

UNITED CHURCH OF CHRIST

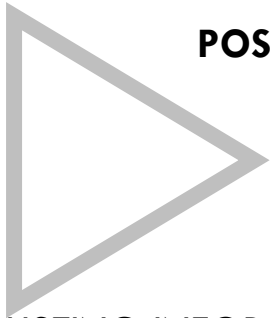
LOCAL CHURCH PROFILE

First Congregational United Church of Christ
Bloomer, WI
Pastor
Northwest Association
08/14/23

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)*



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Current size of membership: Approximately 140

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

Position Title: ½ time Pastor

Position Duration: We will accept any of these options, but prefer a settled pastor.

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

Intentional Interim – a called position for a temporary term of congregational preparation for a settled-pastor search, in which the minister does not typically move church membership to the congregation served or move standing to the related association

Designated-Term – a called position for a designated time period for a defined purpose, in which the pastor may move church membership to the congregation served and may move standing to the related association

Supply – a temporary position in which the pastor does not move membership to the congregation served or move standing to related association

Compensation Level

½ Time

Does the total support package meet conference compensation guidelines?

Yes, our support package meets the suggested conference guidelines.

SCOPE OF WORK

Half Time Pastoral Position

- **Preparation and leadership of Sunday and special worship services including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music either with the digital hymnal or volunteer musical staff, preaching, offering of prayers, etc.**
- **Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them**
- **Pastoral care in collaboration with lay people (at least to those who are sick, elderly, or grieving)**
- **Participate in wider church activities such as conference and association meetings as time permits**
- **Study and prayer to increase faith and to improve skills so as to lead, teach, preach better**
- **Energizing and deepening spiritual connections and faith understandings of others in all they do**
- **Teaching confirmation classes**

Core Competencies:

- **Reach out and engage congregation to be involved and active**
- **Be able to relate to all ages and enrich youth and young family programs within the church**
- **Be an active member of the local clergy association in Bloomer**

COMPENSATION AND SUPPORT

Salary Basis: We will follow the recommendations of the Wisconsin Conference Compensation Guidelines for a ½ time pastor, and come to an agreement with the candidate on optional items.

Benefits :

Salary includes Optional Benefits which are open to discussion and agreement based on the candidate needs and preferences guided by the Wisconsin Conference Guidelines.

What is the expected living situation for your next minister:

We currently do not have a parsonage. We hope to negotiate an equitable housing allowance for someone who chooses to live in or near our community, or would consider other options based on the needs of any perspective candidate.

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

Hopefully living in our community or nearby with limited commuting distance.

State any incentives:

In addition to meeting the Wisconsin Conference guidelines, we also consider yearly raises based on our ability to do so.

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

We have a local Clergy Association, and of course the Wisconsin Conference is always there for support

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

We are willing to be flexible and work with any candidate to accommodate their needs

WHO IS GOD CALLING TO MINISTER WITH US?

Who is God calling you to become as a congregation?

We strive to be an open and affirming congregation and would like to expand our “All are Welcome” reputation.

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

We already have great long-term member involvement, but would like to get our young families that are involved with Christian Education to join in the benefits of attending church services and becoming involved in other programs.

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

Former Pastors have been involved in:

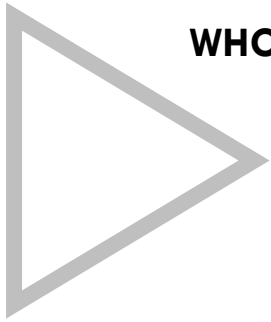
- Clergy groups
- Local food pantry
- Nursing home church services
- Home visits
- Ecumenical service
- Involvement with the Association

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

Diversity is appreciated, but not required. We are a predominantly English speaking congregation.

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.

- Needs to have knowledge of community and church history to be able to continue that knowledge
- Continue our spiritual leadership in the community and on an individual basis
- Help build the church community/family
- Someone that emits God’s love



WHO IS GOD CALLING US TO BECOME?

