

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE



First United Church of Christ Sauk City, Wisconsin

Pastor

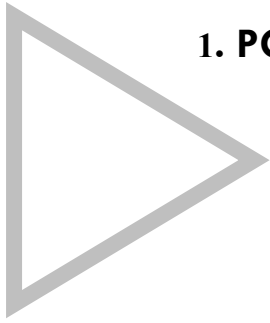
Wisconsin Conference U.C.C.
Southwest Association

April 27, 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: **First United Church of Christ - Sauk City**
Street address: **504 Washington Ave., Sauk City, WI 53583**
Supplemental web links: ucc-saukcity.org

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

Conference: **Wisconsin Conference, U.C.C.**
Association: **Southwest Association**

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

Our church has a tradition 164 years old and counting. Though we respect and appreciate our past, we are looking ahead for new creative ways of being and acting as a body of Christ. We seek a pastor who will help us imagine the possibilities and keep us striving for our fullest potential. With us and through us God is creating a fellowship of persons seeking to explore, expound, and expand in God's limitless creation. We invite a pastor who can lead us in this endeavor through Sunday worship services that provide reflective pause, that celebrate God's wonder, that build gratitude for each other, and that challenge us to deepen our faith. We desire a pastor who will walk alongside us as we minister to our members and others through the trials and tribulations that life inevitably brings to our doors, providing comfort with a compassion that reminds us no one walks alone. We aspire to call a pastor who can

harness our congregation's energy to carry the mission and mercy of Christ into our wider community.

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):

The Villages of Sauk City and Prairie du Sac and the surrounding area comprise the Sauk Prairie community. Sauk Prairie is a uniquely positioned gateway and crossroads into various walks of life. Located on the Wisconsin River, Sauk Prairie is minutes away from the breathtaking beauty of Wisconsin's most popular state park and dozens of local hiking trails yet is only a picturesque thirty-minute drive to Madison, with all that our state capitol and an internationally renowned university has to offer. The Sauk Prairie community hosts a blend of proud agricultural traditions, industrial production, and corporate headquarters, resulting in a vibrant mixture of people, experiences, and viewpoints. The Sauk Prairie School District is top-notch and is near completion of multiple improvements to its facilities. To learn more visit:

<https://www.saukprairie.com/community-profile>.

Current size of membership: 160

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

Position Title: **Pastor**

Position Duration: **Settled**

Compensation Level: **Full Time**

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)

Core Competencies:

We seek a pastor who is engaging, authentic, and compassionate in leading us and being with us on our spiritual journeys towards Christ. We seek a caring pastor that will reach out to all members of our church, from visits with the home-bound to activities with our youth. We desire a thoughtful pastor that can bring forth insights and meaning out of the biblical stories and the Gospels through connections to the challenges in our daily struggle to become better people. We pray for a courageous pastor that has the conviction of faith to carry Christ's example beyond our church walls to the wider community.

1c. COMPENSATION AND SUPPORT

Salary Basis: \$37,500-\$50,000, plus parsonage or housing allowance

Benefits: 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*)?

At the pastor's option our church parsonage can be available otherwise a housing allowance to live nearby can be negotiated.

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

Preference would be for our pastor to live in the Sauk Prairie community to allow for meaningful engagement with our congregational life and our ministry into the community.

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

Describe peer and professional supports available for ministers in your association/conference: The Wisconsin Conference, UCC provides Seminary Debt Reduction Grants which are based on need and may be renewed annually for up to five years. Additionally, 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, an 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: Not applicable

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.

Our congregation desires to continue the various outreach ministries that are part of our identity. The pandemic has increased the sense of isolation among our elderly and shut-in members and we need a pastor who will coordinate with our Members in Ministry committee to visit and make connections with our members. Our congregation is routinely engaged in service through Meals on Wheels, Stock the Schools donation drives, H.E.L.P. (toy re-use and donation program), and the Sauk Prairie Against Hunger food pack event, among others. We seek a pastor who is a willing and encouraging participant in such ministries. We also recognize the need for someone to guide us in our own spiritual growth and development and to build upon the active Sunday School, Confirmation and Adult Bible Study program and to collaborate with lay leaders and staff in our ministry.

