

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

**First Congregational Church of East Troy, UCC**

**East Troy, Wisconsin**

**Part Time Pastor**

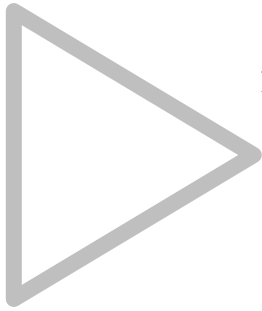
**Southeast Association  
Wisconsin Conference**

Date: March, 2023

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



## 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

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Church name: **First Congregational Church of East Troy, UCC**

Street address: **N8030 Townline Road, East Troy**

**(Located in the Honey Creek Collective complex)**

Supplemental web links: **Facebook.com**

**United Church of Christ link: [ucc.org](http://ucc.org) or Wisconsin link: [wcucc.org](http://wcucc.org)**

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

Conference: **Wisconsin Conference**

Association: **Southeast Association**

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

**Rev. Rachel Bauman Association Conference Minister Southeast**

**608-630-2992**

**[rbauman@wcucc.org](mailto:rbauman@wcucc.org)**

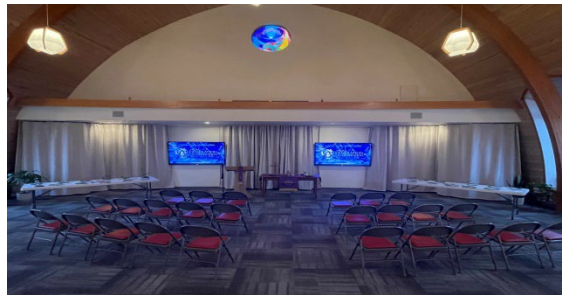
Summary Ministry Description:

*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?*

**We are a church that is a beginning on a new adventure. We recently had to sell the church and parsonage that has been part of our church family home for many years. We found a beautiful location to rent in East Troy. During this move the Pastor at the time was filling us with spiritual motivation and kept us moving forward. We would like our membership to grow and maybe someday we can look forward to building or renting a building that will be our own space with Sunday school rooms, choir and more. We are seeking a part-time Pastor to keep us motivated with energy in faith and moving forward with fresh new ideas not only in our church community but also in our local community. Also needs a caring side to call on our ill and sick.**

Photographs:

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



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

**We value the small town feel with good neighbors. Downtown area is being restored with new restaurants, businesses and shops. East Troy is attracting outsiders for festivals, music on the square and trolley rides to near-by Elegant Farmer. There are two buildings where we rent a space of worship and is home to businesses and farmers market. Area is a great vacation area with nice lakes near-by, ski resort/music theater and other popular towns nearby.**

Current size of membership: **Active members and non-members as of Dec. 2022 is approximately: 22 which includes 2 members unable to attend.**

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

Position Title: **Part-time Pastor**

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

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

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

**Hours will be negotiable and falling in between ¼ to ½ time using compensation guidelines. Hours would fall between 10-20 hrs.**

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

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

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

**Scope of Work would include preparing and preaching weekly sermons, provide special services such as baptisms, seasonal services, with marriages and funerals (in another location). Leading confirmation and being active with our younger members. Leading and teaching adult studies. Provide care and counseling to church members. Be present and active in congregational meetings by providing spiritual support, input and ideas.**

Core Competencies:

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

**We are seeking a Pastor that:**

**Has a good knowledge of the bible and everyday life to teach the bible through a sermon but then relate it to everyday life.**

**Has a leadership skill to motivate with energy in faith and to keep us moving forward with fresh new ideas.**

**Has a relationship skill to be personal and social with all ages; not only in our church community but also in our local community. Has a social side skill that can fit in being young at heart nurturing for our youth and yet can have a slower, caring and understanding side for our elderly and ill.**

## 1c. COMPENSATION AND SUPPORT

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

¼ time - \$18,000 to \$30,000 and is negotiable. Additional care, bible studies and special events \$25.00/hr plus mileage.

