

INTRODUCING THE NEW

LOCAL CHURCH PROFILE



Who is God calling us to become?

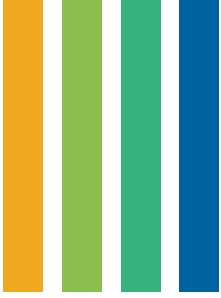
The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

RACHEL HACKENBERG

— *The Church of the Open Door* —

**FIRST CONGREGATIONAL
UNITED CHURCH OF CHRIST**





UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

First Congregational United Church of Christ
Appleton, WI

Senior Pastor

Wisconsin Conference, Northeast Association

February 20, 2023

LOCAL CHURCH PROFILE CONTENTS

Position Posting

Who Is God Calling Us To Become?

Who Are We Now?

Who Is Our Neighbor?

References

Consent and Validation

*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”*

(2 Corinthians 9:8)

1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: First Congregational United Church of Christ

Street address: 724 E South River Street, Appleton, WI

Supplemental web links: <https://www.firstcongoappleton.org/>

Additional ecumenical affiliations: None

Conference: Wisconsin

Association: Northeast

UCC Conference or Association Staff Contact Person:

Name: Rev. Franz Rigert

Title: Conference Minister

Phone: (608) 846-7880

Email: frigert@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?

First Congregational is the largest congregation in the Conference and is one of the largest congregations in our denomination, the United Church of Christ. With a congregation of nearly 1,500 members we are one of only four churches in the Conference with multiple pastors and the only church with three full-time pastors. We are known for our innovative and uplifting worship, our outstanding music program offering both vocal and instrumental music by a gifted choir along with numerous music scholars from Lawrence University, our quality Christian education program for children, youth and families and our thriving programs of mission and service. Our visibility within the Fox Cities remains strong focusing on social justice issues, housing solutions, diversity and other issues facing today's society.

We are on a journey of exploring what it means to live into being a church of not only true welcome but also belonging for all people AND living in supporting our community needs. We strive to be moved by the Holy Spirit to seek more understanding of those in our community, be with them, learn from them, in strengthening our community leadership in social justice. In order for this ongoing journey, we seek a leader with courage and passion to bring out the best in all of us as we head toward a new vision and values. We seek a pastoral leader who is willing to take risks with us, has a love for community, listens, learns, and helps us navigate the changes both internally and externally.

What we value about living in our area:

The Fox Cities, among which Appleton is the largest community, is a thriving region located along the scenic Fox River and Lake Winnebago. It is the home of excellent school systems (public, private, charters), colleges and healthcare systems; features vibrant cultural venues and abundant outdoor recreation for all four seasons. Through their commitment to volunteering and philanthropy, people in the Fox Cities are known for creative solutions to community needs.

Current size of membership: 1,492

Languages used in ministry (other than English): None

Position Title: Senior Pastor

Position Duration:

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

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

Scope of Work

Full time Pastoral Position (40-50 hours/weekly)

- Responsible for worship planning and leadership
- Set the vision and path for our progressive congregation.
- Responsibility to lead a team of ordained clergy, program and administrative staff.
- Strategic planning for current and future ministries.
- Faithful financial development and stewardship
- Collaborate with current and future community partners.

Core/Aspirational Competencies:

1. Collaboration
2. Embraces Diversity
3. Champion for Inclusion
4. Courage
5. Developing Teams
6. Emotional Intelligence
7. Community Focus

1c. COMPENSATION AND SUPPORT

COMPENSATION AND SUPPORT

Salary Basis:

We follow Wisconsin Conference Compensation Guidelines

Salary

Housing allowance

Benefits:

- Health and dental insurance
- Pension
- Continuing education time and monies
- Vacation
- Sick leave
- Holidays
- Personal days
- Life insurance and disability
- Sabbatical – Ordained staff members are eligible for a sabbatical leave after five (5) years of continuous service at FCUCC

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

We would like ministers to live in our community. That being said, we are a regional church – many members drive up to 30 minutes to attend, so we would describe our community broadly to include the greater Fox Cities region. The link is to a [Fox Cities map](#) where a majority of our members live.

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

All of our clergy participate in peer support groups called Communities of Practice. In addition, the conference has a facilitated professional development support group called Communities of Practice. There is a coaching program available to clergy as well as district gatherings of clergy. Additionally, the Northeast Association gathers for clergy retreat with clergy in the Northwest Association annually.

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

N/A



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.

- Congregation making personal connections both inside our walls and in the community
- High trust in us by our partners and community
- Number of people coming in and out of our building in a week
- Our social impact
- Congregation representing the community diversity
- Lives transformed
- High feeling safety/strong sense of this being a place you can be your true self

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

Appleton has a long history of pushing diversity away. We were classified as a sundown town in the 1950's to early 1970's. The land the church is built on was taken from the Indigenous People when Appleton was settled. Being located in east-central Wisconsin, the community at large has had limited experiences with diversity. However, as the Appleton area becomes more diverse and conversations related to diversity, equity, and inclusion occur more frequently both nationally and locally, it is important for places of faith like First Congregational to assume leadership roles in supporting the community to become a place of welcome for all people.

To help guide our congregation into the future, we are in the midst of recreating our vision, values, and success measures. This process has acknowledged many strengths of our congregation, and identified a desire for us to continue to evolve through the Spirit's guidance. Our church has been a place of welcome for many; we want it to give people a true sense of belonging. Our church has a long history of mission and service through giving and action; we want to expand our understanding of others through more listening, appreciating, and empathizing. Our church is known for excellence in worship, music, and preaching; we want to continue this excellence, by using these gifts to create the conditions for others to feel truly welcome in the space and land God has lent to us. We strive to live the Gospel of Jesus; we want to know and appreciate more fully how ALL people are a part of this holy family, using this knowledge and respect to guide our words and actions more accurately.

Our church is sailing into uncharted waters, and we need a senior pastor who is comfortable leading through uncertainty. People are either incredibly excited about meaningful change, frightened that church might really be different, or both. We seek a minister to inspire and strengthen us in pursuit of our vision to be our voice in the community championing social justice, to challenge our thinking, and to help us learn together. Being in this place of creating a vision of how we best serve our community is exciting. Yet we know that the challenges of day-to-day life often dampen lofty visions and send people back to "how things have always been done." We need a leader who keeps pushing us to realize our vision,

helping us turn it from possibility to reality. Simultaneously, we need someone to support us through the change process, keeping us rooted to who we are and who we have been, while challenging us to keep evolving.

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

We are a community where the conservative white male heterosexual narrative still dominates. At the same time, our community's diversity is expanding. As an open and affirming congregation in a community trying to grow in diversity and equity that is experiencing "growing pains", we need our next minister to have strong cultural competencies and a spirit of humility, curiosity and continuous learning.

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.

Building Transformational Leadership Skills: Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit

Caring for All Creation: Nurturing care and compassion for God's creation; providing hope and healing to a hurting world

Working Together for Justice and Mercy: Drawing on the ministry of Jesus Christ to confront injustice and oppression; practicing the radical hospitality of God; understanding community context and navigating change with a community; building relationships of mutual trust and interdependence

Strengthening Inter- and Intra-Personal Assets: Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences

2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

First, it is important that we honor what we have done in the past and what we cherish about our congregation. We have a long history of love and caring for each other and reaching out to those in need,

centered around the teachings of Jesus. We feel called to continue many of the valuable aspects of "who we are," including a Spirit-filled worship, opportunities for service and mission, strong educational opportunities for all ages, and opportunities to be together as a people of Christ. We strive to bring the best of the past forward as we move into the future. We feel called to act in love and joy as we walk alongside others within and outside the walls of the church. We've strived to do this in many ways over the years – primarily through being a "Church of the Open Door" and through robust mission work inside and outside of our local community.

At the same time, we hear God's call to better understand our community needs through listening and relationship building. We hear God's call to use what we learn to partner more intimately with our community to support its needs and simultaneously enrich our own life of faith. We hear God's call to examine what leadership of faith is required to meet the need for social justice both now and in the future. Finally, we hear God's call to be together as a people of faith, with all our doubts and imperfections, and to gain wisdom and strength from each other, the Holy Spirit, and Christ's words.

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

CURRENTLY HAPPENING

A. Indigenous People Allies Committee

The Indigenous Peoples' Allies Committee is a broad-based group that has cross-over membership from Congregational Life and Outreach Ministries as well as non-congregational community members. This group began after a congregational study and discussion of the Doctrine of Discovery and its consequent repudiation by the Wisconsin Conference of the UCC (2020). Members seek to continue to educate themselves and others about the histories and current circumstances of Indigenous peoples and communities in Wisconsin, the Midwest, and North America. They look for ways to become allies of our native brothers and sisters. The group's activities have included events such as the Wade Fernandez concert, Menominee Forestry visit, the Blanket Exercise, and Pow-wow attendance. Some of this education has resulted in support of Indigenous-led racial justice initiatives (e.g., MMIWG2S, Racial Justice Conferences) or in activism to protect shared resources (e.g., efforts to protect water, land, and species threatened by large corporations).

B. Values and Vision Work Explanation

Over the last year, through visioning work assisted by an external consultant, we have been on a path to better understand who we are as a congregation and who we are becoming. The process has included hearing the voice of the congregation in many ways, culminating in defining more clearly our future values, vision, and measures of success. There are many exciting insights coming out of that process including thinking more deeply about what we could achieve as a congregation. Connecting and partnering more with our community, particularly those who have been margin-

alized by society are necessary. We are also beginning the conversation around how we align our worship and outreach to seek God's presence and follow the path of Jesus to love and serve our neighbors more fully.

FUTURE CONSIDERATIONS/ASPIRATIONS

C. Align with a Community Movement

Within the Fox Cities, there is a growing movement in support of improving the lives of everyone in the region. Organizations like the Community Foundation of the Fox Cities, Celebrate Diversity Fox Cities, and Imagine Fox Cities are examples of how the community is creating the environment for more diversity and inclusion at the grass-roots level, while addressing poverty and social injustice. As representatives of the body of Christ, we have a history of being a voice and leader in these pursuits. We feel very blessed to live in this community and to be a Christian voice for diversity, equity, inclusion, and love. As we explore our future vision, we pray for guidance in how this will cause us to think differently about our worship, space, land, time, and other gifts God has given us.

D. Becoming More Diverse

FCUCC has a longstanding commitment to diversity but is a remarkably homogeneous congregation. We are aware that we are not representative of the diversity in our nation or on our planet, and we seek dynamic leadership that can help us appeal to a wider range of people. We want to be in true community with neighbors who are Indigenous, Black, Latinx, Asian, LGBTQIA+, or disabled so that they feel both welcomed and affirmed in our church. We desire to develop a relationship with diverse communities, not so we can "help" them, but in order to learn from them and their lived experiences so that we can all grow in our mutual faith in Jesus Christ.





3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

Those worshipping with us have varied faith backgrounds. Some were deeply formed in Catholic or Lutheran traditions or Evangelical Christian teachings but have opted for a more progressive fellowship. Our Life of Faith is strongly reflected in our Identity Statement: We are the Church of the Open Door, a Christian community called by God through the life and teachings of Jesus to grow in Spirit to share our faith experiences, to serve others, to promote hope and peace in the world, and to welcome all God's people.

