

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Plymouth Congregational United Church of Christ

115 W Merrimac St
Dodgeville, WI 53533

Part Time Pastor

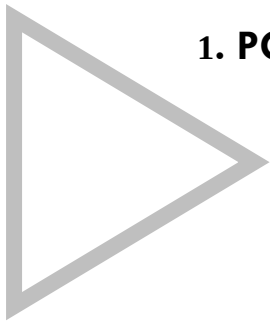
Southwest Wisconsin Conference

April 21, 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

Church name: **Plymouth Congregational United Church of Christ**

Street address: **115 W Merrimac St. Dodgeville, WI 53533**

Supplemental web links: www.plymouthuccdodgeville.org

Or visit our Facebook page

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

Conference: **United Church of Christ, Wisconsin Conference**

Association: **Southwest**

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

Rev. Rachael Bauman

Associate Conference Minister

(608)630-2992

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 close-knit, open and affirming, aging congregation who are committed to following Jesus, wherever that leads. We welcome all to join us in worship. By becoming more visibly involved in the local community, we hope to attract more young families and reach more people who would otherwise avoid organized religion. We are seeking a part time pastor to lead us on our faith journeys and help us spread the good news that God loves us all.

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):

Dodgeville is a friendly, small town set in the beautiful rolling hills of southwest Wisconsin roughly half way between, and with easy access to Madison (Wisconsin's state capitol) and Dubuque, Iowa. Dodgeville is the county seat and has an historic downtown business district, numerous community activities, and one of the largest state parks in Wisconsin with many outdoor recreational opportunities.

Current size of membership: **37**

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

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*):

½ Time (negotiable)

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

1b. SCOPE OF WORK

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

We are seeking a pastor to lead us on our spiritual journeys through weekly worship services with communion, as-needed visitation with our members who are ill or unable to attend, and participation in extra activities as desired.

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.)

Engaging and effective speaker able to relate scripture to current times

Forms a personal bond with our congregational family

Open and accepting of diverse views, keeping politics out of church –

We seek God's word and will in our daily lives, not our government's. God can unite us where politics would divide us. It is important to us that ALL are welcome.

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): **\$40,000**

Benefits (*choose one*):

Salary includes Optional 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*)?

We do not have a parsonage to offer.

Housing allowance split to be negotiated.

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

Pastor is expected to be present for Sunday and holiday worship services.

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

The Wisconsin Conference, UCC provides seminary debt reduction grants which are based on need and may be renewed annually for up to 5 years.

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

The Wisconsin Conference offers support for authorized ministers through a robust Communities of Practice (COP) program. These facilitated peer groups offer both support and professional growth opportunities. The Wisconsin Conference also offers continuing education grants available to authorized ministers. The Damascus Project, and online learning community offered through the Wisconsin and Minnesota Conferences, provides a variety of opportunities for continuing education. The Wisconsin Conference encourages both personal and professional growth of authorized ministers through its Coaching program.

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

Pastor will be able to schedule own hours outside of worship services.

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.

Providing Sunday morning worship services that engage our hearts and minds, and delivering the healing love of Christ to our members unable to attend due to illness or infirmity.

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

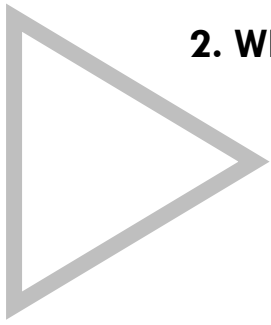
We plan to continue streaming our worship services on Facebook Live for all to see; and to continue our adult education class, Faith Explorers, which currently meets via Zoom to explore many texts and topics from a Christian viewpoint. We also will be continuing to further our relationship with other local churches through ecumenical activities. While we understand that a part-time minister is not expected to lead activities outside of worship, our hope would be for our pastor to support our congregation in these endeavors with occasional participation and guidance. We are very open to negotiating specific duties and time allocation, and are willing to make alternate arrangements for some worship services to allow time in the pastor's schedule.

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 speaking, as that is the whole of our congregation and the majority of our community.

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.

We are seeking a part time minister that understands our needs as an aging congregation with a desire to do good in our local community and the world, and who respects the dignity of all God's people. We want someone who brings the scripture to life and relates it to current times by sharing the historical context of stories from the Bible. Above all, we need a pastor to join our family with a passion for teaching of a loving God, and following Jesus Christ guided by the Holy Spirit, and who empowers us all to do likewise.



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)

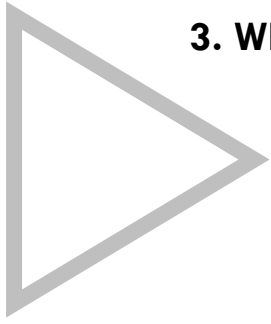
Who is God calling you to become as a congregation?