½ time \$35,000 to \$45,000

Benefits (*choose one*):

### **Salary plus Benefits**

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

### **Living elsewhere and commute as needed**

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

### **Commute with mileage reimbursement**

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

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

### **There is support through the UCC Southeastern Association and the Wisconsin Conference UCC.**

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: **The church would support as much as possible for a ministers' bi-vocational employment. Maintaining a Sunday morning worship would be the main focus point. Hours could be adjusted but would be limited because we rent a space.**

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

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

### **Growth of the congregation, confirmation, adult bible study and member outreach.**

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

**Bringing awareness to our community of who we are and where we are located now by social media. Also, be present and active in some local community activities.**

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

**English is preferred.**

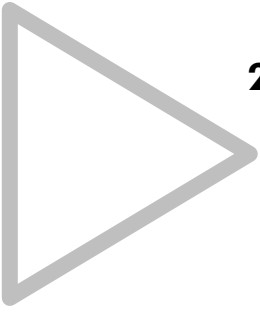
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's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

**Exhibiting a Spiritual Foundation and Ongoing Spiritual Practices**

**Nurturing UCC Identity**

**Caring for all Creation**

**Strengthening Inter-and Intra-Personal Assets**



## 2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

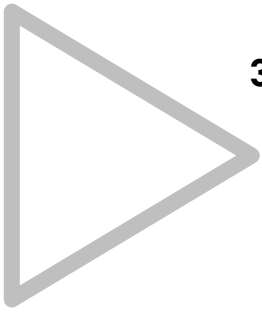
**We feel God wants us to be a congregation that is welcoming, caring, loving and kind to all. A congregation that is helpful in the community and to provide support to others in need.**

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

*For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

**God is calling us to somehow let the community know we are here and open to all. We have the opportunity to grow and we hope with the growth it brings in young families. The challenge is to reach them so they attend.**

**We are an aging congregation with majority of the elderly who are limited in helping. Our challenge in the congregation, which, is back to where we were before the sale of the church; is that the same 4-5 people are pulling the load. Those people became “burnt out” and might become that way again.**



### 3. WHO ARE WE NOW?

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

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

#### 3a. CONGREGATIONAL REFLECTIONS

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Describe your congregation's life of faith.

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

**Over the years we repeated together the UCC statement of faith or from our hymnals. We recently welcomed new members and renewed statement of faith of our long time members. Our commitments were promises to be Christ's disciples, following in the way of Jesus, resisting oppression and evil in all its forms, showing love and justice, and to be witnesses to the healing ministry and the loving message of Jesus Christ. We promised to grow in faith and be active in the church.**

**We believe in Trinity of Father, Son and Holy Ghost. He is holy one as we worship.**

Describe several strengths or positive qualities of your congregation.

**Supportive, loving and caring. The church family is another “family” for all of us.**

**Small number of members/non-members, but strong members in faith.**

**We have no debt. We do not have a building to maintain, lawn care and snow removal expenses.**

Describe what worship is like when your congregation gathers.

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

**Sermons and children's Sunday School are usually lectionary based. Good preaching is taking the word of God and translating it to be understood and used in everyday life by all no matter what age or where you are in life. Worship music and songs strengthens these words. We are open to all types of faith music, playing music and singing. We want to leave our worship space with a song in our head and a motivational spirit in our heart.**



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

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

**We have no young people in a leadership role at this time. We do have young musical talent amongst the members that share their talents on some Sundays with music, playing instruments and singing. Our last Pastor and the parents of the older youth are active with the church youth from a neighboring town. The goal is to have fun and yet learn and use faith in your daily living to inspire them to keep God in their heart.**

**The last Pastor has started a bible study which curriculum and leadership was provided by the minister.**

Describe how your congregation is organized for ministry and mission.