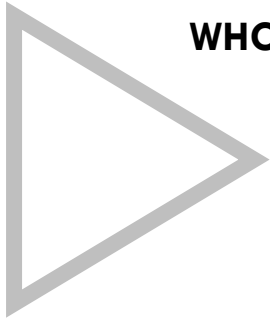
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

At this time it is very important for this church to remain and become even more visible within the community and to build the flock of parishioners so the continuation of the church is assured. We hope to intrigue and engage the community so others wish to join our congregation.

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

- When Covid struck we initiated You-Tube church services as a way to keep people connected and engaged. We altered communion services to accommodate recommendations by the association, and found the congregation and staff to be flexible and cooperative in those endeavors.
- We have always openly encouraged inclusion of all people in the community, and advertise that openness and acceptance whenever possible providing accessibility and friendship to those whom others might dismiss or critique. We offer hearing and wheelchair accommodations, as well as an open invitation for all to attend.



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

Our Mission Statement: The First Congregational United Church of Christ of Bloomer, WI is an open, all inclusive and accessible Christian Faith Community, called by God to spiritually nurture and extend ministry to all.

Describe several strengths or positive qualities of your congregation.

Our core group of members and council are very supportive of the ministry and are very willing to volunteer their time for projects and funds for financial needs.

Describe what worship is like when your congregation gathers.

- We have one weekly service in English in our beautiful and historic sanctuary. We have communion monthly and also celebrate special holidays here. We start each service with announcements first.
- Members assist with greeting, bell ringing, ushering, readings, and collection.
- Our services are recorded for You Tube, and the Pastor currently is in charge of this.
- We include a children's sermon after which the children may go to the nursery.
- We have a Fellowship time after the service with snacks and treats as well as coffee and juice. Each week one of 6 rotating worship groups is in charge of this.
- Children of the church acolyte and sometimes help with collections.
- When we have a baptism the child/baby is walked down the aisle near the people so all may see and meet the child/baby.
- We enjoy hearing inspirational music during services, and appreciate short but meaningful and thought provoking sermons. We have an electronic hymnal and also a screen in the sanctuary for inspirational videos , childrens stories, etc. We do have an organ and piano in the sanctuary, but currently do not have a choir.

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?

- Our educational program is a study of the bible relating to everyday life. We are currently using “Kids Sunday School” program to help guide us.
- Christian Education (Congo Kids) is currently undergoing a change of leadership because of retirements. Our parents are now taking on the leadership role. Our Christian Education meets after school on Wednesdays during the school year. We also have a yearly Vacation Bible School program that is one or two days long and includes ministry and a field trip. The children are enthusiastic about the program.
- We just confirmed 6 students.
- We have a Children’s Christmas Program or play each year.
- Our children acolyte, pass the collection plate, and ring the church bell.
- One of our recent confirmands has become part of our church council

Describe how your congregation is organized for ministry and mission.

- There will be meetings required of our Pastor both inside our church and with the local clergy. Our church has a council that is organized for leadership, and ministry. We meet for council once per month for 2 hours, and most decisions are made at that time. The council consists of the Diaconate, Trustees, Financial Committee, and Christian Education. If any committee desires, they may organize a meeting any time it is required. Along with these, we also have an activity group who sets the calendar of proposed activities for the year, as well as a decorating group who updates and decorates the church and fellowship hall for holidays and seasons, and a landscaping group to keep up the outside of our church. We also support the 5 for 5 missions of the United Church of Christ, and support a mission family in Nigeria In addition to helping promote these activities, the Pastor also teaches the Confirmation class, and they meet on Wednesday afternoons after school for 1 ½ hours.
- If there is ever a need for quick action within the church we organize an emergency council meeting. For example, when Covid hit, and the recommendation came down to discontinue services on site, the council met and discussed our options so we could somehow provide continuation of service for our members.
- If so desired, we can provide any pastoral candidate with a copy of our annual report, and bylaws.