Our church hopes to have a more significant and visible presence in our community through increased local missions giving and work. We hope this will attract others in the area to join us.

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?

Our church, like so many, had to make a lot of changes to keep going during the pandemic shut-downs. We upgraded our audio/visual equipment to be able to reliably stream our services on Facebook Live, and have eliminated the need for bulletins and hymnals in the pews by posting all relevant material on a large television screen. Still, we face issues of an aging congregation and limited growth. This has spurred us to examine our income and spending, which has led us to the search for a part time pastor. We are currently looking for ways to increase community involvement and use of our building during non-worship times. And we have begun partnering with other local groups to maintain our main fund-raising event, a monthly pasty sale.



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.

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?

We are a welcoming group who believes in living our faith by spreading the love and grace of God to all we meet and treating all as family. Our mission is to grow and share our faith, worship God, and follow Jesus Christ in the ways of love, peace, compassion, justice, and the nurturing of God's creation.

Weekly we pray,

**“ O lord, May I so live that those who know me and know not thee,
may want to know thee because they know me.”**

Describe several strengths or positive qualities of your congregation.

Our members are very welcoming and generous. Many hours have gone into the planning and learning our new systems for streaming our services on Facebook Live. Our diaconate committee has done an excellent job of planning and leading worship services while we search for a new pastor. New people have recently stepped up to fill leadership roles that have been long held by others. We are extremely welcoming to new visitors and welcome all to join us in worship, communion, fellowship, and events regardless of membership or denomination.

Describe what worship is like when your congregation gathers.

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

Worship at Plymouth is based around a thought-provoking and personal sermon that relates the scripture to our daily lives. We meet weekly in our beautiful, historic church with amazing stained-glass windows followed by fellowship with snacks and coffee downstairs. Communion is offered at every service and is open to all, regardless of membership or denomination. We pass 2 collection plates at every service, one for our church's operation, and one for charities selected by our Mission Outreach committee. We also have special holiday services, typically on Christmas Eve, Maundy Thursday, and Good Friday. Some of these holiday services are ecumenical, uniting us with the local Lutheran and Methodist churches. We like to organize one such ecumenical service in summer outdoors in the park, typically followed by a picnic.

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?

Currently we do not have any youth who attend regularly.

Describe how your congregation is organized for ministry and mission.

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

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

Most committees meet on a monthly or as-needed basis. The average meeting lasts an hour, longer if there is a lot of discussion needed. The council is made up of each committee chairperson plus the treasurer, financial secretary, clerk, and pastor. Issues that cannot wait for the next meeting are typically handled via email, but additional meetings are called if needed.

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

In general, our committees work well to communicate during emergencies. Decisions that require spending within allowable limits are made by the appropriate committees and council is kept informed. For matters that require congregational approval, an emergency congregational meeting is called as quickly as possible.

- 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.

		<i>Is this number an estimate? (* if yes)</i>
Number of active members:		37
Number of active non-members:		2*
Total of church participants (sum of the numbers above):		39

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (*if yes)</i>
More than 10 years:		90*
Less than 10, more than 5 years:		5*
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? (*if yes)</i>
0*	0*	0*	0*	0*	2*	3*	22*	12*	*

Percentage of adults in various household types:

		<i>Is this number an estimate? (*if yes)</i>
Single adults under 35:		0*
Households with minors:		0*
Single adults age 35-65:		0*
Joint households with no minors:		95*
Single adults over 65:		5*

Education level of adult participants by percentage:

x		<i>Is this number an estimate? (*if yes)</i>
High school:		10*
College:		50*
Graduate School:		30*
Specialty Training:		10*
Other (please specify):		N/A*

Percentage of adults in various employment types:

		<i>Is this number an estimate? (*if yes)</i>
Adults who are employed:		5*
Adults who are retired:		94*
Adults who are not fully employed:		1*

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

Most of our congregation is retired with a wide variety of career experiences.

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?

Our congregation is mainly Caucasian, as is our community. All are welcome, regardless of race, ethnicity, gender identity, sexual orientation, or other characteristics. We are all God’s people.

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:

On October 29, 2017 we voted to be Open and Affirming without the need for a workshop. We are united in our commitment to sharing God’s love with ALL people.