In worship and study, we explore and develop our understanding of God, our faith, our church, and ourselves. In acts of service and advocacy, we challenge injustice, deepen our compassion for others, and work individually and collaboratively toward a world that is fairer and more equitable. In relationships, we open ourselves to all people of God. We accept ourselves and each other as we are, with needs and blessings that are physical, spiritual, intellectual, emotional, and social.

References to God in traditional prayers, readings, and hymns in our worship may sometimes be gender

specific. As we pray and sing together, we invite worshipers to substitute terms that reflect their understanding of the full inclusiveness of the spirit of God.

Describe several strengths or positive qualities of your congregation.

1. Most notably, the sense of community within the congregation is valued, with focus on welcoming a diverse membership of all ages and places on their faith journeys.
2. Quality of worship also is valued and praised by the congregation. Relevant, meaningful sermons reaching across generations and high quality music (Protestant hymn/song), consistent with a Christ-centered, all-inclusive and progressive philosophy.
3. Our mission work is felt to be vitally important. This work includes social justice awareness as well as community outreach and mission work extending beyond local needs.
4. We have an outstanding children and youth ministry that can best be described as Grow-Deepen-Name-Live. We seek to instill beliefs, offer meaningful forms of service, and create a progressive community for children of all ages.

Describe what worship is like when your congregation gathers.

Worship is at the heart of our life together. At First Congregational you will find:

- A traditional music program with excellence that evokes both laughter and tears and helps worship speak equally to heart, soul and mind
- Worship services in person and online that strive to inspire service, carrying out our calling as servant people to our hurting families, community, and world.

In Worship, We Embrace the Whole Gospel

We practice an open-minded faith that embraces spiritual growth and reason. We welcome the questions - and the doubts - that lead us toward deeper understanding, and we never shy away from truth by hiding in dogma. The preaching at First Congregational draws from the Bible as a whole, in the context of its own time, and shows us ways in which these ancient lessons apply to our modern faith.

In Worship, We Embrace the Whole Person

No matter who you are or where you are on life's journey, you will find a spiritual home here. We are committed to inclusiveness and acceptance; we acknowledge that everyone has unique blessings and needs; when we worship together, we support and guide each other toward making the most of our God-given gifts and talents.

In Worship, We Embrace the Whole People of God

We are open to the whole people of God, celebrating a world blessed with diversity of ethnicity, gender, orientation, age, creed, and experience. We live widely, exploring our own community and the world, learning from the experiences of others, and reaching out to those in need. We live out our faith daily, acting with compassion in a spirit of service and advocacy.

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

We have a robust educational program for all ages in the congregation. The program is unique in that all staff are involved in educational planning and implementation. They meet monthly to assure appropriate, quality programming that reflects both our mission statement and guiding vision is provided at all ages.

First Congregational is devoted to educational ministries that nurture children and youth, encouraging them to explore their developing faith in a warm and accepting environment. More than 130 children and 100+ volunteers are active participants in the education program for children from birth to fifth grade. Children are engaged through a variety of activities and multi-sensory experiences that awaken their curiosity in spirituality and in God.

All sixth, seventh, and eighth-grade youth are looking to grow in their relationships with God, our community, our church, and each other. These relationships are nurtured through four key components of our middle school ministry: Grow-Deepen-Name-Live. With these building blocks, the youth prepare themselves to become members of our family of faith through Confirmation.

In the High School Ministry at First Congregational we have many opportunities to challenge faith, strengthen friendships, and deepen our commitment to one another and to God. In worship, fellowship, education, and service, we aim to engage our youth through a variety of activities so that they may experience Christ's love in a multitude of ways. Our great hope is for our youth not only to grow more deeply in their own individual faiths but also to grow more deeply as a collective Christian community.

Both middle and high school programs have strong mission and service components. The activities range from baking apple crisp and cookies, to preparing cards for members who are homebound or reside in nursing homes, to helping at local emergency shelters. Youth in both programs are active in worship services and participate annually in week-long mission projects.

Describe how your congregation is organized for ministry and mission.

Church bylaws call for governance by our members, specifically by the Church Council, which includes officers (moderator, vice-moderator, secretary, treasurer and vice-treasurer), co-councilors for ministry areas (Facilities, Congregational Life, Children/Youth/Families, Mission and Service, Stewardship, and Worship and Music) and standing committees (Communications, Finance, Human Resources and Technology). The work of ministry and mission is accomplished through lay leadership in ministry areas and standing committees, each of which has an assigned staff member/resource person. Issues of significance

within each ministry area may come before the Church Council for input, review and decision making. Annual budgets are created by the finance committee and approved by Council and the congregation. Meeting minutes for ministry areas, standing committees and Church Council are readily available for those who are interested.

Long-range planning occurs periodically to provide strategic focus for our various ministries. (See 'Values and Vision Work Explanation' in section 2.)

A current vision challenge is to develop new lay leadership, allowing us to increase our capacity to share God's message inside and outside our church walls. At present, our creative ideas sometimes outpace our lay leadership capacity to carry out those ideas. We also would benefit from carving out additional time to obtain feedback, celebrate and reflect on our accomplishments.

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

Our decision-making style is very collaborative. Church Council, finance and communications standing committees, and ministry areas typically meet once each month. Subcommittees meet as needed. Clergy meet with each other weekly and also with all staff weekly for a total of about twelve to fourteen hours per month in formal staff meetings.

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

Suspending in-person services due to Covid and committing to an all online weekly service required quick action. While we already had live streamed services, complications arose with Facebook and website streams. At the highest rate 800-900 people were viewing the weekly services. Drive through communion and collection drives for mission partners were organized during this time as well. Church school materials were also handed out by drive through or pick up.

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

3b. 11-YEAR REPORT

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

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



Church#:	860070	Assoc:	824	Schedule:	0	First Congregational UCC	Appleton	WI	54915	
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2011	1667	421	487	18	0	47	30	5	30	
2012	1667	421	487	0	0	0	0	0	0	
2013	1723	422	534	24	0	50	14	4	56	
2014	1345	399	498	23	7	39	20	427	-378	
2015	1366	346	475	16	3	34	32	0	21	
2016	1404	358	424	16	6	40	21	3	38	
2017	1407	372	355	15	1	20	11	22	3	
2018	1442	377	453	20	4	33	22	0	35	
2019	1468	390	359	12	10	41	17	20	26	
2020	1492	312	164	23	0	24	16	7	24	
2021	1481	250	230	0	1	20	27	5	-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
2011	\$1,121,900	\$0	\$90,000	\$8,786	\$98,786	\$0	\$98,786	8.02	\$1,220,686	\$0
2012	\$1,121,900	\$0	\$80,000	\$5,222	\$85,222	\$0	\$85,222	7.13	\$1,207,122	\$0
2013	\$1,068,055	\$0	\$80,010	\$7,231	\$87,241	\$58,324	\$145,565	7.49	\$1,213,620	\$903,623
2014	\$871,916	\$0	\$80,200	\$109,094	\$189,294	\$32,758	\$222,052	9.20	\$1,093,968	\$970,120
2015	\$1,108,450	\$0	\$80,000	\$2,909	\$82,909	\$0	\$82,909	7.22	\$1,191,359	\$964,762
2016	\$1,145,441	\$0	\$82,500	\$4,949	\$87,449	\$0	\$87,449	7.20	\$1,232,890	\$1,006,900
2017	\$1,111,114	\$0	\$85,000	\$3,245	\$88,245	\$28,829	\$117,074	7.65	\$1,228,188	\$1,060,025
2018	\$1,121,798	\$0	\$85,000	\$2,509	\$87,509	\$29,919	\$117,428	7.58	\$1,239,226	\$1,084,391
2019	\$1,121,798	\$0	\$85,000	\$37,374	\$122,374	\$0	\$122,374	7.58	\$1,244,172	\$1,076,905
2020	\$1,110,431	\$0	\$85,000	\$90,768	\$175,768	\$49,745	\$225,513	7.65	\$1,335,944	\$1,139,936
2021	\$1,330,978	\$0	\$85,000	\$85,000	\$170,000	\$69,820	\$239,820	6.39	\$1,570,798	\$1,152,825
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2016-2021	5.48	-30.17	-45.75	-66.13	33.33	16.20	94.40	27.41		
2011-2021	-11.16	-40.62	-52.77	-67.69	-8.57	18.64	72.09	28.68		

Please note: Zero values ("0" or "50") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	1,492	
Number of active non-members:	40	► Yes, this is an estimate. We do not formally track participating non-members.
Total of church participants <i>(sum of the numbers above):</i>	1,532	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	66%	
Less than 10, more than 5 years:	21%	
Less than 5 years:	13%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	64-74	75+	<i>Is this number an estimate? (check if yes)</i>
268	187	136	189	152	168	301	270	178	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	19%	
Households with minors:	26%	
Single adults age 35-65:	18%	
Joint households with no minors:	31%	
Single Adults over 65:	10%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	20%	
College:	43%	
Graduate School:	13%	
Specialty Training:	6%	
Other (please specify):	18%	



Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	78%	
Adults who are retired:	9%	
Adults who are not fully employed:	13%	

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

While there is a wide range of occupations represented in our congregation, we estimate that our occupations tend to reflect the higher level of education that our members enjoy compared to the local community at large. We have many health care professionals, educators from preschool to college levels, management executives, office administrators, attorneys, accountants, bankers, leaders in not-for-profit organizations, and musicians. We also have folks who work in retail sales, food service, maintenance, construction, and personal service. Our talented and committed laity are generous in serving our church with their professional skills. Our church is also fortunate to welcome many Lawrence University music students as part of the choir and congregation.

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?

Wisconsin is comparatively less racially diverse than the United States as a whole, with minority populations making up 11.59% of the total population, compared to 48% nationwide. In 2020, the percentage of minority populations in the three-county area from which our congregation draws its members ranged from 8.5 to 11%.

Over the years, the variety of nationalities represented have created a rich cultural flavor in the Fox Cities. Many residents are descended from New Englanders, who settled much of the region. By the turn of the 20th century, Dutch, German, Scandinavian and Polish immigrants had also established themselves here; Hmong-Laotian refugees arrived after the end of the Vietnam War.

While there are not many People of Color attending First Congregational:

- Our new members have for many years come from very religiously diverse backgrounds.
- We have a healthy mix of ages among our members, and we are very intentional about our commitment to intergenerational programming.
- We received Open and Affirming designation after devoting a year to exploring the diversity of our multifaceted congregation. This process culminated in the September 2014 adoption of our Identity Statement, which welcomes “into full participation people of every race, ethnicity, gender identity, sexual orientation, age, creed, background, life experience, and physical or mental health, and capability.”

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

We have not had a conversation using the Welcoming Diversity Inventory. However, diversity and especially how we relate to the larger local community is always part of church planning discussions.

Our church has recently prioritized addressing the lack of diversity within the congregation. With the help of our visioning team, we identified steps that will extend the arms of our church in ways that embrace everyone. In addition to a personal commitment to serving diverse populations, our new senior pastor must have the leadership skills to create an environment within the congregation that supports more fully the changes needed to foster diversity.