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

Our pastor is expected to engage with their peers in the community as we envision our pastor strengthening our ecumenical ties with other area churches, for example organizing joint worship services, rotating worship services during Lent, or joint mission activities. Our congregation recently voted to become Open and Affirming and we recognize the importance of an active and visible outreach and welcome to the LGBTQ+ community. We also seek a pastor who will find ways to build upon our connections with community service organizations like 6:8, Inc. (see www.makingservicepersonal.org), the Sauk Prairie Food Pantry, and the Good Neighbor Clinic. Church members have traditionally organized a mission trip to Back Bay Mission in Biloxi, MS, yet our church is open to exploring new ways to reach others with our mission work.

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

In our welcome statement that we read weekly, we welcome any and all persons regardless of background, ethnicity, race, or gender identity, and we would expect our next pastor to be familiar with and attuned to culturally appropriate language to ensure that all feel that our church is a welcoming and safe space.

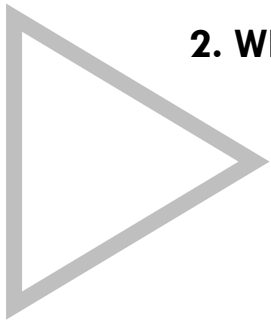
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's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

Working Together for Justice and Mercy: We seek a leader who will help our congregation confront injustices, practice radical hospitality to others, and build relationships of mutual trust throughout our community.

Participating in Theological Praxis: We need a pastor who leads us in spiritual reflection and dialogue on theological topics through preaching and teaching and who can articulate the theological reasons that support our worship practices and ministry.

Building Transformational Leadership Skills: We seek a pastor who will be a leader in development of our church programs, who is open to the creative guidance of the Holy Spirit, who can vision strategically for what our Church can become, and who has the administrative skills to lead us into those changes.

Engaging Sacred Stories and Traditions: We appreciate the Bible as a living book of stories through which we can glean wisdom, perspective, and feel comfort. We desire a pastor who understands the historical context of the Biblical stories and yet can bring them to life effectively in sermons for our daily lives and spiritual journeys.



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?

God is calling us to be a welcoming and safe space for worship and spiritual growth for all persons. God is also calling us to deepen our faith as we relate to others both inside and outside of our comfort zones.

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

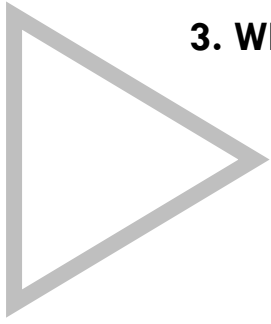
For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

In the spring of 2022 our congregation voted to become Open and Affirming. The Open and Affirming initiatives had included reading our welcome statement weekly, having a booth at Sauk County Pride Festival, and being more visible in general as an Open and Affirming congregation. In the fall of 2022 the Open and Affirming committee sponsored a discussion with Richard Wagner (elected as the first openly gay member of the Dane County Board in 1980), and our interim pastor invited parents of a transgender child to talk about their experiences. While some in our congregation expressed reservations about focusing so much on LGBTQ+ issues, for many active members in our congregation these issues are in the forefront, as they have loved ones in the LGBTQ+ community.

Our church has experimented with a few changes in our worship services. We recently went from two services at 8am and 10:30am to one service at 9am every Sunday. One positive result has been that members who traditionally went to one or the other service now are all at one service, and we no longer have to schedule our choir singing on alternate weeks, or schedule two liturgists, multiple ushers, etc. It has improved our ability to host coffee fellowships and multigenerational activities (e.g. decorating cards for nursing homes) after worship services. As a result of the pandemic, we added a YouTube channel to make our service more accessible and now stream live every week in addition to our long-running radio broadcast. The other

major change to our worship service is that we now offer communion every week instead of every month. While it understandably has taken some getting used to these changes, the changes overall have resulted in a more engaging and meaningful worship experience for our members.

Our church does not have a multi-year strategic plan or vision.



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?

Our Church’s purpose statement reads as follows: “The avowed purpose of this church shall be to worship God, to preach the gospel of Jesus Christ, and to celebrate the Sacraments; to realize Christian fellowship and unity within this church and the church universal; to render loving service to all; and to strive for righteousness, justice, and peace.” God is indescribable, yet the concept that God is love is paramount to our culture and has been a consistent guiding principle in our faith life across the years.

