

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Hope United Church of Christ
Fremont, WI

Settled – Full Time Pastor

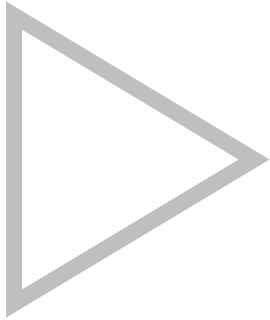
Wisconsin Conference United Church of Christ
Northeast Wisconsin

LOCAL CHURCH PROFILE CONTENTS

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

(2 Corinthians 9:8)



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: Hope United Church of Christ

Street address: 8950 Alpine Road Fremont, WI 54940-9366

Email: hopeuccfremont@outlook.com

Facebook: <https://www.facebook.com/HopeUCCFremont>

Summary Ministry Description:

Hope UCC is seeking pastoral leadership and a partnership with a caring and compassionate individual who has an appreciation of our history and traditions, and who is able to lead, inspire and challenge our congregation as we move forward in faith into the future.

Hope UCC is a Church where the Word of God is proclaimed, a teaching Church, a worshipping Church with a very caring and generous congregation that is devoted to outreach ministry. We are a Church that is excited about the present and the future.

Hope UCC is actively engaged in the following outreach ministries: Weymont Food Pantry, community dinners, ecumenical services in the park, adopt-a-family programs, Harbor House Domestic Abuse Shelter, Rawhide Boys' Ranch, Foundations for Living, Samaritan's Purse, Pillars, Mission of Hope Homeless Shelters, Project Backpack for area schools, Habitat for Humanity, natural disaster relief, Ukraine Relief Fund, Wells for Zoe and quilting for homeless veterans. We believe these efforts exemplify our small church's big impact for those in need locally, regionally and around the world.

Hope UCC is a multi-generational growing congregation nestled among tall pines just three miles south of Fremont, a recreational and resort community built along the shores of the picturesque Wolf River in Northeast Wisconsin. Hope UCC, known locally as "The Church in the Pines", was established in 1874 by German and Swiss immigrants.

Although we are considered a rural area, we are just 20 minutes from the Fox Cities, a thriving metro comprised of 18 unique cities which offer us the advantages of big city living with state-of-the-art educational and medical facilities, fine arts venues, and top-notch employment opportunities.

Photographs:



Hope Church, Fellowship Hall and Parsonage



Hope Church Nave and Alter



Multi-Generational Congregation



First Communion for Youth



Making quilts for donating

What we value about living in our area:

We value our beautiful small town and rural setting with lakes, rivers and outdoor recreational activities. We value excellent educational and medical facilities and access to shopping and entertainment venues within 20 to 30 minutes of Fremont.

Current size of membership: **148 members**

Languages used in ministry: **English**

Position Title: **Settled – Full Time 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

Core Competencies:

Hope UCC is seeking a Pastor who is a compassionate preacher/teacher/speaker, who inspires members, who is organized in planning and preparing worship that speaks from the heart, and who is caring to members of all ages and locations.

1c. COMPENSATION AND SUPPORT

Salary Basis: **Salary will be determined by the Church Council according to the compensation guidelines of the Wisconsin Conference United Church of Christ.**

Benefits: **Salary plus Benefits**

What is the expected living situation for your next minister: **A parsonage is provided.**

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

State any incentives: **To Be Determined**

Describe peer and professional supports available for ministers in your association/conference: **Wisconsin Conference of the UCC, Northeast Association, Communities of Practice, and support groups of local UCC pastors.**

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. **We are open to what our new Pastor may bring to Hope Church. We are eager to implement new ideas and approaches, enhance our lay leadership and committees, and foster a continuous faith building ministry that spans all generations for the purpose of growing our congregation.**

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls. **We expect that our next minister will provide leadership, insight and guidance with our current foundational outreach programs and activities, as well as expand our horizons to reach beyond our walls. We hope to reach out to our seasonal residents with possibilities of Service on the Water, Campground services and invites to our Sunday services and events. Our church is currently involved in the local food pantry, outreach ministries, exchange services with other local churches, women's group, and Sunday school for youth.**




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, at this time.**

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. **The following four areas of excellence have been identified as desirable qualities of our next minister: We include bullet points that further describe these areas of excellence.**

1. Exhibiting a spiritual foundation and ongoing spiritual practice

-  Praying actively and nurturing spiritual practices.
-  Continuing discernment of one's call in the community.
-  Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.