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

**Recently, By-laws and board positions have been approved/revised. They are:**

**Pastor**

**Moderator (clerk)**

**Worship Chair/Assistant (includes Christian Education)**

**Financial Chair (Treasurer, Missions and Stewardship)**

**The Congregational board makes decisions and it is taken to the congregation members for discussion and decision making by voting.**

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

**Meetings of the board and/or congregation are held quarterly. If more meetings are necessary it is scheduled.**

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

**Crisis or disasters would be handled by congregational meetings and voting if necessary.**

- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No] **Yes**

### 3b. 11-YEAR REPORT

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

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church. Active= members who participate attending church, bible studies and or monetary giving.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	20	✓ Includes two that cannot attend
Number of active non-members:	2	✓
Total of church participants (sum of the numbers above):	22	✓

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	82%	✓
Less than 10, more than 5 years:	13%	✓
Less than 5 years:	5%	✓

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
4	2		1	2	2	2	6	5	✓

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:		
Households with minors: 2	12%	✓
Single adults age 35-65:		
Joint households with no minors: 10	59%	✓
Single adults over 65: 5	29%	✓

Education level of adult participants by percentage: adults=17

		<i>Is this number an estimate? (check if yes)</i>
High school: 10	59%	✓
College: 5	29%	✓
Graduate School: 1	6%	✓
Specialty Training: 1	6%	✓
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	25%	✓
Adults who are retired:	63%	✓
Adults who are not fully employed:	12%	✓

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

**Daycare worker, office workers, IT support, teachers, business owners, building care maintenance and retired.**

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?

**Majority of the congregation is white, with English as the main language.**

**Diversity in our church would mean to welcome and include a range of different social, ethnic, genders, ages and backgrounds. We are Open and Affirming.**

**We are not a large congregation so the cultural, social, ethnic differences are few at this time.**

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

**We just recently had a Sunday Service dedicated to the UCC history and beliefs.**

**Welcoming Diversity was part the topic.**

### 3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation. This was based on last half of the year 2022

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes		
Baptisms <i>(number last year)</i>		
Children’s Groups or Classes		
Christmas Eve and Easter Worship	10	Pastor and Pianist
Church-wide Meals		

Choirs and Music Groups	4	Special music with congregational members on occasion.
Church-based Bible Study	6	Pastor
Communion ( <i>served how often?</i> )	12- once a month	Pastor and
Community Meals		
Confirmation ( <i>number confirmed last year</i> )		
Drama or Dance Program		
Funerals ( <i>number last year</i> )		
Intergenerational Groups		
Outdoor Worship	1	Pastor
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )		
Worship (time slot: _____)		
Worship (time slot: _____)		
Young Adult Groups or Classes	3	Pastor coordinates with nearby
Youth Groups or Classes	4	Sunday School plans by Sunday School teacher.
Other		

Additional comments:

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or 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: **N/A**

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
<b>Treasurer</b>	-	<b>volunteer</b>	-	<b>10+ years</b>
<b>Sunday School Teacher</b>	-	<b>volunteer</b>	-	<b>10 + years</b>
<b>Worship coordinator/ Moderator</b>	-	<b>volunteer</b>	-	<b>10 + years</b>
<b>Pianist</b>	-	<b>Part time</b>	-	<b>5+ years</b>

## REFLECTION

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

**We are excited to grow and we feel we have opportunity to do so. We feel we have much to offer with the UCC beliefs and our values. We have a growing community with many households that are married without children and households with children. We need to reach out and make others excited about our new "re-start" as we are.**

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 19,292
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	\$
Transfers from Special Accounts (savings)	\$ 10,700
Other (specify): United Church Funds	\$ 75
Other (specify): Interest from CDS	\$ 900
TOTAL	\$ 30,967

Current annual expenses (dollars budgeted for most recent fiscal year): **\$ 31,900**

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

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **43%**

Has the church ever failed to pay its financial obligations to a minister of the church? **No**

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

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*) **1%**

What is the church's current indebtedness? **None**

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. **None**

If the church has had capital campaigns in the last ten years, describe: **None**

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

If a capital campaign is underway or anticipated, describe:

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



Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. **No recent campaign**

Does your church have an endowment? **No**

What is the market value of the assets?