Describe several strengths or positive qualities of your congregation.

The congregation at First UCC Sauk City is an accepting, compassionate faith family that is growing in number, in our love for God, in our love for people like us and in our love for people who we have less in common with. We value fellowship with each other in church and in our community as we serve our neighbors. We are ecumenical in our approach to that service as we believe in inclusivity. We are thirsty for the knowledge that comes from studying the stories of the Bible and understanding what the authors have to teach us. As a congregation, we have history and tradition tracing back to 1859 when our church first began gathering to worship. A point of pride is the music shared by our choir and the hymns sung by the congregation to the accompaniment of our pipe organ. We are positioning our church financially with our resources and our stewardship of those resources to assure our ministries can continue. Our traditional regional radio broadcast is now available to stream over the station’s webpage expanding our reach. Recent upgrades to our audio and visual systems have enabled us to improve the quality of the experience when listening on the radio or

watching our services on YouTube to reach those outside our sanctuary, whether they are members not able to attend or persons exploring for a church.

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?

We worship each Sunday in person at 9:00 AM in the sanctuary. We enjoy fellowship with each other before and after every service and that fellowship is often accompanied by sweet treats. Our worship is comfortable in nature due to the familial feel of our relationships with each other. The service is traditional as we sing hymns, share our joys and concerns, confess our corporate sins, enjoy a children's sermon, and hear a thought-provoking message which is personal in nature and has a direct connection to our daily lives and current events. The message often includes a fresh perspective of scripture that keeps it alive and meaningful for us and sparks reflection. We partake in communion every week with an open invitation to all who are hungry to know God's love.

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?

Describe how your congregation is organized for ministry and mission.

We currently have programming for individuals ages four through adulthood. Our Sunday School program is for ages three up to the 6th grade using the Spark House-Spark : Activate Faith Curriculum. Confirmation is a two-year program for the seventh and eighth grader. We alternate the UCC My Confirmation program and Faith Incubator Curriculum for the confirmation programming. Our Sunday School and Confirmation programming are held in person and with a virtual option. The youth lead the church in worship for a Christmas Program in December, and on the first Sunday of the month the youth have a piece of music that is chosen for service with the whole congregation. Our Sunday School and Confirmation teachers are adult members, parents, and youth members (recently confirmed) who volunteer.

We also have youth members helping in the A/V media room during the service to help get our word out through the radio and YouTube. Currently, we have an Adult Education program focused on Biblical conversations and bible study led by the Pastor and other adult leaders.

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?

Our Consistory, which is our church’s governing body, meets monthly with meetings running 60 to 90 minutes.

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

At the onset of the Covid pandemic, our Consistory met frequently to monitor the changing circumstances and to address the concerns of the congregation and staff. The Consistory used various methods of communication to get the word out to the congregation.

- 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? (check if yes)</i>
Number of active members:	160	

Number of active non-members:	14	
Total of church participants (sum of the numbers above):	174	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	133	
Less than 10, more than 5 years:	10	
Less than 5 years:	31	

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>
18	14	7	1	10	15	22	23	30	Unknown age 34

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0%	
Households with minors:	45%	
Single adults age 35-65:	3%	
Joint households with no minors:	41%	
Single adults over 65:	11%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	27%	2019 ARDA education report 5 mile radius
College:	59%	2019 ARDA education report 5 mile radius
Graduate School:	2%	
Specialty Training:		

Other (please specify):	12%	2019 ARDA education report 5 mile radius
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Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	60%	2019 ARDA 5 mile radius
Adults who are retired:	37%	2019 ARDA 5 mile radius
Adults who are not fully employed:	3%	2019 ARDA 5 mile radius

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

[From laborers to professionals.](#)

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

[We are not very diverse ethnically as a large majority of our congregation is of Swiss & German heritage. We are diverse economically, educationally, and in the future are looking forward to expanding our Open & Affirming family.](#)

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 congregation recently adopted our Welcoming Statement that is read at the beginning of each worship service.](#)

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	N/A	
Baptisms <i>(number last year)</i>	1	Pastor