2. Engaging sacred stories and traditions

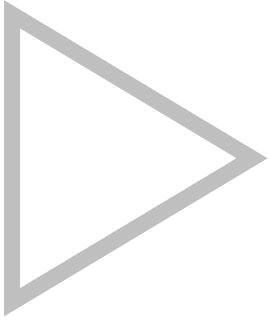
-  Maturing in effective proclamation and preaching.
-  Bringing life to sacred stories and traditions in worship, proclamation and witness.
-  Leading faith formation effectively across generations.

3. 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.
- ✚ Strategically creating the future of God's Church.
- ✚ Performing necessary and appropriate administrative tasks.
- ✚ Encouraging leadership development of self and others through continuing education and lifelong learning.

4. Caring for All Creation

- ✚ Nurturing care and compassion for God's creation.
- ✚ Maintaining a basic understanding of mental health and wellness.
- ✚ Stewarding the resources of the Church.



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 believe our mission statement explains who we are and who God is calling us to become.

Hope UCC Mission Statement

The mission of Hope United Church of Christ is to celebrate and challenge all to recognize that we are brothers and sisters in Christ. We support each other in our faith journey and open our doors to all, offering opportunities for service, spiritual revitalization and solace. We accept that we are to work in harmony to extend the love of Jesus Christ within the church and out in the community.

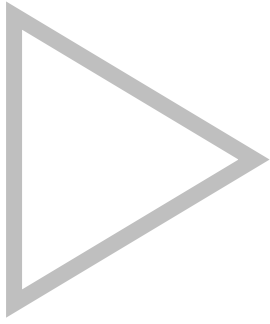
We will build our community of faith through worship, service, prayer and celebration of life’s milestones. We will incorporate wise stewardship, spiritual support, giving of ourselves and forgiving. Our guidance, direction and power emerge from God and the Holy Spirit through prayer and the study of God’s Word as revealed in the life and teachings of Jesus Christ.

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

One challenge is how to incorporate both church and non-church activities in the busy lives of our members. In recent years, we integrated church and Sunday school within the same time period. This remains a challenge.

Another challenge is to set aside any differences and renew our love and compassion for fellow members. We have opened communication with our members by holding TLC (Talk, Listen, Care) meetings at various times to share input from members.

The Fremont community has many seasonal residents. It is challenging to connect with and invite them to participate in our services and events, and even more challenging to add them as members of our congregation. We have been brainstorming ideas about having services at area campgrounds and providing invitations at various sites.



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.

Hope UCC has a rich history of traditional worship. We are moving toward a more blended style of worship.

Our congregation looks to our pastor for leadership and guidance. We want our Sunday morning sermon/message to be Biblically enlightening and to show us how the scripture readings relate to our daily lives.

We expect a positive working relationship between our pastor and congregation. Our members willingly rise to meet challenges and projects as they are presented to them.

Describe several strengths or positive qualities of your congregation.

The congregation of Hope UCC is warm, welcoming, generous, caring and sharing. Whenever there is a need, people are more than willing to provide for that need.

Describe what worship is like when your congregation gathers:

We feel our sanctuary is a sacred space where cares and joys are shared, where we are fed spiritually, where we honor all God has given us. We leave feeling renewed!

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

Hope UCC has an active and dynamic Christian education program Pre-K through grade 8. We are currently using the Hands-On Bible Curriculum. The children are routinely included in the first part of the worship service as well as special programs, such as children’s handbell choir. Confirmation class members become involved in the life of the church by serving as lay leaders, doing various projects within the church and presenting their statement of faith as part of the confirmation process.

We have recently incorporated a youth group for grades 7 – 12. Our board of education is also moving toward preparing pre-confirmed children to receive communion.

Hope UCC youth are involved with the UCC Bible Camp programs, at Daycholah Center and Moon Beach. Scholarships are available for these programs.

Describe how your congregation is organized for ministry and mission.