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

Students	31	<i>Is this number an estimate? (check if yes)</i>
Number of active members:	89	x
Number of active non-members:	18	x
Total of church participants (sum of the numbers above):	138	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	80	x
Less than 10, more than 5 years:	5	x
Less than 5 years:	7	x

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>
20	18	8	9	16	8	14	20	19	x

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	29	x
Joint household with minors:	23	x
Single adults age 35-65:	5	x
Joint household with no minors:	17	x
Single adults over 65:	11	x

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	35	x
College:	40	x
Graduate School:	17	x
Specialty Training:	1	x
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	45	
Adults who are retired:	39	
Adults who are not fully employed:	5	

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

We consist of people from all walks of life, including Teachers, Medical Professionals, Truck Drivers, Farmers, Factory and Office personnel, Self Employed business owners, IT workers, Insurance and Investment Personnel, Federal Employees, and many more.

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 a diverse congregation, but we welcome ALL to our congregation. We tend to be mainly white of Western European heritage.

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)?:

We have had this discussion within the Council, and have all agreed that we welcome ALL people regardless of race, color, ethnic origin, ability or disability, sexual orientation etc.

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? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	5-10	The group leader organizes these gatherings and calls others in the groups.
Baptisms (<i>number last year</i>)	1	Pastor
Children's Groups or Classes	23	Pastor and Christian Ed Teachers
Christmas Eve and Easter Worship	50-75	Pastor and Diaconate
Church-wide Meals	20	Members
Choirs and Music Groups	N/A	Don't currently have one
Church-based Bible Study	8-10	Pastor
Communion (<i>served how often?</i>)	Varies	Pastor and Diaconate- served 1/month, and also in the nursing homes locally
Community Meals	100 or more	Pastor and Diaconate or Members- it depends on the event
Confirmation (<i>number confirmed last year</i>)	6	Pastor and Parents
Drama or Dance Program	50-75	Christmas Program led by Christian Ed Teachers and Pastor
Funerals (<i>number last year</i>)	3	Pastor and Families
Intergenerational Groups	N/A	Don't currently have one
Outdoor Worship	40-50	Local Pastors/ Ecumenical Services
Prayer or Meditation Groups	Varies	Prayer Requests Announced Weekly by Pastor and Prayer during Service
Public Advocacy Work	6-7	Clergy Assn and Police Dept work with transitional people. Members also do Meals on Wheels and Food Pantry.
Retreats	Varies	Members go to Moon Beach Retreat

Theology or Bible Programs in the Community	Varies	Clergy Assn/Pastors do nursing home services and communion as well as personal visits and may lead bible studies.
Weddings (<i>number last year</i>)	1	Pastor and couple
Worship (time slot: _10:00 AM____)	17-25 usually-sometimes more	Pastor/Diaconate
Worship (time slot: _____)		
Young Adult Groups or Classes	N/A	Not currently doing these
Youth Groups or Classes	N/A	Used to have a VERY active youth group, but we are not currently doing this
Other Fundraisers for the church or community	Varies	Members and Activity committee Pancake Breakfast, Craft Show Bake Sale, Church Thrift Sale, Brat Stands, Fair Booths and Food Stand, Parade Float.

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)
Pauline Bangle	3 way	Church	Licensed	No

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
Church Secretary	Council	Part Time	Pastor	6 yrs
Cleaning Person	Council	Part Time	Pastor	2 yrs
Snow Removal Person/Lawn Care	Council	Part Time	Council	? Long Time
Christian Ed Teacher	Council	Volunteer	Council	New
Treasurer	Council	Volunteer	Council	15 yrs

REFLECTION

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

In order to make the church run, people in our congregation step up and get involved as needs arise. We try to plan activities for all age groups.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$68,137.78
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ N/A- Not Drawing at this point
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ N/A- Not Drawing at this point
Fundraising Events	\$ 1899.82
Gifts Designated for a Specific Purpose	\$ 2180.00
Grants	\$ N/A
Rentals of Church Building	\$ Received Donations for use for 1 wedding and 3 funerals put in General Fund
Rentals of Church Parsonage	\$ N/A
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$ N/A
Transfers from Special Accounts	\$ N/A- None Used This Year
Other (specify):	\$
Other (specify):	\$
TOTAL	\$72,217.00