Children's Groups or Classes	10	Christian Ed Director & Teachers
Christmas Eve and Easter Worship	75-90	Pastor, Music Director, Accompanist
Church-wide Meals	20	Pastor, Christian Fellowship
Choirs and Music Groups	15	Music Director, Accompanist
Church-based Bible Study	17	Pastor
Communion (<i>served how often?</i>)	Weekly 35-80	Pastor, 2 Members of Congregation
Community Meals	N/A	
Confirmation (<i>number confirmed last year</i>)	9	Pastor, Christian Ed Director, Teachers
Drama or Dance Program	N/A	
Funerals (<i>number last year</i>)	11	Pastor, Music Director
Intergenerational Groups	9 Sundays	Christian Ed Director
Outdoor Worship	N/A	
Prayer or Meditation Groups	N/A	
Public Advocacy Work	N/A	
Retreats	N/A	
Theology or Bible Programs in the Community	N/A	
Weddings (<i>number last year</i>)	1	Pastor, Music Director
Worship (time slot: ___9:00___)	35-70	
Worship (time slot: _____)	N/A	
Young Adult Groups or Classes	12	Christian Ed Director
Youth Groups or Classes	N/A	
Other-Members in Ministry	7	2 Members act as Co-Chairs

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:

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
Janitor	No	Part-time	Pastor, Consistory	17 years
Music Director	No	Part-time	Pastor, Consistory	17 years
Accompanist	No	Part-time	Music Director	40 years
Christian Ed Director	No	Part-time	Consistory	4 years

REFLECTION

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

For a congregation of our size, we believe we are engaged in a large number of services, activities, and ministries.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$171,063
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	n/a
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	n/a
Fundraising Events	\$ 7,515
Gifts Designated for a Specific Purpose	\$12,256
Grants	n/a
Rentals of Church Building	\$ 5,125
Rentals of Church Parsonage \$1350/mo starting March 2023	\$ 1,350/mo
Support from Related Organizations (<i>e.g. Women's Group</i>)	n/a
Transfers from Special Accounts	\$48,401
Other (specify): Interest/Dividends	\$6,047
Other (specify): Realized Gains, Copies, Exp Reimb, Etc	\$2,122 \$762
TOTAL	\$253,291

Current annual expenses (dollars budgeted for most recent fiscal year): \$194,115.42 for the year 2022.

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?

42.1%

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 2021 we did not contribute to the Christmas Fund or to the Strengthen the Church Fund. We have, however, contributed in the past and will be contributing again in the future.

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%) The OCWM donation was gathered monthly. In past years we have given generously to OCWM. Due to our current financial situation, we have had to cut back in 2023, yet we are hopeful to again be able contribute in future years.

What is the church’s current indebtedness? None

Total amount of loan debt: N/A

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:

Year(s)	Purpose	Goal	Result	Impact
2018	Flooring - Kitchen	\$15,000	\$15,000	Easier to clean, More attractive
2021	Bell Tower, Parsonage Porch	\$50,080	\$28,175	Safety & improves attractiveness of the building

If a capital campaign is underway or anticipated, describe:

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

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

Our recent 2021 capital campaign was to proactively maintain and perform some repairs on our bell tower to ensure it would be safe for years to come and to improve our parsonage for either a pastor to occupy or to be put to some other use consistent with our Church’s mission.

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

What is the market value of the assets? **\$100,002 as of 4/10/23**

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

The Fund was established to help support mission work and outreach initiatives. It has not been drawn on yet as it is still in the growing phase.

What is the percentage rate of draw (last year, compared to 5 years ago)? **None**

Not applicable

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

The Endowment Fund policy is that the fund is not to be used to meet operating expenses. Once the fund had grown the intent is to use the income for mission purposes.

At the current rate of draw, how long might the endowment last? **No current draw, endowment intended to be permanent**

Please comment on the above calculations or estimates: **The Endowment Fund was established ten years ago with approximately \$50,000. Over the last ten years almost \$17,000 more has been added to the Fund and the rest has been gain (both realized and unrealized). The intent is to establish a sufficient principal balance so that meaningful income can be used to support future mission work.**

Other Assets

Reserves (savings): **Besides our checking account used for operations and other operating accounts established for specific purposes, we do not maintain a cash reserve account.**

Investments (other than endowment): **\$137,611 (Restricted funds \$49,839 & Memorial fund \$76,347)**