- *When it comes to decision-making, how many hours are spent in meetings per month?*
- *Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?*
- *Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No]*

The Church Council consists of the Pastor, 3 Elders and 6 Deacons who serve 3-year rotating terms. The Senior Elder serves as the President of the Council. Members are elected by the congregation and provide leadership for the ministry and mission of the church. The Council meets monthly, typically for 1 – 2 hours. The President may call for additional meetings of the Council as needed to address urgent issues.

*Copies of our organization structure, by-laws and annual report will be provided.

3b. 11-YEAR REPORT

After reviewing data from the ARDA Community Profile, we believe that our new pastor along with the congregation have opportunities to enhance and grow our faith community by attracting young families and those with children. We also see opportunities to invite seasonal residents and area visitors to attend our services and community functions.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.		Is this number an estimate? (check if yes)
Number of active members:	148	
Number of active non-members:	14	
Total of church participants (sum of the numbers above):	162	

Percentage of total participants who have been in the church:		Is this number an estimate? (check if yes)
More than 10 years:	75%	✓
Less than 10, more than 5 years:	12%	✓
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	65-74	75+	Are these numbers an estimate? (check if yes)
9	3	9	12	7	22	33	23	46	✓

Percentage of adults in various household types:		Is this number an estimate? (check if yes)
Single adults under 35:	11%	✓
Households with minors:	15%	✓
Single adults age 35-65:	9%	✓
Joint households with no minors:	39%	✓
Single adults over 65:	26%	✓

Education level of adult participants by percentage:		Is this number an estimate? (check if yes)
High school:	65%	✓
College:	15%	✓
Graduate School:	5%	✓
Specialty Training:	10%	✓
Other (please specify):	5%	✓

Percentage of adults in various employment types:		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	60%	✓
Adults who are retired:	35%	✓
Adults who are not fully employed:	5%	✓

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

Members of our congregation are employed in the following occupations: agriculture, manufacturing, laborer, education business, clerical, computer sciences and medical.

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?

Even though our predominantly German ethnic heritage represents the majority of rural UCC congregations in Northeast Wisconsin, our diversity is evident in the multi-generational nature of our membership, occupations, and personalities.

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:

Our church’s belief has always been, “No matter who you are or where you are on your life’s journey, you are always welcome here.” We have a very strong and well implemented informal plan in place in that we actively welcome all to worship and to become part of our faith community and that we are currently in the process of aligning our bylaws to reflect our continuously demonstrated values.

3d. PARTICIPATION AND STAFFING

Ways of Gathering	Estimated number of attendances	Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes: Evening Circle Women's Group	≈ 20	Group members plan, meet monthly Sept. - May
Baptisms (<i>number last year</i>)		
Children's Groups or Classes Sunday School grades K-8	12 - 20	Pastor and Christian Ed. Dept.
Christmas Eve and Easter Worship Typically, two services each	Christmas 146 Easter 113	Pastor, music worship committee
Church-wide Meals: Spaghetti lunch, Chili Dinner, Children's Day Lunch	100-130	Youth group, Evening Circle Women's Group1
Choirs and Music Groups	≈ 10	Voices of Hope
Church-based Bible Study		Not since COVID restrictions
Communion (<i>served how often?</i>) Monthly and special Holy Days	40-60 per month	Pastor and Council
Community Meals Thanksgiving dinner (pre-COVID)	≈ 120	Volunteers
Confirmation – confirmed last year	3	Pastor and Families
Drama or Dance Program		
Funerals (<i>number last year</i>)	5	Pastor and Families
Intergenerational Groups		
Outdoor Worship: Church in the Park (two per year)	50 -70 weather permitting	Pastor and Music worship committee
Prayer or Meditation Groups		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)		
Worship (time slot: 10:15)	50-60	Pastor, Musicians, Worship Committee
Young Adult Groups or Classes		
Youth Group	5-7	Board of Christian Ed.
Other: Visitations to Shut-ins	3-6 per month	Pastor, 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)
None				

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 staffperson 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
Secretary		Part time	Council	6 months
Treasurer		Volunteer	Council	19 years
Custodian Lawn Care...		Part time Volunteer	Council	2 years 20 years

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry? **The congregational demographics, along with the annual report and activities as noted above, demonstrate and validate that Hope UCC is blessed with a dynamic multi-generational membership that is engaged in active service. Fifteen committees and groups work behind the scenes to address a multitude of issues from building maintenance to outreach and missions on the local, regional, national and international level.**