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 80,970.00

December 31, 2022

2022			
Category	Proposed for 2023	Y-T-D	2022
		Dec-22	Budget
Pastor Salary	\$28,500.00	\$27,399.96	\$27,400.00
Pastor Mileage	\$3,600.00	\$3,600.00	\$3,600.00
Pulpit Supply & Mileage additional	\$1,000.00	\$671.25	\$500.00
Health Ins	\$3,000.00	\$2,892.00	\$4,000.00
Leadership	\$36,100.00	\$34,563.21	\$35,500.00
Music	\$300.00	\$1,360.00	\$1,500.00
SS - Other	\$3,500.00	\$2,680.21	\$3,500.00
Secretary	\$10,000.00	\$7,634.40	\$10,000.00
Custodian-Indoor/Outdoor	\$3,500.00	\$3,575.00	\$2,600.00
Support Staff	\$17,300.00	\$15,249.61	\$17,600.00
Insurance-Bldg/WM Comp	\$7,000.00	\$6,370.00	\$6,500.00
Church Maintenance & Supplies	\$2,000.00	\$840.46	\$2,000.00
Electrical/Water/Sewer	\$2,400.00	\$2,046.47	\$2,400.00
Gas	\$3,600.00	\$2,590.00	\$2,500.00
Building	\$15,000.00	\$11,846.93	\$13,400.00
Phone & Internet	\$1,200.00	\$1,211.89	\$1,100.00
Office Supplies	\$2,000.00	\$955.14	\$2,000.00
EO Johnson-Service Contract	\$1,300.00	\$1,318.89	\$1,200.00
Office	\$4,500.00	\$3,485.92	\$4,300.00
OCWM	\$4,500.00	\$4,500.00	\$4,500.00
N. W. Assn Dues	\$420.00	\$405.00	\$420.00
Worship Resources	\$900.00	\$888.29	\$900.00
Conferences/ Assoc Meetings	\$500.00	\$0.00	\$750.00
Christian Education	\$1,000.00	\$937.01	\$750.00
Bloomer Clergy Assoc.	\$200.00	\$0.00	\$200.00
Youth Scholarship	\$200.00	\$0.00	\$200.00
Advertising	\$100.00	\$0.00	\$100.00
Contingency Fund/Sunshine	\$1,100.00	\$784.96	\$1,100.00
Nigerian Education Scholarship	\$550.00	\$0.00	\$550.00
Dues-Subscriptions-Licenses	\$700.00	\$639.50	\$700.00
Worship & Programs	\$10,170.00	\$8,154.76	\$10,170.00
Total	\$83,070.00	\$73,300.43	\$80,970.00

\$83,070.00 / 52 weeks= \$1,597.50 per week

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

48%

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

NO

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

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

In what way is OCWM gathered? If calculated as a percentage of operating budget, what is that percentage?

\$ 4500.00 Set Number Budgeted

What is the church's current indebtedness?

Total amount of loan debt: None

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. None Planned- Just a minor remodel planned for basement to be completed by members with donated materials.

If the church has had capital campaigns in the last ten years, describe: None in past 10 years.

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

If a capital campaign is underway or anticipated, describe: None

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? \$181,000.00

Are funds drawn as needed, regularly, or under certain circumstances? None are being drawn at this time and will not be drawn until necessary and guided by the restrictions governing the fund which allows the draw of only the interest earned the previous year.

What is the percentage rate of draw (last year, compared to 5 years ago)? N/A- None Drawn

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: N/A- None Drawn

At the current rate of draw, how long might the endowment last? It will last forever or until financial collapse of US economy or stock market.

Please comment on the above calculations or estimates:

This is a perpetual fund meant to draw off interest only. We will not draw off more than the interest earned in the previous year, and will only do this when necessary.

Other Assets

Reserves (savings): \$ 28,000.00

Investments (other than endowment): \$ 28,000.00

Does your church have a parsonage? No, we sold it.

Describe all buildings owned by the church: We just own our church which includes a sanctuary, bell tower room, full kitchen and fellowship hall, and education wing with an office as well as a full basement and four bathrooms. We have a Garden Shed on the property as well.

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

None

Which spaces are accessible to wheelchairs?

The entire main floor of the church including the sanctuary is handicapped accessible.