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

Fair market rental value of the parsonage: **\$1,800/month**

How is the parsonage used? **Pastor residence or rental**

Street / City / State / Zip: **409 Madison Street, Sauk City, WI 53583**

Finished square footage: **3000 square feet**

Number of Bedrooms, Number of Bathrooms: **4 Bedrooms & 2 ½ Baths**

Assessed real estate value: **\$310,000**

Available for minister residence: Y/N - **Yes**

Expected minister residence: Y/N - **No**

Condition of structure, systems and appliances – **Very good, appliances recently upgraded, roof redone about ten years ago.**

Entity in the church responsible for review and needed repairs? **Maintenance Committee**

Describe all buildings owned by the church:

The main Church building in red brick (sanctuary area) was built in 1913 and remodeled in 1974; the carpet was replaced in 1998; the Education Building addition was constructed in 1963. The elevator serving both Church and Education building was added in 1996. Other buildings owned include the above-described parsonage. The Church also owns a park across the street approximately 1.6 acres with mature trees and a park shed.

Describe non-owned buildings or space used or rented by the church: **None**

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) **Worship space (not chancel or pulpit); Narthex; Lower Fellowship Space; Education Building**

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?

Our congregation faithfully faces the reality of our church's demographics and the impact that has and will continue to have for our church. We understand that successful budgeting is a critical component for continued viability and passed a balanced budget for 2023. We have also found ways to operate more efficiently and

the congregation is more keenly aware of the need to be good stewards of our finances in order for us to continue our ministry for years to come. Rather than being a negative this has energized our members and the church is receiving generous support of people's time and talents to keep our expenses under budget. This in turn increases our ability to fund Christ's ministry, and we expect that will then energize our congregation further in a positive feedback loop.

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.

*1957 - First Evangelical and Reformed Church joined with churches across the country to merge with the Congregational Church to form the United Church of Christ. Our congregation has since been known as First United Church of Christ-Sauk City.

*1958 & 1959 - Two rural churches transferred their membership to the First United Church of Christ—Sauk City. This historical background is important as it reflects the roots of our church being more conservative (Evangelical & Reformed). Our original Swiss/German heritage is one of slow movement and staying the course. Only in the last decade have we embraced a more broad and contemporary view. The most important event in the life of our church in recent past was voting in 2022 to become Open & Affirming by a near unanimous vote.

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

The COVID pandemic impacted our church. It resulted in stress to our pastor, our Consistory, and our congregation. When we were able to open to regular services again, older members and those with health concerns did not return to in-person worship. We lost some members who were unhappy that our Consistory had been cautious and followed CDC and public health protocols. One positive was that we were able to broadcast our services via social media, radio, and a new YouTube channel to help retain member engagement.

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.

Perhaps the most controversial issue in recent years has been the move toward becoming an Open and Affirming church. In 2019, approval was given to form a committee (O & A) to guide the congregation towards a vote to become an Open and Affirming church. This committee used various tools to delve into the scripture and expose the congregation to a variety of resources (Q & A, listening sessions, books, film, speakers) that would explore what challenges the LGBTQ+ community faces specifically in regards to organized religion and how First United Church of Christ-Sauk City can help to eliminate these challenges and provide a safe and welcoming environment to everyone. This was a task not without criticism, controversy, and strong opinions. The committee did its best to slowly move forward, hoping to help those members with questions and doubts. At the 2022 Annual Meeting the congregation overwhelming voted to become an Open and Affirming church. All members opinions are valued and heard. Every attempt is made to give those wishing to be heard an opportunity. While there is no set policy for conflict resolution, our past pastors and consistory, are ready and willing to listen to all concerns and opinions.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Pastor William Kapp	2005-2022	Yes
Pastor Robert Rieke	1989-2004	Yes
Associate Pastor Denise Cole	2003-2006	Yes

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

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

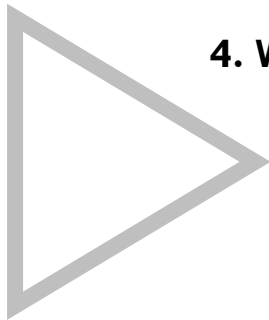
Y/N/Ask us **Yes – Ask us**

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us **No**

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

Y/N/Ask us **No**



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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?*

Our church has been involved in outreach programs such as the Sauk Prairie Against Hunger “Feed My Starving Children” Food Pack Event and this past year we had a booth at the Sauk County Pride event. Our congregation is routinely engaged in service through Meals on Wheels, Stock the Schools donation drives, H.E.L.P. (toy re-use and donation program), Mabel’s Building Mission, among others.