3d. PARTICIPATION AND STAFFING

Time Frame FY 2021:

<i>Ways of gathering</i>	<i>Estimated number of people involved in attendance</i>	<i>Who plans each of the listed gatherings?</i>
Adult Groups or Classes	920	Pastoral staff, musical staff, lay staff
Baptisms	20	Pastoral staff
Children's Groups or Classes	230	Pastoral staff
Christmas Eve (2021) and Easter Worship (2022)	Christmas Eve = 658 (includes live stream followers) Easter = 624 (includes live stream followers)	Pastoral staff, musical staff, lay staff
Churchwide Meals	In 2022, we had Advent Wednesday meals and have been serving "First Wednesday" meals planned by CYF	Pastoral staff, musical staff, lay staff
Choirs and Music Groups	119	Music director, Organist, Handbell Choir director, Percussion ensemble director
Church-Based Bible Study	105	Pastoral staff, volunteers
Communion	1634 total in attendance on in person communion Sundays. In addition we had 972 joining for online communion Sundays	Pastoral staff, musical staff, lay staff
Community Meals	1200 - 1500	Pastoral staff, lay staff
Confirmation	27	Pastoral staff, lay staff, volunteers
Drama or Dance Program	93	Pastoral staff, volunteers
Funerals	20	Pastoral staff
Intergenerational Groups	70	Pastoral staff, lay staff, volunteers, musical staff
Outdoor Worship	No outdoor worship services were held	Pastoral staff, lay staff, musical staff, volunteers
Prayer or Meditation Groups	29	Pastoral staff, lay staff
Public Advocacy Work	153	Pastoral staff, lay staff

<i>Ways of gathering</i>	<i>Estimated number of people involved in attendance</i>	<i>Who plans each of the listed gatherings?</i>
Retreats	32	Pastoral staff, lay staff
Theology or Bible Programs in the Community	164	Pastoral staff, volunteers
Weddings	4 (down due to COVID)	Pastoral staff
Worship Average 2021 Fiscal Year Monthly attendance	1,121	Pastoral staff, volunteers
Youth Groups or Classes	191	Pastoral Staff, volunteers

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).

<i>Name</i>	<i>Three-Way or Four-Way Covenant?</i>	<i>Ministry Setting</i>	<i>Type of Ministry Role</i>	<i>Retired?</i>
Rev. John McFadden	No	Retired	Pastor Emeritus	Y
Rev. Jane Anderson	4	Wisconsin Conference UCC	Assoc. Conference Minister	N
Rev. Nicholas Hatch	4	First Congregational UCC	Pastor for Youth and Family Ministries	N
Dianne Droster	3		Member in Discernment	N

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

Rev. John McFadden, retired and longtime Senior Pastor, is an active member of our church who holds the title of Pastor Emeritus. Pastor Emeritus in Rev. McFadden's case is an honorary designation recognizing our deep admiration for his service to First Congregational and the Fox Cities community, with no specific responsibilities within the congregation. Since his retirement, John has been very active in the larger community, providing leadership in the area of aging and dementia, and in the Faith Community.

Rev. Jane Anderson, former Pastor for Congregational Life, serves as Associate Conference Minister in the Wisconsin Conference UCC. Jane continues to belong to our church and periodically attends worship in her current capacity as Associate Conference Minister.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Interim Senior Pastor	Yes	Full time - interim	Church Council	6 months
Pastor for Youth and Family Ministries	No	Full time	Senior Pastor	11 years
Interim Associate Minister for Congregational Life	No	Full time - interim	Senior Pastor	5 months
Director for Music Ministries	No	Full time	Senior Pastor	15 years
Organist	No	Part time	Director for Music Ministries	1 year
Director for Children's and Middle School Ministry	No	Full time	Pastor for Youth and Family Ministries	6 months
Office Manager	No	Full time	Pastor for Congregational Life and Ministries	
Administrative Assistant	No	Full time	Office Manager	
Administrative Assistant for Communications	No	Full time	Office Manager	
Financial Specialist	No	Part time	Pastor for Youth and Family Ministries	6 years
Custodial Supervisor	No	Full time	Pastor for Congregational Life and Ministries	4 years
Custodian	No	Part time	Custodial Supervisor	8 years
Custodian	No	Part time	Custodial Supervisor	1 year
Weekend Custodian	No	Part time	Custodial Supervisor	3 years
A/V Coordinator	No	Part time	Senior Pastor	1 year
Lawrence University Music Scholars	No	Part time	Director for Music Ministries	

REFLECTION

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

We are a generationally diverse church with an active membership with robust engagement across all ages. There are various activities for all ages and families to participate in which are designed to be fun

and enriching for all involved. Although we are demographically a predominantly white church, there are initiatives in place to actively foster diversity within the congregation. These initiatives demonstrate the forward-thinking, positive attitude of the church.

We are a congregation blessed with many talented people who serve to promote intelligent and stimulating opportunities for discussion, education, and exceptional music. As a whole, we are a compassionate, dedicated, and giving congregation that supports local and global mission and service.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 1,165,221.17
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	\$ 144,465.07
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	\$ 0
Fundraising Events	\$ 0
Gifts Designated for a Specific Purpose	\$ 0
Grants	\$ 0
Rentals of Church Building	\$ 760.00
Rentals of Church Parsonage	\$ 0
Support from Related Organizations (e.g. Women's Group)	\$ 0
Miscellaneous Income	\$ 1,842.93
Other (specify): Gehin Trust	\$ 57,224.00
Other (specify): Interest Income	\$ 2,310.21
TOTAL	\$ 1,341,823.38

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

\$ 1,341,729.00

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation.

(See Attached)

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

25.5%

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)

Our Church's Wider Mission (OCWM – Basic Support)

One Great Hour of Sharing

Strengthen the Church

Neighbors in Need

Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)

Flat amount – unchanged for several years

What is the church's current indebtedness?

\$0

Total amount of loan debt:

\$0

Reason for debt:

N/A

Are capital and other payments current?

N/A

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

No building project underway

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

<i>Year</i>	<i>Purpose</i>	<i>Goal</i>	<i>Result</i>	<i>Impact</i>
2020	Building	\$	\$50,000	Campaign Ended with COVID

If a capital campaign is underway or anticipated, describe:

N/A

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

N/A

Does your church have an endowment?

Yes

What is the market value of the assets?

\$7,373,000

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

Funds are released by the Endowment Trust Board twice a year.

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

The percentage draw has remained consistent at 2.5% net of fees.

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

Bi-annual distributions are based on earned income only as determined by the Endowment Trust Board.

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

The Endowment Trust is invested conservatively, and the distribution policy also is conservative. There is no expectation that the policy affecting distributions will change. At the current rate of draw, the endowment should last in perpetuity.

Please comment on the above calculations or estimates:

In addition to the Endowment Trust, there are three small endowment funds invested at the Community Foundation of the Fox Valley Region (CFFVR) and governed by the CFFVR's spending policy that allows a 4.5% annual distribution based upon a three-year average of the fund's overall value. Those three funds support the annual professional maintenance of First Congregational's Memorial Garden, building maintenance, and expenses for Lawrence University Music Scholars. The three funds total about \$105,000 and generate about \$5,000 annually.

The Community Foundation also holds about \$41,000 in a non-endowed Organ Preservation Fund.

Other Assets:

\$307,309.39 Net Assets/Building Resources
\$875,560.00 Dedicated Accounts
\$1,123,000.00 Gehin Trust

Reserves (savings):

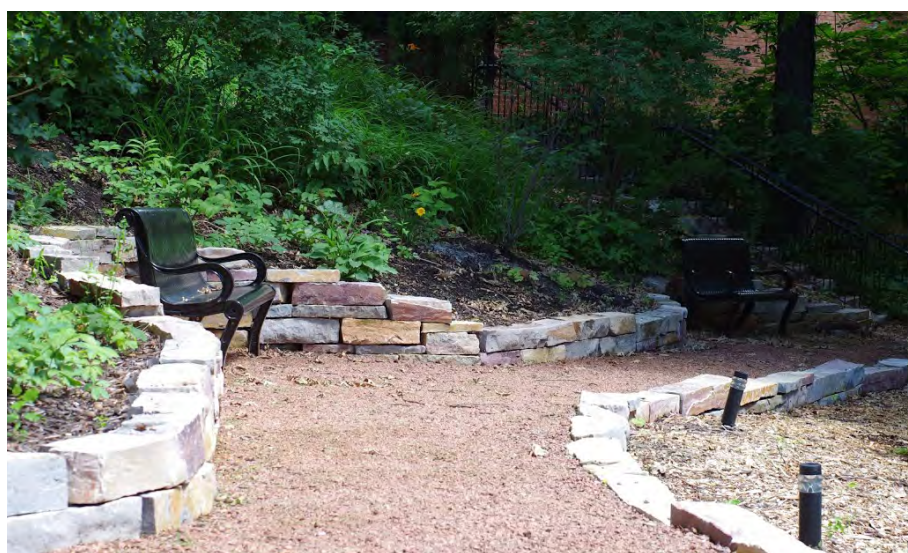
\$776,836.00 Cash Reserves
\$391,746.00 Community Foundation

Investments (other than endowment):

\$0

Does your church have a parsonage?

No





Describe all buildings owned by the church:

The church building, constructed in 1968, bridges a beautiful natural ravine that runs into the Fox River. The property is bordered on one side by a Lawrence University building and on the other sides by an established residential neighborhood. The church sanctuary seats 500, has clean simple lines and is filled with light from clerestory and additional windows. The sanctuary building also includes the narthex, offices, library, youth lounge, kitchen, choir rehearsal room, fellowship hall, youth coffee lounge, and meeting rooms. A “bridge” over the ravine has large windows with wooden seats on both sides and a view down the ravine to the river. This bridge connects the church school building to the sanctuary building. The church school building has six classrooms on two floors, a kitchen, meeting room, and offices. As part of our transition to a rotational model for church school, approximately 15 years ago, the classrooms were remodeled to include a theater, “jungle”, computer room, play village, and tented storytelling room.

We have parking on both sides of the ravine and a meditation labyrinth on the far edge of the parking lot on the church school side.

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

None

Which spaces are accessible to wheelchairs?

An elevator in the sanctuary building allows accessibility to the sanctuary, offices, fellowship space, kitchen, youth lounge, choir rehearsal room, and meeting rooms. Building design on the ravine causes accessibility challenges in the church school building.

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

We have been blessed with a generous membership who support the mission of our church. Legacy gifts have been very important in sustaining our ministry and have provided a growing and diverse group of endowed funds.

Our annual budget process includes input from all ministry teams, the finance committee and Church Council. A proposed budget is submitted to the congregation for approval prior to the beginning of the new fiscal year on July 1. Opportunities to improve the process are always welcome.

3f. HISTORICAL INFORMATION

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

In the mid-1960's we made a decision to build a new church building in the center of Appleton. This was a confirmation of our commitment to community engagement in our city and enabled us to start the Community Child Care Center, the first day care in the Fox Valley. This commitment to our local community remains an ongoing strength of our church through our partnerships with local non-profit organizations and local and national mission groups.

The decision to declare ourselves an Open and Affirming congregation was another significant event. Our church had performed same gender marriages and relationship blessings for over 25 years, but we had not made a public statement of our position. Declaring ourselves in 2014 to be an Open and Affirming church "committed to tolerance, justice, service and exploration" made it possible for church members and others in our community to identify us explicitly in that way and feel welcomed "no matter who you are or where you are on life's journey".



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

Obviously, the most important happening in the life of the church recently has been the effect of COVID-19. For two years, we did not meet in person. Instead, we turned to technology to bring the Sunday service to us. While we were still able to experience "church," we missed our church community. We had several "drive through" communions in the church parking lot, and weather permitting, met for discussion groups bringing our own chairs and maintaining social distance.