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

We are a forward thinking church as far as finances go, and have made plans to support the church during hard times that could befall us in the future. We have had changes to our finances many times in the past, and have been fortunate to have members who designed and created plans to guide us through those hard times. In the past we decided to sell the parsonage, and that changed our finances a great deal. At one point we were struggling, and now we are in a decidedly better position. The last major budget change was done in 2010-2011 when we hired a new Pastor. That is also when we received an endowment and invested it. We then reworked the budget to include ½ time Pastor's salary and benefits for local licensed Pastor. This allowed our investment to grow without drawing from it. As far as the budget goes, it is proposed by the treasurer, and then the council reviews and accepts it. Lastly the congregation votes to approve it. As far as ministry initiative, we actively support a family in Nigeria, and are helping them to better themselves through schooling which we pay for. We have not started any other initiatives at present.

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.

- We celebrated our 150th Anniversary and educated the congregation and our community about our history.
- We started ecumenical services in our community.
- We completed and paid for a major building project.

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

We went from a full time to a ½ time Pastor while still maintaining most previous church activities.

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.

We have always resolved our conflicts through communication and negotiation. In general we try not to overreact and just let things settle. Eventually things just seem to resolve themselves. We try to respect all of our members, and understand everyone sees things from a different point of view. In general we do not see a lot of conflict...just very minor things.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Philip Schneider	17 years	Ordained UCC
Pauline Bangle	12 years	Liscensed UCC

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

We like energy and engagement, but not too much. We like someone who plans well, and knows how to keep people engaged and active, but not overwhelmed. We do not like to feel forced into things we do not want to do, but sometimes we do need someone to make us engage as well. Sometimes it is nice to slow down and take a break from so many activities and just relax and enjoy simple services. We do enjoy listening to contemporary and inspirational music, and not always singing ourselves. We appreciate a little technology in services such as short inspirational video clips also. We appreciate being allowed to sit more during services, and doing less up and down movements. We like humor in our services. It makes us feel better to laugh together. We like feeling connected to each other, and appreciate when a Pastor can encourage that "Family" feeling among parishioners. We need someone to highlight and promote the children in services. They bring us joy and laughter. We all look for that big crusty piece of bread in the communion plate, so have lots of those too! And a bigger glass of wine! We want someone who will sing with us, laugh with us, cry with us, and make us theirs and them ours. Like Family. We want to be listened to and feel like we matter, and feel like we are part of something including others who matter to us.

Now that we have expressed our humorous side we really would like someone who is energetic and engaging, someone who plans well, and interacts with all ages of our congregation. We hope to hire someone who is fiscally minded as well, and can bring the message of God to us.

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

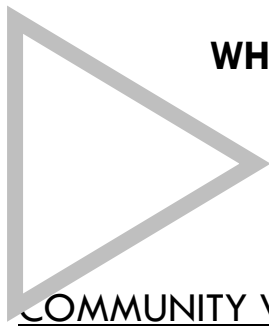
NO

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



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

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

- We started and participate in Ecumenical services in the community
- We support an entire family in Nigeria and are putting all 5 children through college
- We provide nursing home visits, and homebound folks visits, as well as deliver meals on wheels and support our local food pantry

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

- We are a 5 for 5 church
- Our Pastor is encouraged to attend conference and association 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 checked="" 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 checked="" 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?

We are interested in learning more about many of these.

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

- We are very active in the local clergy association and ecumenical services, both planning and participating in them with other local churches.

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

We declare ourselves to be an "All Are Welcome" church, open and engaging. We make ourselves visible in the community and hope our message reaches some who may feel marginalized. We become visible to people through our volunteering, and ecumenical services, as well as through word of mouth and visibility in community events such as our local fair, and parade, etc.

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 allow them time away to attend conference and association meetings, also, time spent at clergy association meetings is counted as hours worked.

MISSION In Site

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 demographics reflect the demographics of all the neighborhoods near our church.

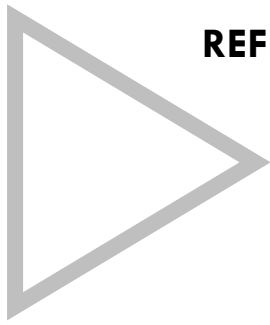
How are the demographics of the community currently shaping ministry, or not?