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	6	Volunteers
Baptisms <i>(number last year)</i>	0	Pastor
Children's Groups or Classes	0	N/A
Christmas Eve and Easter Worship	15	Pastor along with Diaconate Committee
Church-wide Meals	6	Diaconate
Choirs and Music Groups	0	N/A
Church-based Bible Study	0	N/A
Communion <i>(served how often?)</i>	Served weekly to all in attendance who desire it	Pastor and Diaconate Committee
Community Meals	0	N/A
Confirmation <i>(number confirmed last year)</i>	0	Pastor
Drama or Dance Program	0	N/A
Funerals <i>(number last year)</i>	0	Pastor (and volunteers if fellowship meal at church is desired)
Intergenerational Groups	0	N/A
Outdoor Worship	unknown	Pastor, Diaconate, and other local churches who join in
Prayer or Meditation Groups	0	N/A

Public Advocacy Work	0	N/A
Retreats	0	N/A
Theology or Bible Programs in the Community	0	N/A
Weddings (<i>number last year</i>)	0	Pastor
Worship (time slot: ___10am___)	12	Pastor and Diaconate
Worship (time slot: _____)	N/A	N/A
Young Adult Groups or Classes	0	N/A
Youth Groups or Classes	0	N/A
Other – Pasty sale	25	Volunteers

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)
N/A				

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
Office Administrator	yes	Part time	council	6 years

REFLECTION

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

We are an aging congregation who would love to attract newcomers of any background.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$35,109
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$45,493
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$30,000
Fundraising Events	\$12,635
Gifts Designated for a Specific Purpose	\$0
Grants	\$2,000
Rentals of Church Building	\$2,200
Rentals of Church Parsonage	\$N/A
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$0
Other (specify):	\$0
TOTAL	\$0

Current annual expenses (dollars budgeted for most recent fiscal year): **\$155,354**

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? **50.7%**

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*)

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

Y__ One Great Hour of Sharing

Y__ Strengthen the Church

Y__ Neighbors in Need

Y__ Christmas Fund

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

OCWM basic support is included in our budget. The amount is decided by council.

What is the church's current indebtedness?

Total amount of loan debt: **\$0**

Reason for debt: **N/A**

Are capital and other payments current? **N/A**

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

N/A

If the church has had capital campaigns in the last ten years, describe: **N/A**

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

If a capital campaign is underway or anticipated, describe: **N/A**

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

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

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

What is the market value of the assets? **\$800,000**

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

Interest is drawn regularly and principal as needed with approval.

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

Based on market conditions, the rate of draw 5 years ago was approx. 5%

Current rate of draw is approx. 9%

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

For the past 2 years we have withdrawn interest plus \$30-40,000 to cover budgeted expenses. Prior to that we were only withdrawing interest.

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

The congregation voted to change to a part-time minister in order to preserve our endowment longer. With this change we expect the endowment will last at least 12 years.

Please comment on the above calculations or estimates:

Decreased attendance and giving have caused undesired use of endowment principal. In changing from a full-time to a part-time pastor, we are hoping to reduce that need. We are also investigating our investment strategy.

Other Assets

Reserves (savings): **\$21,300**

Investments (other than endowment): **\$0**

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: **Just the church**

Describe non-owned buildings or space used or rented by the church: **N/A**

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

sanctuary, fellowship space, office, classroom, restrooms

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?

In reviewing our finances recently, we have come to realize that due to decreased attendance and giving, we need to reduce our spending by changing from a full-time to a part-time pastor. We plan to keep our church open for worship well into the future by making this change. We are ever hopeful for growth that could lead us to require full-time pastoral services once again.

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.

Several years ago we were yoked with another area UCC church and sharing the cost of a full-time pastor. When our sister church voted to suddenly end their contract with our pastor, our council voted to keep the minister at full-time and incur the additional cost. This decision was made without a congregational vote, which left a lot of people upset and even caused a few to leave our church. That said, those who stayed enjoyed several years with a dedicated pastor whose hard work and willingness to learn new things kept us going through the pandemic shut-downs. Now that we've returned fully and have had time to reflect and examine our finances, we all realize (our pastor included) the need to scale back. We are moving ahead in this direction, this time with full congregational support.

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

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?)

The best example of conflict is that cited above. As mentioned, we are being very careful going forward to ensure that the congregation has a forum to express their views before major decisions are made. This is done through the formation of task groups to investigate specific problems and possible solutions; and by holding special meetings for the purpose of discussing these topics with those in the remaining congregation who are interested. It should be noted also, that all council meetings are open to any member wishing to attend. Issues of concern can always be brought before the council in this way.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Pastor Joylynn Graham	2015-2022	Y
Pastor Todd Smith Lippert	2003-2012	Y
Pastor Carol Creitz	1998-2001	Y
Pastor David Goodfellow	1990-1995	Y

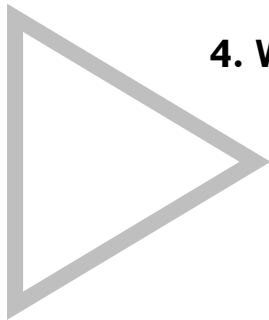
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

The congregation must be fully involved in the selection of our pastor, as they become part of our family.