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

We had several members attend the National Conference when it was in Milwaukee. We have hosted our Southwest Association meeting in the past as well.

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

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

Yes, our church is interested in pursuing more ministries towards social justice.

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

In the past we have done ecumenical Lenten services and pulpit exchanges. Our Pastor has participated with other local clergy in meeting with the School District staff once a month. Pastor along with other clergy take turns having service at our local nursing home. The church has also participated in an ecumenical choir during the holidays.

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 do not have a mission statement.

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 respect the work/life balance of the Pastor.

4b. MISSION InSite

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 congregation very much reflects the demographics of the community, including the surrounding rural area.

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

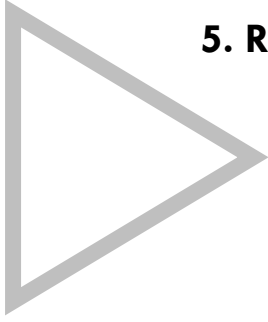
We do not feel that community demographics are shaping our ministry, but would like to believe it is shaped by Christ's teachings and message of love for all.

What do you hear when you talk to community leaders and ask them what your church is known for? As a congregation, we are known for our open-door customs of serving people through funerals, weddings, and baptisms even though they may not be members of our church. We are also ecumenically minded. Many people are familiar with our

church because we house one of our School District four-year old kindergarten locations.

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

They were invited to come and enjoyed the friendly greetings. One commented that our church felt like home. Others have appreciated the good preaching from our interim Pastor. One family mentioned that they liked seeing children involved in church and were impressed with our Christian Education Program.



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 / Position / Setting

(Telephone / Email / Relationship to the Congregation)

[Steve Coy – Hoover’s Funeral Home](#)

[608-963-8526](tel:608-963-8526) – thecoys@charter.net

[608-643-6430](tel:608-643-6430) – Hoover’s Funeral Home

REFERENCE 2

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

[Fred Kamps – Non-Member – Been attending since last summer](#)

[608-345-8093](tel:608-345-8093) & e-mail - fkdkdlk@gmail.com

REFERENCE 3

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

[Susan Baumann-Duren MSW – Sauk Prairie School District Social Worker, Homeless Liaison & ATOD Coordinator](#)

[608-643-5965](tel:608-643-5965) – susan.baumanduren@saukprairieschools.org

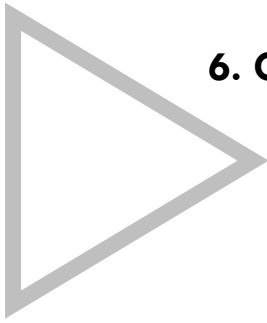
PROMPTS FOR REFERENCES

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:

“Maybe this time, this is what the revolution looks like.” Nikita Gill

As we close our Local Church Profile, we want to provide one more look at the congregation of First UCC Sauk City. Below are a few verses from the Bible (NRSVUE) and two poems that have served as guideposts for the Search Committee’s work and describe the people we are working to become. We hope you find these helpful for understanding what is in our hearts. If these words speak to you, too, we pray you will share your thoughts and dreams with us so we can begin a journey together to bring them to life in each one of us, in our congregation, and in our community.

Philippians 2:5-8 Let the same mind be in you that was in Christ Jesus, who, though he existed in the form of God, did not regard equality with God as something to be grasped, but emptied himself, taking the form of a slave, assuming human likeness. And being found in appearance as a human, he humbled himself and became obedient to the point of death, even death on a cross.

Galatians 6:9-10 So let us not grow weary in doing what is right, for we will reap at harvest time if we do not give up. So then, whenever we have an opportunity, let us work for the good of all and especially for those of the family of faith.

Matthew 22:34-40 When the Pharisees heard that he had silenced the Sadducees, they gathered together, and one of them, an expert in the law, asked him a question to test him. “Teacher, which commandment in the law is the greatest?” He said to him, “‘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."

Kindness by Nikita Gill

And maybe it is easier to learn kindness in these times.
When the whole world is like a small child with a fever, trying her very best to make herself feel better.