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$152,356.00
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$1,621.
Endowment Draw <i>(beyond what is permitted by spending policy, "drawing down the principal")</i>	\$0
Fundraising Events Parsonage flooring	\$3,000.00
Gifts Designated for a Specific Purpose	\$838.
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations <i>(e.g. Women's Group)</i>	\$5,467.00
Transfers from Special Accounts	\$0
Other (specify):	\$0
TOTAL	\$163,282.00

Current annual expenses (dollars budgeted for most recent fiscal year): **\$167,000**

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? **56%**

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

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? **YES**

- ✓ 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?

Our 5-for-5 support represents the actual contributions made by the congregation members to each fund.

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

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 at this time.**

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

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.

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

What is the market value of the assets? **\$248,072.50**

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

The Hope UCC Endowment Fund’s purpose is to enhance the mission outreach of Hope.

What is the percentage rate of draw (last year, compared to 5 years ago)? **0.6%**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **None**

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

Please comment on the above calculations or estimates:

Draws are based on current interest gains.

Other Assets

Reserves (savings): **\$117,000.00**

Sabbatical funds **14,568.00**

Investments (other than endowment): **\$22,247.00**

Total investments **\$153,976**

Does your church have a parsonage? **Yes**

Fair market rental value of the parsonage: **\$1,500.00/month**

How is the parsonage used? **Housing for pastor and family**

Street / City / State / Zip: **9315 County Rd. H, Fremont, WI 54940**

Finished square footage: **2448 Sq. Ft. living space, full basement, 2 car garage**

Number of Bedrooms, Number of Bathrooms: **4 bdrm/2 bath**

Assessed real estate value: **\$260,000.**

Available for minister residence: **Yes**

Expected minister residence: **Yes**

Condition of structure, systems and appliances: Structure and all systems are in good repair. We recently replaced kitchen appliances, washer and dryer. We added new luxury vinyl flooring and carpeting in 2022. Room for garden. Continually upgraded.

Entity in the church responsible for review and needed repairs: Church Council, building maintenance committee.

Describe all buildings owned by the church: **Church, fellowship hall, parsonage, two garages**

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

Which spaces are accessible to wheelchairs? **Worship space, fellowship hall, offices and restrooms are wheelchair accessible. Main entry is wheelchair accessible with automatic doors.**

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

Not only have we remained solvent in a continually changing environment, but we have also established a long-term savings plan to meet future major expenses.

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.

Beginning of our Congregation in 1874.

The completion of a 5,000 sq. ft. handicap-accessible fellowship hall addition, totally debt free in 1999.

The most important event in the last 10 years was implementation of live broadcasting of Sunday services via radio broadcast in the parking lot or nearby. This was started during the Covid restrictions and continues today.

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

We have utilized lay persons of our congregation to lead our church services during transition between settled pastors. This has only been met with very positive feedback.

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.

Conflict is expected to be addressed and resolved by the the Pastoral Relations Committee and/or Council in collaboration with the Pastor. We have instituted Talk, Listen and Care (TLC) sessions to provide small group opportunities to foster open dialogue as we move through questions and conflict.

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

Staff member’s name	Years of service	UCC Standing
Rev. Lance Lackore	2019 – 2022	Yes
Rev. Alex Tychkin	2006 – 2018	Yes
Rev. John Peterson	2000 – 2004	Yes
Rev. Curtis Miller	1991 – 1999	Yes

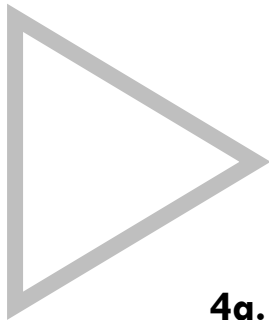
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

We respect and listen to our pastor’s leadership and guidance as we join together on our journey of faith doing God’s work.

Has any past leader left under pressure or by involuntary termination? **No**

Has your church been involved in a Situational Support Consultation? **NO**

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



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?
Our social concerns committee coordinates donations and resources both near and far when needed. For example, Hope UCC has provided support for families in Ukraine and other areas where disasters happen. We make and distribute quilts for veterans and people in local nursing homes and donate to the local food pantries.