Has any past leader left under pressure or by involuntary termination? **Yes**
Y/N/Ask us

Has your church been involved in a Situational Support Consultation? **No**
Y/N/Ask us

Has a past pastor been the subject of a Fitness Review while at your church? **No**
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

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?

Given the small size of our congregation and the fact that we are mostly retired individuals we have scaled back our outreach and advocacy activities. We express our commitment to social justice through our monetary contributions to 5 for 5, local charities that focus on hunger and homelessness, natural disaster relief, and an orphanage in Sierra Leone, West Africa.

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

Similar to the above response, we continue to contribute financially to the UCC 5 for 5 missions through the Southwest Conference. We greatly appreciate the grant we received from the Southwest Conference for technical equipment and advice for streaming our services via Facebook Live.

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

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

Realistically, our church doesn't have the resources to change lives directly, but we are an open and affirming church; and we contribute financially to several local Iowa County charities.

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?

At this time, we do not anticipate expanding our participation in these activities.

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

We have and plan to continue to engage in ecumenical services and activities with the Lutheran and Methodist churches in Dodgeville.

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 mission statement is “to grow and share our faith, worship God, and follow Jesus Christ in the ways of love, peace, compassion, justice, and the nurturing of God’s creation.” It is a good reflection of the values our congregation holds dear. Given our demographics, we no longer engage in the many activities we formerly did. However, we still contribute to local organizations who provide help for people in the community and we still maintain a small food pantry in front of our church. We are passionate about growing and sharing our faith with each other and we do our best to follow Jesus Christ in our everyday lives. In addition, we maintain a peace garden on our church property, which announces to our neighbors two principles: 1. We believe peace is a noble pursuit; and 2. We are respectful and grateful for the beauty and life-giving resources of God’s creation.

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?

Because we will have a ½ time Pastor, the allocation of time will be the subject of discussion with our pastor, council, and congregation with the intent to accommodate the pastor’s skills and preferences.

4b. MISSION InSite

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

Our local demographics are relatively constant. In general, there seems to be a trend toward aging church congregations with younger populations moving away from traditional churches and church activities. Attracting this group is paramount to the continued existence of all churches locally and nationwide.

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 internal demographics are consistent with those of our local area.

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

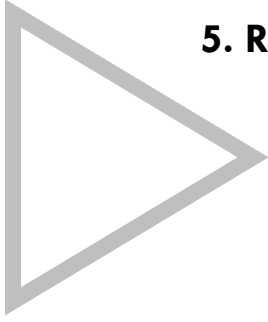
Our local demographics have remained relatively constant, and are not really a factor in our ministry. All are welcome to join us in worship.

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

Our church is best known for our pasties, delicious Cornish hand pies filled with meat and potatoes. Pasty making is our main fundraiser and involves many people from the community as well as our congregation. We currently make approx. 720 per sale every other month.

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

We don't often see new faces in church, but when we do it is usually someone who is casually trying out various churches in the area. We love sharing fellowship with new members after worship and are always welcoming and willing to answer any questions they might have for us.



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

Mary Haag, church Office Administrator

(608) 935-5727 plymouth@mhtc.net

Office Administrator and active friend of Plymouth UCC

REFERENCE 2

Rev. Jim Droste, Pastor at Dodgeville United Methodist Church

(920) 279-1107 jbdroste@gmail.com

Various ecumenical activities

REFERENCE 3

Martha Boyer

(608) 574-5236 marta@mhtc.net

Active friend of Plymouth UCC

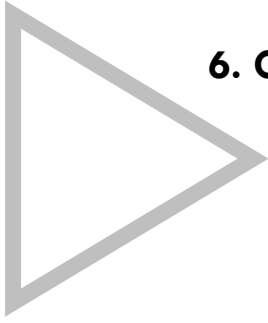
PROMPTS FOR REFERENCES

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.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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:

Our usual closing prayer at worship is

**“O, Lord, May I so live, that those who know me and know not thee,
may want to know thee because they know me.”**

Of all the prayers we say, that is the most important one.

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly 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.)*

Prepared by the search committee, reviewed and approved by council

2. Additional comments for interpreting the profile:

As this is our first time calling a part-time pastor, we are very open to negotiating the specific duties and time allocation. We want to express our desire to work with a new pastor to best accommodate his/her skills and preferences and to build a strong personal relationship.