In late 2020, we also suffered a devastating loss in the death of our Pastor for Congregational Care and Missions. A search committee was formed to find an interim pastor to fill the position. A candidate was discerned with the understanding that the position would lead to a settled position.

We value the energy of clergy who can lead, support, and encourage our members to pursue new ideas and actions to serve our congregation and the wider community. When the results of these pursuits require change, we learned with gratitude that our pastors are open to revise roles and responsibilities.

Ministers and staff leaders have helped us experience that strong and active commitment to local, national, and international mission projects attracts individuals and families to our church, enriches our individual and collective lives, and makes real our professed belief in the model of Jesus Christ.

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.

Over the last few years, our church leadership saw the need to restructure staff roles and responsibilities. Staff and leadership collaborated to resolve changes as needed. During these times, we learned better ways for staff and lay leadership to work together to solve problems and address individual and church needs. Throughout the process, we were guided by the conflict resolution policies in our Employee Handbook. Moving forward, when dealing with conflicts and difficulties, we see the positive partnership between lay leadership and staff as one of our strengths in resolving issues.

Church leadership understands that when you have individual personalities involved, there is going to be conflict from time-to-time. We do believe that some conflict can be healthy. However, when conflict is causing issues between individuals or is impacting effectiveness of the team or church operations, there is a need to address it promptly.

Over the past 2 - 3 years there were two serious personnel issues within the staff. When the issues were identified, members of the staff leadership and several members of the Human Resources committee met to formulate and execute a plan to address the situation. Extensive investigations were conducted, the employee handbook and church policies were referenced, and past precedent was considered to ensure that the affected individuals were treated with fairness and consistency. Unfortunately, after reviewing all of the facts in both cases, it was determined that termination was the proper course of action.

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

Staff Member Name and Role	Years of service	UCC Standing (Y/N)
John McFadden, Senior Pastor	1989 - 2006	Y
Kevin Gregory, Programs and Administration	1999 - 2007	Y
Jake Close, Interim Senior Pastor	2007	Y
Jane Terry, Pastoral Care	1984 - 1994	Y
Jane Anderson, Pastoral Care	1994 - 2015	Y
Steve Savides, Senior Pastor	2007 - 2022	Y
Nick Hatch, Youth and Family	2013 - present	Y
Kathryn Kuhn, Care and Missions	2017- 2020 <i>(deceased)</i>	Y
Laurie Lyter-Bright, Care and Missions	2021 - 2022	Y
Susan Cartmell, Interim Senior Pastor	2022 - present	Y
Mary Jo Laabs, Interim Associate Minister for Congregational Life	2022 - present	Y

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

We value the energy of clergy who can lead, support, and encourage members to pursue new ideas and actions to serve our congregation and the wider community. When the results of those pursuits require change, we have learned with gratitude that our pastors are open to revised roles and responsibilities.

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

Yes, 51 years ago, a pastor resigned under pressure.

Has your church been involved in a Situational Support Consultation?

Yes, there was a time in the mid-1980s when a consultant from Alban Institute helped staff work through some interpersonal conflicts. Also, in February 2023, The Wisconsin Conference Conflict Transformation Team is assisting us in creating a more robust conflict management process for staff and the congregation.

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

Yes. The pastor who resigned under pressure 51 years ago may have been the subject of a fitness review.



4. WHO IS OUR NEIGHBOR?

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

a. *COMMUNITY VISION*

b. *MISSION InSite*

4a. COMMUNITY VISION

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

The person serving as Senior Pastor will join a team of 14, two ordained ministers and 12 staff members (six full-time and six part-time). The Pastor for Congregational Care and Missions has historically led the Mission and Service Ministry team, although this position is currently filled with an interim who is focusing on congregational life; this team provides strong lay leadership as it oversees more than 15 different mission projects.

Life at First Congregational UCC is full and fueled by the diverse interests and passions of our congregation. We see our education, fellowship, service and community outreach as expressions of our faith and integral to our walk together.

Our mission and service teams get involved in issues such as education, poverty, hunger, shelter, health-care, equality, transportation and more at the local, national and international levels.

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

Local/Regional

We engage with the local community in a variety of ways through partnerships with not-for-profit organizations and projects. Following highlights several of these mission projects:

ESTHER: Empowerment, Solidarity, Truth, Hope, Equality, Reform: Over 17 years ago members of our congregation were instrumental in the formation of ESTHER, an interfaith nonprofit, grassroots organization. ESTHER works to transform communities by dissolving boundaries of race, creed, and social and economic divides through various task groups, including Immigration, Transportation, Prison, Environmental Justice and Mental Health.

Habitat for Humanity: Habitat strives to eliminate substandard housing for low-income families by working in partnership to build simple, affordable homes. First Congregational members recruit work crews and provide financial support. Since 2012 we have been partners in the annual InterFaith Build, now known as Faith Build.

LEAVEN (Limited Emergency Assistance Valley Ecumenical Network): LEAVEN is a community-based nonprofit organization that works through volunteers to meet the basic needs of people in financial crisis by providing financial assistance, resource coordination, and case management to address near-term and long-term basic needs. Assistance is provided for housing, utilities, transportation, health insurance, diapers, and other basic needs.

Empty to Full (E2F) Pans: Begun by a member of the congregation in 2011, this innovative program has provided over 5,900 pans of ready-to-cook food to Pillars, Apricity, and Harbor House. Several times a year approximately 70 members pick up an empty pan with a simple recipe and grocery list during distribution Sunday; the full pan is then collected the following Sunday at church and placed in cold storage for later use by the recipient groups. Through 2021 more than 71,000 people have been fed through this program.

Pillars: We actively support two local homeless shelters (an Adult & Family Shelter and an Adult Shelter) with volunteer on-site hours providing, preparing, and serving meals on a regular monthly basis.

Plant a Row for the Hungry: Our garden project has donated hundreds of pounds of fresh produce each summer to St. Joseph Food Program within the Fox Valley region.



National/Global

We support missions that bring opportunity and empowerment to people of all cultures. Following highlights several of these missions:

Appalachia Service Project (ASP): Since 2013 First Congregational has participated in home rehabilitation projects with ASP to provide warmer, safer, and drier homes for those in need.

Re-Member, Pine Ridge Reservation: Re-Member is an independent non-profit organization that serves the Pine Ridge Reservation in South Dakota. First Congregational provides opportunities throughout the year to learn about life on an American Indian reservation and increase awareness of issues the Oglala Lakota people face. Since 2012 members of First Congregational have traveled to Pine Ridge to work on outreach projects across the reservation.

Kenya Partnership: Since 1999, First Congregational has experienced a rich and multi-faceted partnership with Africa Inland Church (A.C.I.) in the Kerio Valley in Kenya. This partnership has truly transformed us and our Kenya friends. The partnership, based on relationships and mutual prayer, focuses on improving quality of life for persons in this very remote western region of Kenya. Members of First Congregational travel to Kenya regularly, and we host partnership friends from Kenya to our area whenever the opportunity arises. Current key projects include:

- A student scholarship program, whereby currently, approximately 86 families from UCC are supporting 100 Kenya High School Students to attend High School.
- We give an annual donation for maize beans due to drought and famine in the area.
- Annually, we provide basic sanitary items to children and students.



In 2021 the Kathryn Kuhn Memorial Fund was established for the purpose of supporting theology and faith formation scholarships for women in Kenya and/or educational support within the Kenya Partnership. The partnership team in Appleton works closely with the team in Kenya to recruit, interview, select and support candidates.

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

There is regular participation and service to the NE Association, including chairmanship of the Board of Directors. We also have served on Lakeland University's Board, the Conference Board and Camp Board. First Congregational has hosted the NE Association Annual Meetings and provided worship leadership through drama skits for the Conference Annual Meeting. We also send delegates to the Wisconsin Conference Annual Meeting.

We participated by hosting the NEA annual meeting this past year, and have ties to the national justice work through our RIP Medical Debt collection, the creation of a Bible and Economic Justice class with the national minister for justice, Rev. Sekinah Hamlin, and participation in the "Let's Talk White Privilege" curriculum.

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

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

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

Before the pandemic, our church engaged in a study around becoming an Immigrant Welcoming Church as one of the lead congregations participating in a wider Wisconsin Conference initiative. We partnered with a large immigrant refugee Congolese family that our congregation sponsored and a team of over 20 lay leaders spent two years shepherding the family through the resettlement process.

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



In addition to our work with the interfaith organizations of Habitat for Humanity, LEAVEN and ESTHER described previously, we have also participated in Common Ground, an interfaith clergy group in the Fox Valley gathered around issues of concern to the community's health. Major subjects of concern over the past few years have been end-of-life care and planning, racial diversity in the Fox Valley, child and infant health care, and teen suicide in the LGBTQ community. We have engaged in interfaith worship on Thanksgiving Eve, ecumenical worship on Good Friday and community celebration on Martin Luther King Jr. Day.

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

Our church's mission statement is a strong summary of our activities and commitments as a congregation:

“Celebrating the blessing of God’s love, sharing the Good News of Jesus Christ and trusting the guidance of the Holy Spirit, we strive to grow as disciples in Christian Faith and service—building a world fit for all God’s children.”

Worship is the beating heart of this church and this congregation makes ongoing efforts to keep worship vital, relevant, creative, moving, multi-generational and meaningful. We have an equally vigorous commitment to Christian education and spiritual development, offering a wide array of opportunities from theological book groups, wellness classes, Bible studies, support and fellowship groups, meditation and centering sessions and retreat weekends. Finally, this congregation is very mission-minded, acting together as a church to support mission efforts that range from local to regional to global, denominational to civic, interfaith to secular. And our organized mission efforts only begin there. Each of our members

looks for ways in which they can make a difference in the community. We understand that we are carrying out our call to discipleship through our work and volunteering in the community and beyond. We are not Sunday morning Christians but follow our calling throughout the week and throughout our lives.

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

Our church has been blessed with the resources and commitment to support three pastoral leaders in the congregation. Our three pastors act as true partners in ministry, each honoring the gifts and calling of each other to function as a true pastoral team. Their primary responsibility and authority are within their ministry areas yet all three are pastors to the congregation, sharing worship responsibilities, weddings, baptisms, and funerals, and faithfully attending to the pastoral needs of all members. Each pastor also is expected to be active in community and wider church ministry as interest and calling lead. They have shared their gifts, talents, and blessings with the whole congregation and therefore have pastoral authority that comes from the entire congregation. Within the staff structure, the Senior Pastor supervises the Pastor of Youth and Family Ministry and the Pastor of Congregational Care and Missions. All three pastors assume supervisory responsibilities for other staff members.

4b. MISSION InSite

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

First Congregational UCC is located in the city of Appleton which is in Wisconsin's Fox River Valley. Our church sits upon the ancestral lands that the Menominee, the Sac and Fox, and the Ho-Chunk Peoples called home long before European settlers arrived. This area is often referred to as The Fox Cities, which is a series of mid-size cities including Oshkosh, Appleton, Neenah, Menasha, DePere, and Green Bay.

In 2019, Liviability.com rated Appleton one of the Top 100 Places to Live in the U.S. The organization made that determination based on a variety of factors including amenities, demographics, economy, healthcare, housing, transportation, and social/civic culture. Our city's largest employers include ThedaCare (medical), Thrivent Financial (insurance), and Miller Electric MFG (manufacturing).