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

Our Pastor and delegates appointed by our Church Council regularly attend both the association and conference meetings.

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 type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input 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?

Under the guidance of our new Pastor, we would be open and willing to explore the above statements of witness.

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

Each summer we conduct two ecumenical community Sunday worship services in the park.

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. **We feel that our Mission Statement accurately describes who we are and what we do.**

The mission of Hope United Church of Christ is to celebrate and challenge all to recognize that we are brothers and sisters in Christ. We support each other in our faith journey and open our doors to all, offering opportunities for service, spiritual revitalization and solace. We accept that we are to work in harmony to extend the love of Jesus Christ within the church and out in the community.

We will build our community of faith through worship, service, prayer and celebration of life's milestones. We will incorporate wise stewardship, spiritual support, giving of ourselves and forgiving. Our guidance, direction and power emerge from God and the Holy Spirit through prayer and the study of God's Word as revealed in the life and teachings of Jesus Christ.

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

We would be supportive of our Pastor's involvement on behalf of the wider church realizing that the main priority be ministering to Hope UCC.

4b. MISSION InSite

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

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

The demographics of the congregation are reflective of the surrounding rural communities of Northeastern Wisconsin.

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

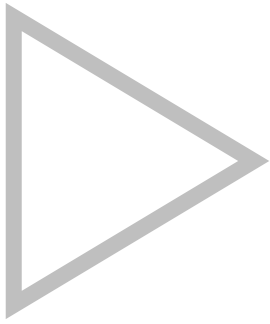
Our area has a seasonal population during the warmer months. We would like to develop an outreach ministry to summer residents.

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

Community leaders and members say we are friendly, warm, caring and welcoming as well as generous.

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

Feedback has included the following comments: "all are welcome, open communication, personal contact". This feedback was listed as factors in a decision to join Hope UCC. We balance tradition with warmth and flexibility.



5. REFERENCES

REFERENCE 1

Mrs. Jenny Ehrenberg, Funeral Director/Local Businesswoman
920 446-2288 jenny@lewinfuneralhome.com

April 4, 2023

Hope United Church of Christ

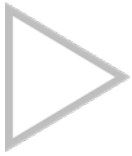
I am a funeral director in the Fremont area and was contacted to write a letter of recommendation for Hope United Church of Christ.

In my experience with the members of Hope UCC and the church itself, I am always amazed at the fellowship and the involvement of the members, whether it is outreach programs at the church and the community, and yes, the funerals that we take care of at the church. There are always people to help with the AV technology, ushering, greeting and help in the kitchen. This doesn't always happen within a small church, but I have never seen the lack of help at Hope.

As we are all aware, the membership at churches all over the country is declining. As my experience as a funeral director, I have always had a great working relationship with the ministers at Hope. If we are serving a family who would like a funeral service, but they don't have a church home, my first call is always to the pastor at Hope. This does not go unnoticed.

Fremont is a great area that is growing with possibilities. The recreation on the famous Wolf River, the many campgrounds, restaurants and music events are a great draw for people all over the state. Lots of young families are moving to the area and we are a 25 minute drive to the Fox Cities area where the opportunities for shopping, fine arts and many opportunities are right at your fingertip.

Thank You,
Jennifer Ehrenberg
Lewin Funeral Home



REFERENCE 2

Mrs. Linda Stovall,

678 230-7301 Isstovall@att.net

To Whom it May Concern:

When my youngest sister, Gloria married Rick Mielke in 1973 and they subsequently grew their family, those are my first remembrances of Hope United Church in Fremont, WI. The whole family became very involved. Rick's family already has been members there for years.

Hope Church is a beautiful Church nestled in an equally beautiful grove of Pine trees in rural Fremont, WI. The congregants were just as beautiful, lol each time I visited. Everyone welcomed me with open arms, even though I did talk funny, with my North Georgia accent, they accepted me anyway.