Signed:

X

Gary McHone
Moderator

Mary Haag
Office Administrator
Plymouth Congregational UCC

608-935-5727
plymouth@mhtc.net

My name is Mary Haag. I am the Office Administrator for Plymouth Congregational UCC. While I am not a member, I believe the UCC Church is what most people want when searching for a church. It is open and welcoming to everyone.

Plymouth UCC is in the heart of the busy downtown of Dodgeville. They have actively participated and planned events in the community. Plymouth UCC is committed to the congregation and the community they live in. They are welcoming to everyone. They show kindness and compassion. They are helpful to everyone, and they are a family working together to show and share their faith. They do have a good community reputation.

I am proud and honored to work here and I share that with anyone who will listen. I am thankful each day that I was able to get this job and learn so much from the past pastor.

Thank you,
Mary Haag



Dodgeville United Methodist Church

Making disciples of Jesus Christ for the transformation of the world.

Our GPS: Love God, Love People, Serve God by Serving Other



327 N. Iowa Street
Dodgeville, WI 53533
(608) 935-5451
www.dodgevilleumc.org
office@dodgevilleumc.org

February 7th, 2023

To Whom It May Concern:

I have been pastor of Dodgeville United Methodist Church for almost eight years and in that time our church has developed a close relationship with Plymouth Congregational United Church of Christ. I have gotten to know both its minister and many of its members in that time. I would like to briefly share of my experience to help you get to know them!

Plymouth seeks to be active in the Dodgeville community! For a number of years, Plymouth church was a regular participant in the Feeding Friends Community meal that is hosted at our church. While there is no longer a formal partnership, members of the church continue to participate. They created a new ministry called Wacky Wednesday with the intention of providing afterschool care for children ages five to eight; it coincided with the early release on Wednesdays in the Dodgeville School District. They have organized several prayer vigils and worship services to draw attention to gun violence and other community issues. They host a community garden, and they offer a "Little Free Pantry" onsite as well. I am envious of the number of times they have appeared in the *Dodgeville Chronicle* for their community engagement efforts.

I have come to greatly appreciate the ecumenical partnership that our two churches have formed over the eight years that I have been a pastor at Dodgeville UMC. We had co-led a variety of different worship services: Thanksgiving Eve, Ash Wednesday, Maundy Thursday, Good Friday, "Blue Christmas", and a summer outdoor service. Some of these services were our two churches, some included the Lutheran church and the Catholic Church in town. Despite the transition to a different pastor, the lay leadership in the congregation want to continue this ecumenical relationship.

They have recently made some upgrades to their audio and video technology so that they are able to offer their entire worship service through Facebook Live and they have also invested in a LED television to display hymn and song lyrics and other visual aids.

In the aftermath of the COVID pandemic Plymouth church, like many churches in our area, has faced concerns about decreased attendance and financial support. This is often compounded when a smaller church has a large building. While it is a historic building with beautiful stained-glass windows and a beautiful organ, I know they are discerning how they might best seek to be in ministry to their community where they are now.

If you have any questions about what I have written or would like to talk in greater detail, please feel free to reach out to me at the number and email address listed below.

In Christ,

Jim Droste

Pastor Jim Droste
Dodgeville United Methodist Church
(920) 279-1107
jbdroste@gmail.com



Plymouth reference letter

1 message

<marta@mhtc.net>

Mon, Mar 20, 2023 at 3:06 PM

To: Jill Roethe <jill.roethe@gmail.com>

Dear Search Committee, Plymouth UCC

When we became residents of Dodgeville, WI back in 1985 we were glad to know there was a United Church of Christ in town. We had attended a Presbyterian/UCC church in Maryland for several years. We were warmly welcomed to the church and to fellowship hour where we shared stories and started a life-long relationship with the members. We were asked to participate in worship and in the extra activities such as "Pasty Making" something new to us "southern born" couple.

The church building was and is a place for community gatherings. When several of the members and others in the community worked together to find a way to reach out to the Hispanic families that worked in the dairy farms in the county, new bonds were formed. The church also started an after school program where children could play and learn, filling a community need.

Both Bill and I are United Methodists and we eventually joined the United Methodist Church in town. However, the love and friendship the Plymouth Congregation gave us when we were searching, continues to bless our lives. The Plymouth congregation is a welcoming, loving group of Christians that I am happy to call my friends.

Martha O. Boyer

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature: 

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

Email: rbauman@wcucc.org

Phone: 608-630-2992

Date: April 21, 2023

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

UNITED CHURCH
OF CHRIST