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

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

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

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

Please comment on the above calculations or estimates:

#### Other Assets

Reserves (savings): \$ 293,228 (savings and CDs)

Investments (other than endowment): \$ 6,123

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

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church: **none**

Describe non-owned buildings or space used or rented by the church: **The facility is a refinished barn with a beautiful open concept where we gather. Building also has other businesses located within the barn used during the weekdays.**

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

**Ramp available for entrance to the building. Elevator available for access to worship space on 2<sup>nd</sup> level. Ramp available to seating and pulpit area.**

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

*For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?*

**With the sale of our church, our financial assets will now allow us to search and offer a salary to a part-time Pastor that might be more appealing and would possibly lead to long term commitment of a Pastor. This we feel is a positive for moving ahead in pursuing new people/families into our church and to provide support to some of the needs of our community. Budget is done yearly with appropriate members. There are quarterly reviews of finances to the congregation.**

### **3f. HISTORICAL INFORMATION**

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

**The one significant happening in church history would be the large fundraising campaign to add rooms and additions to the church on Union Street which was successful. It made us a church of a good size to be noticed and be a large part of the community.**

**The one significant happening in the last ten years would be the decision to sell the church building on Union Street in 2022. We discussed our situation. We have been struggling for the last 10 years with finances. Also, with the church roof and other expenses, this was now the time to find a resolution. We were hoping to sell the parsonage and have the income to fix the building. According to the village at that moment this could not be done. It was then that the vote was made to stay as a church but sell the church building. It broke everyone's heart. It took only a couple months to sell. We worked through a rummage sale together. We told many stories to each other and other prior members who**

stopped in to say good bye. Our Pastor had a beautiful farewell service. We all had a chance to say words if we wished. We laughed and cried all at the same time. We then found a very nice location which we are grateful for and a Pastor that came with us that had a smile and always a word to tell us we will be OK. He continued to give us hope and faith for our future. No doubt that when he announced he would be leaving, we did have a little uncertainty again.

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

**The changes that had to be managed in the last 5 years were loss of membership which had an effect on income and securing full time/part-time clergy. We could no longer support money making fundraisers we once had.**

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

*For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)*

**An internal emotional conflict that had to be handled was the decision to sell the church. There were many pros and cons that had to be discussed. Meetings with members were held to discuss finances, what the building needed and what it costs to maintain, what we could afford and if we wanted to stay a UCC congregation. After a few meetings and discussions, it was put to a vote.**

**There has been no real internal conflict in the congregation for we have become small.**

**The procedure for a conflict would go through the moderator and small board for discussion and vote if necessary.**

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

Staff member’s name	Years of service	UCC Standing (Y/N)
James Langreder	1/2022 to 3/2023	Y
Shelby Perez	12/2020 to 6/2021	Y

Theresa Howell	3/2018 to 10/2020	Y
Lois Buchholz	6/2016 to 1/2018	Y
Christine Wilke	10/2014 to 5/2016	Y
Joe Medina	4/2009 to 9/2014	Y
Paula Anderson	6/2007 to 1/2009	Y
Jennifer Bannerman	4/2004 to 9/2005	Y
Vicki Fox	1995 to 2004	Y

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

**The overall relationship with ministerial leadership has been good with leadership that also seems to enjoy us as a congregation. We have learned over many years that open communication is a must. Not only amongst each other in committees but also with the pastor.**

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

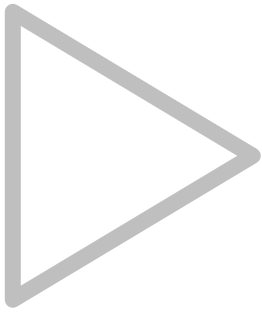
Y/N/Ask us

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us

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

Y/N/Ask us



## 4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

### 4a. COMMUNITY VISION

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

**Food Pantry, Families in need, Supplies to Ukraine**

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

**The congregation has started again in support UCC Association with funds for various missions. At this time, there are no congregational members actively participating in association or conference activities.**

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at [ucc.org](http://ucc.org).)