The MissionInSite report estimates that the Appleton area will experience "moderate growth" in the next 10 years from 77,850 to 82,426; an increase of 3.46%. Further, Appleton's projected growth rate outpaces the state of Wisconsin's projected growth of 2.76%. Our region's binary gender rates are nearly equal with women representing 50.35% and men representing 49.65% of the population. MissionInSite indicates that that ratio will remain consistent in the next 10 years for Appleton.



The average age for our area is 39.63 and is expected to rise slightly over the next decade to 41.6, which is younger than the state of Wisconsin's overall average age. Further, we have a high level of adult educational attainment and a fairly even split between working-class and business-class professions. Our median family income is somewhat less when compared to the state average though it is expected to grow in the next 5 years.

MissionInSite characterizes Appleton as "homogenous" with White/Non-Hispanic People representing 85% of the population. The largest Communities of Color by population in our city are the Hmong People (6.03%) and the Latino/Hispanic Peoples (5.48%). The White/Non-Hispanic population is expected to remain generally consistent over the next 5 years though it will experience a slight decline of less than 1%. In fact, the Washington Post recently labeled Appleton, Neenah, and Menasha as some of the least diverse urban cities in America.

Wisconsin is home to 11 federally recognized Native Nations and one state recognized nation, some of which are located near our church. For instance, the Menominee People have lived in Wisconsin since time immemorial and their beautiful reservation is only a two-hour drive from Appleton. In addition, the Oneida Nation's reservation and government headquarters are located in Green Bay, just 30 minutes from the church. Our neighbors to the south are the Brothertown Band who have offices in Fond du Lac, which is about 45 minutes away from Appleton. Our church's Indigenous People's Allies Committee is committed to learning more about our Native Nation neighbors and uplifting their voices, causes, and histories for our local church family as well as the general population.

There are significant opportunities for our new pastor and current pastors to engage with Communities of Color in the Appleton area and beyond. Indeed, our church is located within some of the most diverse areas in Appleton, yet we do not have a consistent, robust relationship with our neighbors. Though both our church population as well as the demographics of our city are mostly White, we seek a pastor who embraces diversity and is willing to consistently engage in meaningful inclusion that will help us realize the fullness of God's love and Christ's teachings.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

Our church is over 90% White/Non-Hispanic, which is slightly higher than the city of Appleton's demographic makeup. Our church population is inconsistent with our neighborhood, as our neighbors are significantly more diverse than our congregants.

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

Overall, there are a lot of service opportunities aimed at supporting the wider community (ESTHER, LEAVEN, Pillars, Plant-a-Row), which are more about 'doing things'. IPAC seems like a good example where there is a lot of listening and learning happening. With our vision and values clarification work, we will be exploring that question more, reflecting on who is our neighbor, and planning to use the values of being curious, creative, and courageous to guide our future actions.

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

The surrounding community has found First Congregational to be a leader in many areas of the Fox Valley region. We have been told we show up when asked, and we work hard to be present. That said, the concern now is what the future will be. How will we show up and for what? In the listening we have done with our wider community, the challenge identified is taking the community assets that we hold and utilizing them for the greater good of our wider area.

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

One of the search committee members is a new member to FCUCC. He grew up in the UCC, which encouraged him to get involved within the church. Recent members also appreciate the robust youth program and the progressive outlook on faith that promotes inclusivity rather than dogma that inhibits, shames, or divides. In the future, our church needs to develop a method (e.g., a survey or a new member social) to better understand the needs of those new to our church, and to help them find meaningful ways to contribute to church life in a manner that makes sense for them and their families.



5. REFERENCES

REFERENCE 1

Rev. Franz Rigert / Conference Minister / Wisconsin UCC
414-704-2625
frigert@wcucc.org

REFERENCE 2

Mary Parsons / Former Executive Director / LEAVEN
Mission Partner with First Congregational
920-851-0654
maryparsons12249@gmail.com

REFERENCE 3

Rev. Arthur Wille / Former Association and Associate Conference Minister for First Congregational
920-585-0185
acwille439@gmail.com



6. CLOSING THOUGHTS

a. CLOSING PRAYER

b. STATEMENT OF CONSENT

c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

*Beloved Christ,
As we complete this task
Of telling what we need...*

*Let us humbly acknowledge
That you know us better
Than we know ourselves -
What we are as a church,
Who we need for our new pastor,
Where we are going
As a church family.*

Guide us on our path.

*Bless our new pastor,
Our new sibling,
Who you are making ready
To step through our door.*

*As we find each other
Let us also find you -
Listening and loving
Inspiring and comforting.*

Let us welcome each other home.

In Jesus' name, Amen.

6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.
Staff Comment: Yes

To the best of my knowledge, ministerial history information is complete.
Staff Comment: Yes

To the best of my knowledge, available church financial information is presented thoroughly.
Staff Comment: Yes

My signature below attests to the above three items.

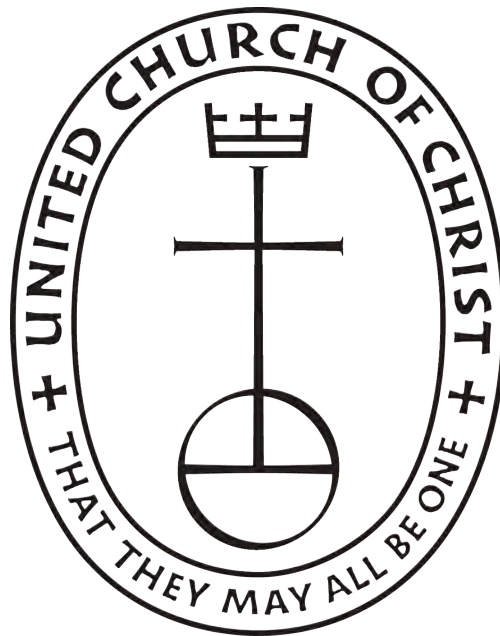
Signature: *Rev. Franz S. Rigert*

Name / Title: Rev. Franz S. Rigert

Email: frigert@wcucc.org

Phone: 414-704-2625

Date: 2/13/23



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

First Congregational Church

Statement of Financial Position

June 30, 2022

	Year Begin Balance	Year to Date Balance	Year to Date Change	Balance Last Month	Year to Date Last Year
Assets					
Checking Accounts					
1 Minister's Discretionary	7,788.68	8,203.49	414.81	8,203.42	7,788.68
2 Nicolet National Bank Checking	76,592.76	90,629.49	14,036.73	45,928.81	76,592.76
4 Petty Cash	143.38	143.38	0.00	143.38	143.38
44 Petty Cash - Pathways	100.00	100.00	0.00	100.00	100.00
Checking Accounts Totals:	84,624.82	99,076.36	14,451.54	54,375.61	84,624.82
Cash Reserves					
999982 American National Bank CD No.16366	51,871.86	52,235.95	364.09	52,143.95	51,871.86
999983 American National Bank CD No.16365	46,099.37	46,307.17	207.80	46,254.71	46,099.37
999984 American National Bank CD No.16368	52,694.21	53,223.13	528.92	53,089.32	52,694.21
999981 American National Bank CD No.16367	52,281.43	52,727.23	445.80	52,614.51	52,281.43
5 American National Bank	55,398.85	55,454.97	56.12	55,449.73	55,398.85
9 Nicolet National Bank Money Market	636,210.23	516,887.27	(119,322.96)	516,808.83	636,210.23
Cash Reserves Totals:	894,555.95	776,835.72	(117,720.23)	776,361.05	894,555.95
Community Foundation					
128 CF - Organ Preservation Fund	48,776.85	47,417.87 ✓	(1,358.98)	47,369.08	48,776.85
124 CF - Memorial Garden Endowment Fund	60,120.07	54,988.18 ✓	(5,131.89)	56,288.53	60,120.07
139 CF - Lawrence Scholars Endowment Fund	44,156.35	40,409.49 ✓	(3,746.86)	41,365.10	44,156.35
123 CF - Splitt Bldg Maintenance Endow Fund	73,822.57	67,521.02 ✓	(6,301.55)	69,117.78	73,822.57
122 CF - Memorials and Special Gifts Fund	141,103.05	132,153.45 ✓	(8,949.60)	131,950.30	141,103.05
1000019 CF-Kathryn Kuhn Memorial Fund	14,785.97	49,255.88 ✓	34,469.91	50,408.20	14,785.97
Community Foundation Totals:	382,764.86	391,745.89	8,981.03	396,498.99	382,764.86
Other Assets					
9921 Cemetery Plots	8,504.50	8,504.50	0.00	8,504.50	8,504.50
Property and Equipment					
13 Land	207,700.00	207,700.00	0.00	207,700.00	207,700.00
10 Land Improvements	115,757.74	115,757.74	0.00	115,757.74	115,757.74
11 Parking Lots	84,417.32	84,417.32	0.00	84,417.32	84,417.32
14 Buildings	2,320,127.32	2,320,127.32	0.00	2,320,127.32	2,320,127.32
16 Equipment	834,864.77	834,864.77	0.00	834,864.77	834,864.77
17 Depreciation	(3,355,167.15)	(3,355,167.15)	0.00	(3,355,167.15)	(3,355,167.15)
Property and Equipment Totals:	207,700.00	207,700.00	0.00	207,700.00	207,700.00
Total Assets:	1,578,150.13	1,483,862.47	(94,287.66)	1,443,440.15	1,578,150.13
Liabilities					
Misc. Liabilities					
4567 Prepaid Account – Misc	(267.35)	3,235.00	3,502.35	24,194.00	(267.35)
Payroll Liability					
210 State Tax - Employee	1,018.48	773.23	(245.25)	859.71	1,018.48

	Year Begin Balance	Year to Date Balance	Year to Date Change	Balance Last Month	Year to Date Last Year
215 Federal Tax - Employee	0.00	0.00	0.00	2,699.38	0.00
220 Flexible Spending - Employee	(0.04)	208.30	208.34	16.00	(0.04)
227 FICA Tax Payable	0.00	0.00	0.00	2,481.76	0.00
Payroll Liability Totals:	1,018.44	981.53	(36.91)	6,056.85	1,018.44
Total Liabilities:	751.09	4,216.53	3,465.44	30,250.85	751.09
Net Assets					
Other Assets					
150 Net Assets	119,243.72	169,243.72	50,000.00	169,243.72	119,243.72
Unrestricted					
10000 Church Equity	24,578.27	0.00	(24,578.27)	0.00	24,578.27
Restricted					
999 Building/Equipment Reserve	153,137.02	138,065.67	(15,071.35)	138,065.67	153,137.02
Permanent					
998 Plant Equity	207,700.00	207,700.00	0.00	207,700.00	207,700.00
Dedicated Accounts					
Without Donor Restrictions	741,170.45	558,221.71	(182,948.74)	595,478.32	741,170.45
With Donor Restrictions	331,569.58	317,338.50	(14,231.08)	288,407.15	331,569.58
Dedicated Accounts Totals:	1,072,740.03	875,560.21	(197,179.82)	883,885.47	1,072,740.03
Current Period Changes to Net Assets	0.00	89,076.34	89,076.34	14,294.44	0.00
Total Net Assets:	1,577,399.04	1,479,645.94	(97,753.10)	1,413,189.30	1,577,399.04
Total Liabilities & Net Assets:	1,578,150.13	1,483,862.47	(94,287.66)	1,443,440.15	1,578,150.13

