9%</b>	<b>11.4%</b>	<b>43.3%</b>	<b>11.5%</b>	<b>104</b>	<b>99</b>
Adult social activities	56.1%	10.3%	52.6%	11.6%	107	89
Involvement in social causes	45.5%	13.6%	46.2%	12.7%	99	107
Mission trips and global outreach	33.0%	6.8%	30.8%	7.7%	107	88
Opportunities for volunteering in the community	51.7%	15.0%	49.5%	14.6%	105	102
Social justice advocacy work	38.3%	11.2%	37.5%	10.9%	102	103
<b>Community Activities or Cultural Programs</b>	<b>42.5%</b>	<b>9.4%</b>	<b>40.2%</b>	<b>10.3%</b>	<b>106</b>	<b>92</b>
Cultural programs (music, drama, art)	44.5%	7.4%	43.8%	8.9%	102	83
Holiday programs/activities	55.4%	13.4%	50.5%	14.9%	110	90
Seniors/retiree activities	46.1%	12.0%	45.0%	13.8%	103	87
Singles or college-age groups	27.0%	6.2%	25.6%	6.3%	105	99
Size of church congregation	45.5%	6.5%	40.8%	6.8%	112	95
Small groups (i.e., life groups, personal interest groups)	47.6%	10.3%	46.7%	10.7%	102	97
Youth social activities	31.5%	10.3%	28.9%	10.8%	109	95
<b>Religious/Spiritual Programs</b>	<b>38.3%</b>	<b>20.6%</b>	<b>36.4%</b>	<b>20.0%</b>	<b>105</b>	<b>103</b>
Bible or Scripture study/prayer groups	34.0%	14.0%	32.3%	14.9%	105	94
Celebration of sacraments	35.5%	23.8%	32.3%	21.2%	110	112
Contemporary worship experiences	42.9%	10.4%	40.3%	11.1%	107	94
Online or virtual worship experiences	39.0%	12.1%	36.8%	11.1%	106	109
Quality sermons	40.0%	34.4%	36.3%	33.3%	110	103
Religious education for children	27.9%	17.2%	27.5%	17.1%	102	101
Spiritual discussion groups	41.5%	10.4%	38.9%	11.1%	107	93
Traditional worship experiences	41.3%	24.2%	39.1%	24.3%	106	100
Warm and friendly encounters	42.5%	39.1%	44.1%	35.8%	96	109

# Supporting Information

## Interpreting the Report

The ExecutiveInsite report is designed for easy reading. But there are several tools provided in the tables that make this easier.

**Change over time:** Several trend tables have a column indicating a change over time. Generally these tables begin with the last census, include the current year estimate, a five year projection and if available, a 10 year forecast. The data in each cell represents a percentage change up or down.

**Color Coding:** Both the "Change over Time" and "Comparative Indexes" columns are color coded to easily

spot any change and the direction of that change.

Change:	Increasing	Stable	Declining
Index:	Above Ave	Ave	Below Ave.

## Variable Definitions

Full variable definitions can be found in the MI Demographic Reference Guide. Download it free from the Help/Documents menu located on the map screen of your

**Indexes:** Some variables will have a column called "Comparative Index." An index is an easy way to compare a study area with a larger area. For this report, all comparisons are with the state or states within which the study area falls. The indexes can be interpreted as follows.

- Indexes of 100 mean the study area variable is the same as its base area.
- Indexes greater than 100 mean the study area variable is above the base area. The higher the number, the greater it is above the base.
- Indexes less than 100 mean the study area variable is below the base area. The lower the number, the greater it is below the base.

## Support

If you need support with this report, please email MissionInsite at [misupport@missioninsite.com](mailto:misupport@missioninsite.com).