Check any statements below that apply to your UCC faith community.

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

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?

**This would be an opportunity for us in the future.**

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

**Ecumenical services with our local churches**

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.

**There is no current mission statement at this time.**

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

**We feel it is important to be out in the community and active in town activities. Such as festivities on the square for Memorial Day, boy/girl scout activities or reach-out and needs with other local church and schools.**

#### 4b. MISSION InSite

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

**The 53120 area is an average or above average place to live with good schools, affordable housing, and neighbor families that have involvement with community activities. There is an opportunity for growth in the business parks.**

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

**We compare in our struggles with growth and income as does the Methodist Church and Lutheran church. The Bible church seems to draw in more younger families with many more activities offered to families throughout the year.**

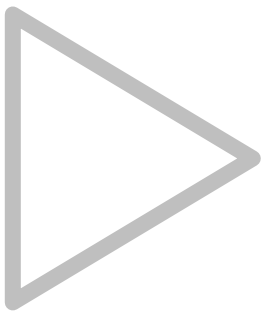
How are the demographics of the community currently shaping ministry, or not?

**It is more and more challenging getting the younger families to attend. The churches with more Christian Rock bands and streaming are very popular for young families. This is evident with attendance in neighboring towns that have this type of church.**

What do you hear when you talk to community leaders and ask them what your church is known for? **Once we sold our building, the community thinks we are no longer a church. They do not realize we are still a church meeting in a different location. Our church was once known for fundraisers like, turkey dinner, spaghetti dinner and “pie” on the square but no longer.**

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

**It is very common for new people in the church to shy away from being involved. However, leading by example and offering information and knowledge about what is needed helps motivate the newcomers.**



## **5. REFERENCES**

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

## REFERENCE 1

Name: Ricky Blucher

Telephone: 262-215-5141

Email: [ajrmetals@sbcglobal.net](mailto:ajrmetals@sbcglobal.net)

Relationship to the Congregation:

I was raised in East Troy in this church. I was confirmed and baptized in this church over 60 years ago. I moved away from the area for about 50 years.

## REFERENCE 2

Name: Sandy Martin

Telephone: 262.903.3980

Email: [Sandra.esb.martin@gmail.com](mailto:Sandra.esb.martin@gmail.com)

Relationship to the Congregation:

My children and I were UCC church members for 11 years. I relocated to the neighborhood from another part of East Troy after my divorce, we lived in ET previously and attended my 3rd generation family church. Returned after 12 years and recently started coming back to the UCC.

## REFERENCE 3

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

## PROMPTS FOR REFERENCES

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

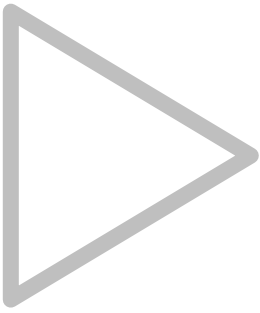
Describe some areas for improvement in this church's ministry.

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

Anything else you wish to share.

\*Reference comments to provided prompt questions are attached at the end of this profile





## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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

This is sung during our service every Sunday.

**He will raise us up on eagles' wings  
Bear us on the breath of dawn  
Make us to shine like the sun  
And hold us in the palm of His hand.**

## 6b. STATEMENT OF CONSENT

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

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

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

**Active long time church members plus ideas for revision with members of the church during church meeting/s.**

2. Additional comments for interpreting the profile:

Signed: *Gary Kokalj*

Name / Title / Date: Gary Kokalj Treasurer 3/15/2023

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

A handwritten signature in cursive script that reads "Rachel Bauman".