First Congregational Church

Statement of Activities

June 30, 2022

Account Shortcut and Description	Current Month Actual	Current Month Budget	YTD Actual	YTD Budget	YTD Last Year	Annual Budget
Income						
Operating Income						
4365 Annual Giving - with pledge	76,270.26	72,970.00	971,572.12	996,000.00	1,022,199.96	996,000.00
4369 Annual Giving - no pledge	4,459.00	4,360.00	181,595.05	75,000.00	77,670.86	75,000.00
4457 Easter Offering	50.00	0.00	5,868.00	6,000.00	13,583.33	6,000.00
4459 Christmas Offering	0.00	0.00	6,186.00	12,000.00	11,635.00	12,000.00
4524 Income from Gehln Trust	57,224.00	51,000.00	57,224.00	51,000.00	50,339.00	51,000.00
4528 One-Time Gifts	0.00	416.67	0.00	5,000.00	27,736.34	5,000.00
4597 Interest Income	474.67	333.33	2,310.21	4,000.00	2,943.47	4,000.00
4525 Income from Endowment Trust	72,253.35	0.00	144,465.07	150,000.00	142,301.34	150,000.00
999994 Transfers from dedicated funds	0.00	33,000.00	0.00	33,000.00	0.00	33,000.00
4555 Facilities Rent Income	75.00	416.67	760.00	5,000.00	432.00	5,000.00
4599 Miscellaneous Income	1,620.00	750.00	1,842.93	9,000.00	256.49	9,000.00
1000014 PPP/SBA Loan Forgiveness	0.00	0.00	0.00	0.00	136,700.00	0.00
Operating Income Totals:	212,426.28	163,246.67	1,371,823.38	1,346,000.00	1,485,797.79	1,346,000.00
Income Totals:	212,426.28	163,246.67	1,371,823.38	1,346,000.00	1,485,797.79	1,346,000.00
Expense						
Church Council						
9601 Misc Council Expenses	204.86	416.67	584.20	5,000.00	207.00	5,000.00
1000027 Pastor Steve Retirement Celebration	3,366.68	0.00	4,366.68	0.00	0.00	0.00
Church Council Totals:	3,571.54	416.67	4,950.88	5,000.00	207.00	5,000.00
Worship and Music Ministry Area						
5190 Clergy Honorium	0.00	0.00	207.91	0.00	3,000.00	0.00
5165 Audio/Visual Supplies	30.60	0.00	57.13	0.00	0.00	0.00
5195 Misc. Worship Supplies	0.00	439.17	1,040.68	5,270.00	981.27	5,270.00
5110 Communion Supplies	253.95	0.00	1,568.41	0.00	0.00	0.00
5130 Bulletin Supplies	0.00	0.00	219.55	0.00	0.00	0.00
5134 Choir Refreshments	0.00	8.75	32.99	105.00	0.00	105.00
5132 Summer Replacements	550.00	51.67	900.00	620.00	450.00	620.00
5145 Music and Supplies	664.70	333.33	3,183.28	4,000.00	5,183.87	4,000.00
5192 Music Licenses & Subscriptions	184.00	68.75	1,348.00	825.00	1,326.00	825.00
5143 Special Music Events	0.00	720.83	9,925.90	8,650.00	11,938.29	8,650.00
5125 Organ/Piano (Routine/Contracted)	350.00	241.67	2,142.24	2,900.00	905.00	2,900.00
5182 Children/Youth Music	87.94	16.67	67.94	200.00	0.00	200.00
Worship and Music Ministry Area Totals:	2,121.19	1,880.84	20,734.03	22,570.00	23,784.43	22,570.00
Mission and Service Ministry Area						
5420 M & S Administrative	28.00	112.50	137.96	1,350.00	25.15	1,350.00
5415 Postage - M&O (40)	0.00	0.00	0.00	0.00	10.00	0.00
5425 National Mission Support	1,250.00	1,250.00	5,000.00	5,000.00	20,778.33	5,000.00

Account Shortcut and Description	Current Month Actual	Current Month Budget	YTD Actual	YTD Budget	YTD Last Year	Annual Budget
5434 Plant a Row	0.00	0.00	1,569.08	0.00	193.55	0.00
5430 Pillars	0.00	0.00	800.00	0.00	426.35	0.00
5438 Local Mission Support	4,562.50	1,805.92	22,373.12	21,671.00	33,018.16	21,671.00
1000026 Good Neighbor Teams	0.00	0.00	(1,574.36)	0.00	0.00	0.00
5461 Our Church's Wider Mission	21,250.00	21,250.00	85,000.00	85,000.00	85,000.00	85,000.00
5484 Back Bay Trip Expenses	0.00	0.00	200.00	0.00	200.00	0.00
5482 Back Bay Mission Leader Expense	0.00	0.00	768.20	0.00	557.38	0.00
5443 Service Trips	0.00	420.83	2,469.98	5,050.00	0.00	5,050.00
5493 Global Sunday	0.00	0.00	65.40	0.00	96.80	0.00
5494 Kenya Mission Support	0.00	1,212.50	14,550.00	14,550.00	14,550.00	14,550.00
Mission and Service Ministry Area Totals:	27,090.50	26,051.75	131,359.38	132,621.00	154,855.72	132,621.00
Congregational Life Ministry Area						
5515 Postage - Congregational Life (15)	0.00	0.00	0.00	0.00	115.00	0.00
5518 Congregational Life Administrative	0.00	0.00	386.75	0.00	1,475.81	0.00
5516 Pastor Delegate Expense	314.53	0.00	314.53	0.00	0.00	0.00
5519 Spiritual Formation	0.00	200.00	129.29	2,400.00	2,345.48	2,400.00
5524 Literature/Study Materials	47.21	0.00	708.95	0.00	116.53	0.00
5528 Program Development	0.00	0.00	83.25	0.00	0.00	0.00
5523 Devotional Booklets	0.00	0.00	250.00	0.00	0.00	0.00
5591 Library	0.00	112.50	212.04	1,350.00	232.95	1,350.00
1000023 Indigenous Peoples Ally	56.65	0.00	316.65	0.00	0.00	0.00
5537 Kitchen Supplies	119.23	87.50	933.34	1,050.00	661.69	1,050.00
5531 Hospitality and Events	0.00	183.33	1,446.77	2,200.00	197.53	2,200.00
5559 Event: Rally Sunday	0.00	0.00	455.00	0.00	0.00	0.00
5545 Visitation Ministry	130.19	208.33	246.19	2,500.00	84.00	2,500.00
Congregational Life Ministry Area Totals:	667.81	791.66	5,482.76	9,500.00	5,228.99	9,500.00
Children/Youth/Families Ministry						
5715 CYF Postage	0.00	75.75	0.00	909.00	145.00	909.00
5719 Lay Leadership Development	0.00	29.17	270.00	350.00	15.74	350.00
5720 CYF Mileage Reimbursement	0.00	17.25	0.00	207.00	0.00	207.00
5714 Background Checks	0.00	44.17	936.25	530.00	168.05	530.00
5710 CYF General Expense	470.32	88.42	1,032.33	1,081.00	1,955.19	1,081.00
5721 Supplies - General	0.00	0.00	0.00	0.00	256.36	0.00
5712 Teacher Training and Recognition	170.00	16.67	170.00	200.00	232.92	200.00
5750 Bibles (4th Grade)	0.00	42.08	215.10	505.00	0.00	505.00
5727 Curriculum Materials and Supplies	15.34	321.58	621.38	3,859.00	4,042.84	3,859.00
5725 Children Special Events	0.00	71.75	311.07	861.00	1,791.87	861.00
5711 Children General Expense	11.59	83.33	132.89	1,000.00	1,426.06	1,000.00
5737 MS General Expense	0.00	110.42	398.01	1,325.00	86.69	1,325.00
5752 MS Mission and Retreat Expense	0.00	50.00	243.73	600.00	0.00	600.00
5773 MS Fellowship Expense	0.00	50.00	128.54	600.00	149.02	600.00
5741 Confirmation General Expense	94.73	63.17	601.37	758.00	256.56	758.00
5731 Confirmation Retreat Expense	549.69	128.25	(3,591.60)	1,515.00	0.00	1,515.00
5742 HS Mission Trip Expense	0.00	252.50	0.00	3,030.00	0.00	3,030.00
5743 HS Emergency Shelter Meals	429.02	42.08	429.02	505.00	0.00	505.00
5772 MS/HS Monthly Meals	0.00	20.83	173.42	250.00	0.00	250.00
5754 HS Fellowship Expense	0.00	113.87	1,177.54	1,364.00	581.72	1,364.00

Account Shortcut and Description	Current Month Actual	Current Month Budget	YTD Actual	YTD Budget	YTD Last Year	Annual Budget
5756 HS General Expense	0.00	92.58	173.86	1,111.00	468.75	1,111.00
5761 Supplies - General	0.00	0.00	0.00	0.00	68.97	0.00
1000000 Wilderness Ministry	0.00	0.00	37.41	0.00	1,026.14	0.00
Children/Youth/Families Ministry Totals:	1,740.69	1,711.67	3,460.32	20,540.00	12,671.88	20,540.00
Facilities Ministry Area						
9005 Postage - Administration (25)	505.56	0.00	5,482.83	0.00	5,933.40	0.00
9050 Bank Service Charges	0.00	0.00	0.00	0.00	408.66	0.00
9090 Miscellaneous FMA Expenses	0.00	16.67	44.11	200.00	75.00	200.00
9015 Mileage Reimbursement - Facilities	0.00	4.17	0.00	50.00	0.00	50.00
9010 Office Supplies	385.02	233.33	2,214.08	2,800.00	1,493.26	2,800.00
9320 Snow Removal	0.00	416.67	2,397.50	5,000.00	1,085.00	5,000.00
9410 Cleaning Supplies	0.00	250.00	1,452.26	3,000.00	708.17	3,000.00
9405 Housekeeping Supplies	0.00	191.67	478.49	2,300.00	465.80	2,300.00
9420 Floor Mops	10.54	66.67	111.28	800.00	57.30	800.00
9415 Floor Mats	181.53	100.00	1,146.67	1,200.00	712.40	1,200.00
9454 Pest Control	0.00	33.33	535.00	400.00	450.00	400.00
9457 Elevator (Repairs)	0.00	41.67	3,475.00	500.00	95.00	500.00
9417 Floor Care (Routine)	0.00	125.00	855.65	1,500.00	912.09	1,500.00
9480 Maintenance - General Expenses	122.46	204.17	11,135.95	2,450.00	1,535.31	2,450.00
9490 Property & Liability Insurance	0.00	1,250.00	12,085.00	15,000.00	11,400.00	15,000.00
9551 HVAC Routine/Contracted	0.00	500.00	2,971.68	6,000.00	0.00	6,000.00
9452 Fire & Security Monitoring	0.00	83.33	480.00	1,000.00	156.90	1,000.00
9456 Elevator (Routine)	0.00	150.00	(603.11)	1,800.00	40,992.42	1,800.00
9472 Heating and A/C Repairs	0.00	125.00	2,065.55	1,500.00	4,835.42	1,500.00
9453 Fire & Security Repairs	0.00	83.33	285.85	1,000.00	1,301.97	1,000.00
9470 Equipment Repairs	0.00	62.50	920.00	750.00	0.00	750.00
9600 Landscaping	0.00	41.67	0.00	500.00	501.48	500.00
9500 Parking Lots (Repairs)	0.00	41.67	0.00	500.00	0.00	500.00
9455 Floors - Repairs	0.00	25.00	0.00	300.00	0.00	300.00
9458 Plumbing - Repairs	0.00	41.67	2,086.91	500.00	39.98	500.00
9468 Building Repairs - Interior	0.00	250.00	240.00	3,000.00	117.00	3,000.00
9240 Water/Sewer	2,548.40	400.00	10,278.65	4,800.00	10,102.23	4,800.00
9200 Electric	1,681.38	2,083.33	19,628.78	25,000.00	15,902.29	25,000.00
9220 Garbage & Recycling	149.58	208.33	1,714.86	2,500.00	1,604.75	2,500.00
9459 Electrical Repairs	0.00	62.50	2,068.58	750.00	0.00	750.00
9471 Building Repairs - Exterior	0.00	250.00	0.00	3,000.00	117.00	3,000.00
9310 Lawn Care	0.00	333.33	868.96	4,000.00	1,020.87	4,000.00
9450 Roof - Routine/Contracted	0.00	416.67	0.00	5,000.00	0.00	5,000.00
9451 Roof Repairs	0.00	41.67	0.00	500.00	622.14	500.00
9482 Umbrella Liability	0.00	33.33	0.00	400.00	0.00	400.00
9205 Gas	760.99	1,000.00	16,300.37	12,000.00	11,458.77	12,000.00
Facilities Ministry Area Totals:	6,345.46	9,166.68	100,720.90	110,000.00	114,102.61	110,000.00
5463 NE Association Dues	0.00	526.50	6,606.00	6,318.00	6,489.00	6,318.00
5462 Wisconsin Conference Per Capita	0.00	1,270.83	0.00	15,250.00	0.00	15,250.00
5464 Delegate Expense	0.00	146.67	0.00	1,760.00	0.00	1,760.00
Totals:	0.00	1,944.00	6,606.00	23,328.00	6,489.00	23,328.00