As the boys grew; the family attended Church and participated by being involved in the Christmas Pageants, the Confirmation Classes and even working with the new addition laying cement blocks! Gloria and Rick joined in with Snack and Chat, singing in Church on Sunday Morning, moving a Pastor to Fremont if necessary, interviewing prospective Pastor(s), sewing in the Quilting Guild, whatever the task, they would make time for helping out. That was the mantra of Fremont at that time for all the parishioners, even to purchasing items like the Carillon Bells for the Steeple and too many other things to mention in serving our Lord and Savior, Jesus Christ. When my sister became too ill to even accept visitors, the Church and Community ministered to Rick as best they could, under the cloud of her not wanting visitors. She loved you all too much to say good-by.

After her demise, a beautiful "Circle of Hope" was donated by the family, for the downstairs to accommodate the Women's Circle, Funeral times, Weddings, family functions and even the quilters would meet there. Probably more things than I can imagine. Let's not waste that space nor the legacy of Hope Church.

As time has marched on and more folks have passed away, married and moved away, the Church attendance has dwindled.

Hope has good "bones" as a realtor would say about an old house. The heritage is there and the prayers of members no longer able to attend for whatever reason, Hope has a good foundation.

To keep Hope alive and viable and a beacon of the light of Jesus will take a lot of cohesiveness, a lot of hard work and most of all a lot of prayer.

Never give up on the Lord! Stay with the teachings of the Bible at all costs, that is the only winning combination. Our prayers are with each of you in this endeavor.

All our love,
Linda Strickland and Buddy Stovall.



REFERENCE 3

Kevin Hildebrandt

Local businessman, friend of Hope Church

920 851-5305

To whom it may concern:

My name is Kevin Hildebrandt. I have been attending Hope United Church of Christ in Fremont, WI for approximately 15 years. I am writing this short note to share my experiences regarding this church. In this correspondence, I would like to discuss two topics. First, I would like to share what I believe are the strengths of this church. Second, I will touch on issues that I believe this church could improve upon.

Strengths

I believe the congregation of Hope United Church of Christ has many strengths that makes this church a great place to be. First, without a doubt, it is the friendliest group of people one could hope to be around. I have always felt that people at this church were kind, caring, open, welcoming, and supportive. Over the years, I have seen countless acts of kindness and compassion by parishioners of this church. Additionally, the church is heavily involved in the local community; for example, parishioners taking part in food drives, and food distribution at the local food pantry.

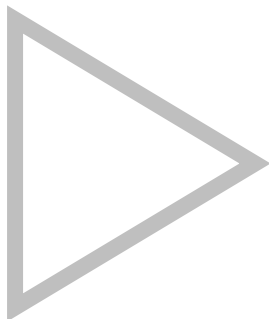
Areas of Improvement

I believe this church is improving its youth group activities. With that being said, we have a small church, which means there is a small youth population. However, great efforts are being made to attract more young families to our wonderful church. The second area of improvement may be the starting time for the Sunday Worship Service. With a start time of 10:15 am, the entire morning is effectively utilized. A start time of 9:00 am may be more inviting.

I would recommend Hope United Church of Christ in Fremont to anyone who is either looking for a church to join/participate in or provide ministry services to. If you have any questions, or would like to have further discussions, please feel free to contact me at (920) 851 - 5305.

Thank you for your consideration.

Kevin Hildebrandt



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:

The Greatest Commandment – Matthew 22:37-40 (NRSV)

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind. This is the greatest and first commandment. And a second is like it: You shall love your neighbor as yourself. On these two commandments hang all the law and the prophets.”

The congregation of Hope UCC is prayerful that the Holy Spirit will move to connect us with new pastoral leadership. We pray for patience, open minds and open hearts during the search process as we move forward in our journey of faith, open to new challenges and possibilities. In all things we do, we trust that Thy will and not our will always be done. In Jesus name we pray. Amen.

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.)*

The Congregation, Search Committee, Church Council, Treasurer, Secretary and key committee members contributed to the contents of the Local Church Profile.

2. Additional comments for interpreting the profile:

This Profile represents a sincere effort by the Search Committee to present a true picture of Hope UCC as a warm, caring and giving church with a 149-year history of active ministry in the local community and beyond in the service of Jesus Christ, our Lord and Savior.

Signed: Diane E Zwiers, Chair, Search Committee, 4-10-2023

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.

Rev. Jane B. Anderson

Signature:

Name / Title: Rev. Jane B. Anderson/Associate Conference Minister

Email: janderson@wcucc.org

Phone: 920-540-2586

Date: November 2, 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**