Maybe we find our unity in the near losing of everything.
Where we have no choice but to depend upon each other.
This is what it takes to realize we are in this together.

A man helps someone he dislikes because they are in danger.
A neighbor delivers groceries to everyone ill on her street.
Old friends forgive each other and stop acting like they are strangers.

Maybe this time, this is what the revolution looks like.
People helping each other despite their differences.
Understanding truly, that without the aid of others, we would be all alone in this.

A poem describing how we have approached the search and call process with a suggested edit from us: Since God is Love, the final line of the poem might also read, "And know that Love will never depart from you."

Never Let Go of Hope by Jancarl Campi

One day you will see that it all has finally come together.
What you have always wished for has finally come to be.
You will look back and laugh at what has passed and you will ask yourself, "How did I get through all of that?"
Just never let go of hope. Just never quit dreaming. And never let love depart from your life.

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.)*
[We solicited feedback through a survey from active participants in our church.](#)
[The Finance Committee assisted with the financial data and the Search Committee worked to assemble the rest. Our Search Committee members are:](#)

[Tammie Huerth, Chair](#)
[Mary Breunig, Secretary](#)
[Scott Kinnamon, Chaplain](#)
[Brigitta Brickl](#)
[Herman Tschudy](#)
[Marcy Thurwachter](#)
[Tim Homar](#)

Signed:

Name / Title / Date:

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 27, 2023

**UNITED CHURCH
OF CHRIST**



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

March 8, 2023

First United Church of Christ

Dear Pastoral Search Committee

I have been associated with the church for nearly 30 years. I am a funeral director with Hooverson Funeral Home, Sauk City. In those years, I have had the pleasure of working with the church and all the previous clergy of the church. Taking care of the church members and non-members that have died. First UCC has always had an "open door" policy, as well as the pastors of the church, with taking care of the needs of church member families, and non, associated with death.

Not all churches and clergy, have this policy. First United Church has been very accommodating, taking care of the community needs associated with funerals, visitations, and lunches. Without that relationship, many funerals in the last 30 years would have had different experiences.

It has made my career easier having this relationship with the church, and First UCC clergy as well as with the entire staff of the church. Having worked with the clergy, office staff, musicians, ushers as well as the lost tradition of lunch ladies that offer funeral lunches.

I am not a member of the church, but feel that I know the church surroundings and many of its members and past members, quite well. Along with present history of the church, in our community. First UCC has a friendly family atmosphere and has adapted to the changes within our most recent times. The church also has an excellent reputation with the youth and its school. First United Church of Christ is a wonderful church in our community.

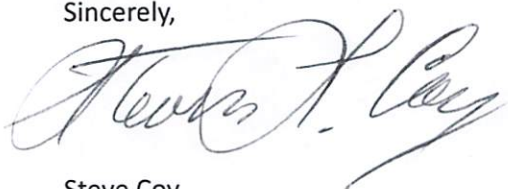
Thank you – if you should have questions, please feel free to reach out to me 608-393-8256.

Email thecoys@charter.net

608-643-6430 Hooverson Funeral Home

Or in person

Sincerely,

A handwritten signature in cursive script that reads "Steve Coy". The signature is written in black ink and is positioned above the printed name "Steve Coy".

Steve Coy

To: Pastoral Search Committee
Pastoral Candidate
From: Susan Baumann-Duren MSW *SBP*
Sauk Prairie School District S.W.
Re: Reference
Date: 3 -27 - 23

Hello, my name is Susan Baumann-Duren. I am the Sauk Prairie School District Social Worker, Homeless Liaison & ATOD Coordinator.

I have worked in the Sauk Prairie School District for the past 29 years. I have worked with Pastor Bill and many other UCC church employees and members through various programs throughout the years. The church has always been very helpful to me as a school social worker. They have made hundreds of donations to the "Stock the Schools" program. This program provides food, personal care items, school supplies and clothing to our students. The church also has a program called "Excite Little People", that gathers new and used toys and books for parents to give to children at holiday time. This really provided help to so many of our families! After that program concludes, I am able to take leftover books for our reading and mentoring program. As you can see from these programs, the church has an area of strength with regard to community outreach. I would highly recommend the United Church of Christ to you. They are a deeply caring and vital part of the school and local community. Do not hesitate to contact me with any questions @ 608-643-5965. Or @ susan.baumannnduren@saukprairieschools.org.