Account Shortcut and Description	Current Month Actual	Current Month Budget	YTD Actual	YTD Budget	YTD Last Year	Annual Budget
Stewardship Ministry Area						
5310 Brokers' Fees	0.00	0.00	78.59	0.00	488.90	0.00
53151 Transaction Fees	408.57	458.33	5,665.72	5,500.00	5,538.58	5,500.00
5345 Training/Conference/Resources	0.00	125.00	39.95	1,500.00	164.27	1,500.00
Stewardship Ministry Area Totals:	408.57	583.33	5,784.26	7,000.00	6,191.75	7,000.00
Technology						
9017 Technology Licensures	1,185.60	41.67	13,844.70	500.00	0.00	500.00
9011 IT Support	168.75	1,083.33	13,304.02	13,000.00	19,481.82	13,000.00
9215 Telephone	328.60	875.00	6,455.83	10,500.00	12,538.84	10,500.00
9105 Computer Software	110.59	125.00	3,024.83	1,500.00	4,833.05	1,500.00
9019 ProClaim Monthly Services	0.00	50.00	677.00	600.00	1,011.00	600.00
9024 Internet Spectrum	233.42	275.00	2,452.28	3,300.00	2,072.96	3,300.00
9026 ACS Realm CRM	293.00	270.83	3,616.33	3,250.00	3,270.00	3,250.00
9180 Live Streaming	19.00	116.67	350.25	1,400.00	1,677.85	1,400.00
9065 Office Equipment	874.39	1,000.00	15,062.87	12,000.00	14,032.82	12,000.00
9022 Internet Services	0.00	250.00	0.00	3,000.00	947.66	3,000.00
9021 Internet - WebEnabled	0.00	0.00	9.95	0.00	119.40	0.00
9025 Internet - 365	590.49	250.00	5,012.15	3,000.00	3,151.38	3,000.00
9120 Computer Hardware	15.98	537.50	7,479.10	6,450.00	33,025.77	6,450.00
9190 Miscellaneous Tech. Expenses	0.00	125.00	3,220.22	1,500.00	1,276.02	1,500.00
Technology Totals:	3,819.82	5,000.00	74,509.53	60,000.00	97,438.57	60,000.00
Communication/Outreach						
9221 Advertising	52.99	546.67	3,055.71	6,560.00	1,152.94	6,560.00
9900 Banners	0.00	125.00	149.00	1,500.00	419.86	1,500.00
9234 Printing	0.00	125.00	0.00	1,500.00	0.00	1,500.00
999996 Digital Advertising	194.00	0.00	2,283.00	0.00	2,359.25	0.00
9238 Communications Software	0.00	41.67	0.00	500.00	44.98	500.00
9237 Post Crescent Subscription	0.00	50.00	280.12	600.00	555.79	600.00
Communication/Outreach Totals:	246.99	888.34	5,767.83	10,660.00	4,532.82	10,660.00
Human Resources						
999987 Business Auto Insurance	0.00	0.00	99.00	0.00	106.00	0.00
5120 Mileage Reimbursement - Pastoral	476.78	250.00	785.90	3,000.00	145.19	3,000.00
557 Mileage Reimbursement - HR	4.68	41.67	86.81	500.00	128.51	500.00
9804 Workers' Compensation Insurance	0.00	750.00	6,527.00	9,000.00	7,212.00	9,000.00
9806 Continuing Education	391.36	250.00	1,562.92	3,000.00	822.24	3,000.00
9950 HR Expense - Misc.	0.00	250.00	14,924.69	3,000.00	26,513.25	3,000.00
9801 Human Resources - General Expenses	0.00	0.00	489.77	0.00	0.00	0.00
80 Team Building	0.00	83.33	458.86	1,000.00	238.24	1,000.00
5722 Consulting Fees	0.00	0.00	0.00	0.00	125.00	0.00
5724 Accounting Fees	215.00	625.00	7,017.17	7,500.00	5,790.20	7,500.00
1000005 HR Search and Transition	0.00	0.00	1,349.34	0.00	2,244.95	0.00
32198 Health Insurance Expense - Sr. Pastor	0.00	1,958.78	21,597.00	23,505.30	22,477.00	23,505.30
9861 Health Insurance Expense - Assoc. Pasto	1,681.72	1,682.05	20,180.64	20,184.58	18,588.42	20,184.58
9962 Health Insurance Expense - CYF Pastor	1,957.74	1,952.51	23,460.30	23,430.06	20,691.54	23,430.06
9900 Housing Allowance - Sr. Pastor	2,500.00	0.00	30,000.00	0.00	28,999.98	0.00
99010 Housing Allowance - Assoc. Pastor	2,500.00	0.00	30,000.00	0.00	28,000.02	0.00

Account Shortcut and Description	Current Month Actual	Current Month Budget	YTD Actual	YTD Budget	YTD Last Year	Annual Budget
98002 Housing Allowance - CYF Pastor	2,416.67	0.00	29,000.04	0.00	28,166.69	0.00
9970 Dental Insurance - Sr. Pastor	0.00	84.05	902.00	1,008.60	984.00	1,008.60
9841 Pension Plan - Assoc Pastor	525.30	525.30	6,303.60	6,303.60	2,617.50	6,303.60
9940 Pension Plan - Sr. Pastor	0.00	1,320.58	14,564.96	15,847.00	15,385.44	15,847.00
9871 Dental Insurance - Assoc. Pastor	146.03	149.68	1,752.36	1,796.17	1,692.36	1,796.17
9873 Dental Insurance - CYF Pastor	146.03	149.68	1,752.36	1,796.17	1,692.36	1,796.17
9990 Life and Disability - Sr. Pastor	0.00	141.49	1,560.63	1,697.89	1,648.44	1,697.89
9863 Life and Disability - Assoc. Pastor	99.50	99.50	1,194.00	1,194.00	470.01	1,194.00
9842 Pension Plan - CYF Pastor	612.20	737.20	8,846.40	8,846.35	9,131.28	8,846.35
9810 Default Gross Pay-Ordained Professional	14,213.90	23,345.71	191,192.69	280,148.54	195,298.08	280,148.54
9864 Life and Disability - CYF Pastor	142.03	142.04	1,704.36	1,704.42	1,325.28	1,704.42
9890 Default Wages-Temporary Staff	1,524.27	1,838.55	21,214.94	22,062.60	13,232.91	22,062.60
9830 Default Gross Pay-Non Ordained Prof	11,211.49	13,205.89	146,857.67	158,470.64	158,688.25	158,470.64
9850 Default Gross Pay-Support Staff	18,707.94	20,260.86	242,352.58	243,130.37	258,279.86	243,130.37
999970 Health Ins Exp - Director for MusMin	0.00	2,109.45	21,549.91	25,313.40	21,551.00	25,313.40
999972 Dental Ins Exp - Director for MusMin	0.00	95.84	900.04	1,150.05	962.88	1,150.05
1000021 Health Ins Exp - Director for ChildMin	0.00	2,100.00	9,294.38	21,000.00	0.00	21,000.00
1000022 Dental Ins Exp - Director for ChildMin	0.00	200.00	389.72	2,000.00	0.00	2,000.00
9920 Social Security Expense	2,399.57	2,700.86	31,191.07	32,410.26	31,270.66	32,410.26
Human Resources Totals:	61,872.21	77,050.02	891,063.11	920,000.00	904,479.54	920,000.00
Temporay Accounts						
999988 Transfers to dedicated funds	29,759.60	20,510.00	32,308.04	20,510.00	155,815.48	20,510.00
Expense Totals:	137,644.38	145,994.96	1,282,747.04	1,341,729.00	1,485,797.79	1,341,729.00
Income - Expense:	74,781.90	17,251.71	89,076.34	4,271.00	0.00	4,271.00