Name / Title: Rev. Rachel Bauman/Associate Conference Minister

Email: rbauman@wcucc.org

Phone: 608-630-2992

Date: March 17, 2023

## **Reference #1 Comments on Profile Prompt Questions for First Congregational Church, UCC of East Troy**

Name: Ricky Blucher

Telephone: 2622155141

Email: [ajrmetals@sbcglobal.net](mailto:ajrmetals@sbcglobal.net)

### **Relationship to the Congregation:**

I was raised in East Troy in this church. I was confirmed and baptized in this church over 60 years ago. I moved away from the area for about 50 years. When I came back to this area. I went to different UCC churches in the area. One day decided to check my old church. I liked it so much I decided to start coming to East Troy more often. I am still a member at Whitewater UCC, but I come to East Troy very often. It is still my home. Some of the people I grew up with are still attending.

### **Describe any areas of strength you see in this church.**

Everyone gets along very well. All are very welcome.

### **Describe any areas for improvement in this church you see.**

To see the church grow.

### **Describe a significant experience you have had in this church?**

When I came back the first time a few years I was welcomed with open arms.

I hope to see the church grow. To be loving as it is today.

Business Manger

Ricky Blucher

AJR Metals

Contact: 2622155141

2624735323

W8264 Sunrise Lane

Whitewater WI, 53190

## Reference #2 Comments on Profile Prompt Questions for First Congregational Church, UCC of East Troy

Name: Sandy Martin

Telephone: 262.903.3980

Email: [Sandra.esb.martin@gmail.com](mailto:Sandra.esb.martin@gmail.com)

### Relationship to the Congregation:

My children and I have been a UCC church members for 11 years. I relocated to the neighborhood from another part of East Troy after my divorce, we lived in ET previously and attended my 3rd generation family church. We joined and my children were brought up in this church and warm congregation. My eldest was confirmed there and there was some church drama that divided the congregation. My youngest was preparing to be confirmed and there were not any classes being offered. My only other option was to attend another church which is what we did and my daughter was confirmed. I returned after 12 years several months before the church was moved to their present location. I have enjoyed being back.

As of July 2022 I was asked to come to my daughter's family in Cheyenne, WY and care for my new granddaughter. When I'm back home I attend UCC, I travel back and forth.

### Describe any areas of strength you see in this church:

The congregation and recent Pastor are warm, welcoming and a dedicated core congregation, relevant and positively impactful sermons, some hands on activities with Bible study and fellowship.

### Describe any areas for improvement in this church you see:

I'm not aware if there's a strategic planning plan in place. I wish to suggest that that is something we do.

I would like to share my idea to have a facebook live stream on Sundays, one of the congregation's teenage son's I met would be something to consider. I shared this with Pastor Jim when I was home in December and he liked the idea. I would think this idea would need to be discussed by the leadership.

### Describe a significant experience you have had in this church?

This is the home that lifted, educated in faith and encouraged my children and I will forever be grateful.

Traditionally our church participated in Lenten services with other denominations in the area where we took turns each week and experienced each other's customs, choirs and environment and the last service we shared fellowship time and met new friends.

The children put on a Christmas play each year celebrating the birth of Christ and we had a children's choir.

We also had an active traditional community meal fundraiser twice per year that included the congregation of all ages who wanted to serve in this mission. We had both a Turkey and Spaghetti dinners with homemade pies.

We had an active Sunday school for our youth, choir, vacation bible school which my family and I always participated in. I was an active VBS teacher and in the choir and enjoyed it. I also took an adult re-confirmation class which was an enriching experience in my spiritual life.

### Anything else you wish to add?

Our church community, small and mighty is seeking to learn more about God and to serve him, our community and world. We welcome a Pastor who is open to guide, teach, inspire and love us where we are. The church has love, devotion, strength and spiritual energy to continue to thrive.



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*