STRENGTHS

I have been attending the Sauk City UCC church for approximately ten months. I appreciated the warm friendly welcome from several people I knew but also many others. The positive welcoming and inclusive attitude impressed me and having it reinforced on a weekly basis shows a true commitment to Christ's teachings. The more traditional form of worship and music as well as following the church calendar year provides a meaningful worship experience. The relevant messages preached and regular observance of communion along with the opportunity to participate in adult discussion (Bible study) help to feed and encourage my Christian walk.

Despite the small number of participants, the leadership and commitment to continue the ministry of the church is encouraging. The continued support of and involvement in community projects (pack event, toy drive, meals on wheels, etc) is a great example of "being the church" in our community. Sunday services available to the community on the radio and U-Tube is a wonderful outreach (that should be promoted). The church website and availability of the "Scoop" are excellent communication tools. The beautiful, functional, and well maintained facility is a wonderful, though under used asset.

NEEDED IMPROVEMENT/OPPORTUNITY

More involvement of additional members and attenders to take pressure off the "core group". Outreach (marketing) to potential new attenders. Especially the Gen-X and Gen-Y singles and families in the community.

Outreach, programs for youth.

Some sort of weekday evening service or study for those unable to attend Sunday services.

Occasional or additional contemporary service.

Additional uses of the building for outreach- coffee time, adult daycare, care giver respite, tutoring, youth activities

As expressed in some of the examples in the beginning paragraph, my experience at First UCC has reinvigorated me. The worship service, preaching, opportunity to sing in the choir and participate in meaningful discussion are the things I need and want from a church. I may be "old school" but I think these are many of the things anyone looking for a church home will find meaningful and encouraging.

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



Church#: 862610

Assoc: 836 **Schedule:** 0 First United Church of Christ Sauk City WI 53583

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2012	473	150	77	7	9	0	8	0	8
2013	461	135	78	4	2	0	16	0	-10
2014	464	139	82	8	0	2	7	0	3
2015	459	125	76	9	2	2	9	9	-5
2016	456	130	78	4	2	0	9	0	-3
2017	452	130	82	9	0	0	13	0	-4
2018	450	130	62	9	2	0	7	6	-2
2019	327	125	59	8	4	0	12	123	-123
2020	325	126	59	7	5	0	14	0	-2
2021	327	40	27	4	0	0	2	0	2
2022	327	40	27	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2012	\$159,958	\$21,534	\$19,317	\$1,659	\$20,976	\$1,754	\$22,730	12.08	\$204,222	\$196,088
2013	\$166,556	\$11,595	\$19,414	\$1,327	\$20,741	\$2,330	\$23,071	11.66	\$201,222	\$186,540
2014	\$220,267	\$0	\$19,203	\$1,428	\$20,631	\$1,390	\$22,021	8.72	\$242,288	\$200,608
2015	\$203,150	\$0	\$19,350	\$2,217	\$21,567	\$1,664	\$23,231	9.52	\$226,381	\$196,200
2016	\$214,910	\$0	\$19,311	\$7,895	\$27,206	\$0	\$27,206	8.99	\$242,116	\$195,000
2017	\$208,175	\$0	\$19,340	\$8,751	\$28,091	\$2,463	\$30,554	9.29	\$238,729	\$186,376
2018	\$212,670	\$0	\$19,128	\$20,353	\$39,481	\$1,850	\$41,331	8.99	\$254,001	\$182,000
2019	\$214,375	\$0	\$18,000	\$730	\$18,730	\$4,516	\$23,246	8.40	\$237,621	\$198,657
2020	\$215,920	\$0	\$18,000	\$749	\$18,749	\$4,516	\$23,265	8.34	\$239,185	\$198,182
2021	\$223,926	\$0	\$18,325	\$15,525	\$33,850	\$0	\$33,850	8.18	\$257,776	\$173,191
2022	\$223,926	\$0	\$6,325	\$462	\$6,787	\$0	\$6,787	2.82	\$230,713	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-27.65	-69.23	-67.07	-100.00	-100.00	7.57	-75.84	-3.36
2012-2022	-30.87	-73.33	-64.94	-100.00	-100.00	39.99	-67.64	12.97

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