First Congregational Church

Dedicated Accounts

June 30, 2022

Account Shortcut and Description	Beginning Balance	Month Credits	Month Debits	YTD Credits	YTD Debits	Ending Balance
General Fund						
5:Church Council						
57:Program Development						
7520 Gehin, Claire Trust - Future Planning	9,522.70	0.00	0.00	0.00	0.00	9,522.70
110:Approved Projects						
990051 Project: Smart Building	3,247.00	0.00	0.00	0.00	0.00	3,247.00
990963 Project: Door Access	745.39	0.00	0.00	0.00	0.00	745.39
1000008 Vandersall Collective Project	0.00	0.00	17,662.71	69,970.85	107,356.28	(37,385.43)
999999 Building Study Committee 2019	3,827.11	0.00	0.00	0.00	3,827.11	0.00
1000006 Capital Campaign 2020	50,000.00	0.00	0.00	0.00	0.00	50,000.00
1000010 Contingency Fund	50,000.00	0.00	0.00	0.00	50,000.00	0.00
110:Approved Projects Totals:	107,819.50	0.00	17,662.71	69,970.85	161,183.39	16,606.96
533:Gifts Held By Community Foundation						
126 CF - Memorials and Special Gifts Fund	141,103.05	203.15	0.00	3,290.55	12,240.15	132,153.45 ✓
1000020 CF - Kathryn Kuhn Memorial Fund	16,710.97	0.00	1,152.32	38,151.30	5,606.39	49,255.88 ✓
127 CF - Splitt Bldg Maintenance Endow Fund	73,822.57	0.00	1,596.76	1,816.59	8,118.14	67,521.02 ✓
125 CF - Memorial Garden Endowment Fund	60,120.07	0.00	1,300.35	1,479.39	6,611.28	54,988.18 ✓
129 CF - Organ Preservation Fund	48,776.85	48.79	0.00	64.52	1,423.50	47,417.87 ✓
140 CF - Lawrence Scholars Endowment Fund	44,181.35	0.00	955.61	1,111.63	4,883.49	40,409.49 ✓
533:Gifts Held By Community Foundation Totals:	384,714.86	251.94	5,005.04	45,913.98	38,882.95	391,745.89
2343:Prepaid Pledges Carried Forward						
130 Prepaid Pledges Carried Forward	129,387.50	0.00	18,095.00	217,149.15	237,957.50	108,579.15
5443:Funded through participants						
990017 Trip: HS Mission June 2022	2,726.99	884.87	0.00	34,223.87	31,774.51	5,176.35
441 Trip: Back Bay Mission (Adult)	0.00	0.00	0.00	1,490.00	1,490.00	0.00
447 Trip: Remember (Adult)	(1,198.02)	2,085.00	2,367.99	2,785.00	2,367.99	(781.01)
999978 Retreat: Women's Fall	0.00	0.00	0.00	7,085.00	6,303.46	781.54
5443:Funded through participants Totals:	1,528.97	2,969.87	2,367.99	45,583.87	41,935.96	5,176.88
5:Church Council Totals:	632,973.53	3,221.81	43,130.74	378,617.85	479,959.80	531,631.58
70:Children/Youth/Families Ministry						
532:Special Gifts and Endowments						
90171 CYF: Gifts	500.00	0.00	0.00	0.00	0.00	500.00
70:Children/Youth/Families Ministry Totals:	500.00	0.00	0.00	0.00	0.00	500.00
103:Self-Sustaining Accounts						
11:Worship & Music						
225 Christmas Flowers	518.24	0.00	0.00	455.00	220.00	753.24
50 Sanctuary Flowers	13,868.57	2,600.00	100.00	4,292.00	1,223.98	16,936.59
893 Easter Flowers	1,634.87	0.00	0.00	705.00	0.00	2,339.87

Account Shortcut and Description	Beginning Balance	Month Credits	Month Debits	YTD Credits	YTD Debits	Ending Balance
5100 Event: Intergenerational Musical	1,115.81	0.00	0.00	0.00	867.71	248.10
11:Worship & Music Totals:	17,137.49	2,600.00	100.00	5,452.00	2,311.69	20,277.80
13:M&S - Local Support						
9934 Plant a Row	1,463.04	0.00	0.00	0.00	0.00	1,463.04
9901 Habitat for Humanity	1,213.36	0.00	0.00	0.00	0.00	1,213.36
9965 Alternative Gift Market	470.00	0.00	110.00	9,807.07	10,077.07	0.00
9906 Prayer Shawl	244.33	0.00	0.00	0.00	0.00	244.33
13:M&S - Local Support Totals:	3,390.73	0.00	110.00	9,607.07	10,077.07	2,920.73
31:M&S - International Support						
9994 OGHS	500.00	35.00	0.00	1,816.00	0.00	2,316.00
9912 Kenya Mission Crafts	1,596.37	0.00	0.00	806.00	0.00	2,402.37
9961 Kenya Scholarships	68,587.63	0.00	0.00	49,235.00	92,779.00	25,043.63
99621 Kenya Supplemental School Fees	130.00	0.00	0.00	1,550.00	1,500.00	180.00
9958 Kenya: Reserve Future Trips	2,155.92	0.00	0.00	0.00	0.00	2,155.92
9897 Feed my Starving Children	40.00	0.00	0.00	0.00	0.00	40.00
999961 Kenya Luci Lights	251.91	0.00	0.00	0.00	0.00	251.91
31:M&S - International Support Totals:	73,261.83	35.00	0.00	53,407.00	94,279.00	32,389.83
59:Mission & Service						
9909 Gehin, Clare Trust - Mission	10,838.42	12,312.00	0.00	13,312.00	8,500.00	15,650.42
9956 Beemer Endowment Distributions	8,165.72	2,535.60	0.00	5,084.04	8,800.00	4,449.76
99096 NOAHH	970.16	0.00	0.00	0.00	0.00	970.16
9995 Minister's Discretionary Fund	7,788.68	0.07	0.00	500.81	86.00	8,203.49
990961 Bunk Beds for NOAHH	1,066.63	0.00	0.00	0.00	0.00	1,066.63
1000013 CMN Scholarship Fund	100.00	0.00	0.00	3,030.00	2,000.00	1,130.00
9941 Other Donations	580.00	0.00	0.00	800.00	0.00	1,380.00
59:Mission & Service Totals:	29,509.81	14,847.67	0.00	22,726.85	19,386.00	32,850.46
1969:CYF						
1000012 Youth Room Renovation 2021	920.35	0.00	0.00	0.00	0.00	920.35
9910 Gehin, Clare Trust - Youth	21,916.05	12,312.00	0.00	14,882.00	15,461.98	21,336.09
9913 Youth Coffee Fund	116.35	0.00	0.00	0.00	0.00	116.35
9914 MS Offering	1,052.39	0.00	0.00	0.00	0.00	1,052.39
9955 Pathways Offering for Mission	255.34	0.00	0.00	0.00	0.00	255.34
9916 MS Donut Sales	259.52	0.00	0.00	0.00	0.00	259.52
1969:CYF Totals:	24,520.00	12,312.00	0.00	14,882.00	15,461.96	23,940.04
103:Self-Sustaining Accounts Totals:	147,819.86	29,794.67	210.00	106,074.92	141,515.72	112,378.86
104:Legacy Gifts						
3:Gift with No Designated Use						
9992 Nagreen, Doris Bequest	4,224.66	0.00	0.00	0.00	4,224.88	0.00
9887 Boya, Opal Memorial	414.50	0.00	0.00	0.00	414.50	0.00
9986 Bernhard, Avalyn Bequest	23,480.48	0.00	0.00	0.00	0.00	23,480.48
9989 Manier, Julia Bequest	47,744.29	0.00	0.00	0.00	10,000.00	37,744.29
9918 Jesse, Ethel Memorial	1,539.66	0.00	0.00	0.00	0.00	1,539.66
9915 General Memorial Fund	4,356.47	150.00	0.00	1,025.00	0.00	5,381.47
9803 Stinson, Scott and May - Memorial Fund	377.00	0.00	0.00	0.00	0.00	377.00
10030 Williams, Marjorie Legacy Fund	23,345.87	0.00	0.00	0.00	0.00	23,345.87

Account Shortcut and Description	Beginning Balance	Month Credits	Month Debits	YTD Credits	YTD Debits	Ending Balance
99098 Thiel, Ruth Memorial Fund	1,050.00	0.00	0.00	0.00	0.00	1,050.00
999998 Hibbard, Frank Trust	10,000.00	0.00	0.00	0.00	10,000.00	0.00
1000001 Woodford, Terry Memorial	440.00	0.00	0.00	0.00	0.00	440.00
999993 R Zschaechner fund - HS Coord Positio	79,004.58	0.00	0.00	0.00	41,504.58	37,500.00
1000002 Rosebush, Marge Memorial	500.00	0.00	0.00	0.00	0.00	500.00
1000003 Davis, John Memorial	315.00	0.00	0.00	0.00	0.00	315.00
1000011 Klesmit, Erv Memorial	300.00	0.00	0.00	0.00	0.00	300.00
1000025 Gresens, Robert Memorial	0.00	0.00	0.00	250.00	0.00	250.00
1000029 Tatlock, Andrea Memorial	0.00	1,500.00	0.00	1,500.00	0.00	1,500.00
3:Gift with No Designated Use Totals:	197,092.51	1,650.00	0.00	2,775.00	66,143.74	133,723.77
11:Worship & Music						
99721 Hanstedt, Joyce Memorial	2,720.00	0.00	0.00	0.00	0.00	2,720.00
39:Music Program						
9893 Tonnell, Roland Memorial	2,615.00	0.00	0.00	0.00	0.00	2,615.00
3939 Albrecht, Margaret M. Memorial	300.00	0.00	0.00	0.00	0.00	300.00
9919 Vienna Boys Choir	18.46	0.00	0.00	0.00	0.00	18.46
9924 Easty, Mary Kay Music Fund	13,250.24	0.00	0.00	0.00	0.00	13,250.24
9917 General Music Dedicated Fund	15,005.03	0.00	0.00	2,010.00	0.00	17,015.03
9981 Handbell Fund	460.00	0.00	0.00	0.00	0.00	460.00
9933 Reynolds, Trina Memorial	1,360.35	0.00	0.00	0.00	0.00	1,360.35
9980 Special Youth Program	164.93	0.00	0.00	0.00	0.00	164.93
9983 Gehrt, Vaughn Memorial Fund	315.00	0.00	0.00	0.00	0.00	315.00
9937 Organ Scholarship	335.00	0.00	0.00	0.00	0.00	335.00
9970 Jackson, MaryLou Memorial	1,062.50	0.00	0.00	0.00	0.00	1,062.50
1000004 Thiel, Helen Memorial	525.00	0.00	0.00	0.00	0.00	525.00
39:Music Program Totals:	35,411.51	0.00	0.00	2,010.00	0.00	37,421.51
56:Building Fund						
9984 Chandler Memorial Sanctuary Fund	33,562.27	0.00	0.00	0.00	0.00	33,562.27
543 Zimmerman, Mary Gray	12.00	0.00	0.00	0.00	0.00	12.00
56:Building Fund Totals:	33,574.27	0.00	0.00	0.00	0.00	33,574.27
303:Friends in Christ						
999974 Taylor, Sarah Memorial	960.00	0.00	0.00	0.00	0.00	960.00
1000007 Huth, Sylvia Memorial (card ministry)	1,595.00	0.00	0.00	0.00	0.00	1,595.00
303:Friends in Christ Totals:	2,555.00	0.00	0.00	0.00	0.00	2,555.00
1969:CYF						
1000024 Davis, Grace Bauknecht Memorial	0.00	0.00	0.00	795.00	0.00	795.00
9948 Spurlock, Joyce Fund	13,559.59	0.00	0.00	0.00	1,000.00	12,559.59
999977 Masaros, John Memorial Fund	34.59	0.00	0.00	0.00	34.59	0.00
999985 Hansen, Gladys Memorial Fund	100.00	0.00	0.00	0.00	43.04	56.96
1969:CYF Totals:	13,694.18	0.00	0.00	795.00	1,077.63	13,411.55
9389:Grounds						
9979 Labyrinth Garden Fund	2,193.25	0.00	0.00	0.00	0.00	2,193.25
9976 Friends of the Memorial Garden	4,206.12	375.00	26.00	2,200.00	955.70	5,450.42
9389:Grounds Totals:	6,399.37	375.00	26.00	2,200.00	955.70	7,643.67
104:Legacy Gifts Totals:	291,446.84	2,025.00	26.00	7,780.00	68,177.07	231,049.77

Account Shortcut and Description	Beginning Balance	Month Credits	Month Debits	YTD Credits	YTD Debits	Ending Balance
General Fund Totals:	1,072,740.03	35,041.48	43,366.74	492,472.77	689,652.59	875,560.21
Total for selected dedicated accounts:	1,072,740.03	35,041.48	43,366.74	492,472.77	689,652.59	875,560.21