We have many older and much younger families in our community, so our church tries to offer programs for both.

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

We are known for our commitment to the community and our willingness to work with all denominations.

What do new people in the church say when asked what got them involved? People who visit feel welcomed by the congregation, and many families have gone to our church for generations.



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

Steve Norlander/ Did Jail Ministry for Years
(715) 225-6652 Pulpit Supply Pastor

REFERENCE 2

David Olson/ Funeral Home Director/ Funeral Home
(715) 568-5152 Friend

REFERENCE 3

Dave or Kris Martineau/Friends of the Church for many years
(715) 382-4797 Friends

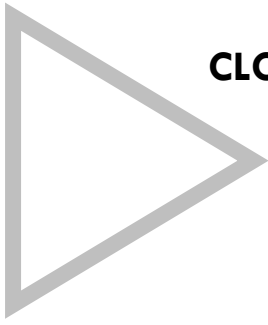
PROMPTS FOR REFERENCES

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.



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Dear God,

Please grant wisdom to the committee who will lead the search for our new Pastor, and allow them to choose the right person to do this job. Help us as a congregation to serve and support one another until we find that right person. When a Pastor is found, pray that God will give him/her love for our church and all in it, and the desire and ability to begin new relationships and initiatives for all of us.

Thank-You,

Amen

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? Church Council, Profile Committee, Pastor
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

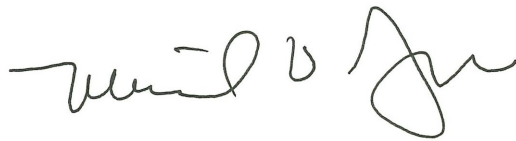
To the best of my knowledge, ministerial history information is complete.

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. Michael D. Jones/Associate Conference Minister

Email: mjones@wcucc.org

Phone: 608-419-7509

Date: August 24, 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

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



Church#: 860270

Assoc: 828 **Schedule:** 0 First Congregational UCC Bloomer WI 54724

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	163	39	12	0	5	0	0	0	5
2013	82	40	25	0	0	0	4	77	-81
2014	83	37	8	4	0	0	1	2	1
2015	81	38	7	0	0	0	2	0	-2
2016	87	36	8	0	0	8	2	0	6
2017	90	39	25	3	0	0	0	0	3
2018	93	42	31	0	1	3	1	0	3
2019	90	38	27	0	0	0	3	0	-3
2020	89	30	18	0	0	0	1	0	-1
2021	92	15	17	3	0	0	0	0	3
2022	91	25	17	1	0	0	2	0	-1

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	\$71,868	\$0	\$2,000	\$415	\$2,415	\$0	\$2,415	2.78	\$74,283	\$59,288
2013	\$56,634	\$6,826	\$2,200	\$555	\$2,755	\$200	\$2,955	3.88	\$66,415	\$64,690
2014	\$64,417	\$5,851	\$2,200	\$2,616	\$4,816	\$850	\$5,666	3.42	\$75,934	\$64,764
2015	\$65,445	\$2,921	\$2,304	\$1,075	\$3,379	\$750	\$4,129	3.52	\$72,495	\$65,445
2016	\$66,901	\$0	\$2,739	\$965	\$3,704	\$513	\$4,217	4.09	\$71,118	\$69,859
2017	\$64,068	\$0	\$2,800	\$1,032	\$3,832	\$590	\$4,422	4.37	\$68,490	\$82,874
2018	\$69,619	\$0	\$2,800	\$2,362	\$5,162	\$500	\$5,662	4.02	\$75,281	\$69,849
2019	\$76,613	\$0	\$2,800	\$988	\$3,788	\$694	\$4,482	3.65	\$81,095	\$70,549
2020	\$64,567	\$0	\$4,767	\$5,486	\$10,253	\$0	\$10,253	7.38	\$74,820	\$66,005
2021	\$60,016	\$0	\$4,033	\$5,155	\$9,188	\$0	\$9,188	6.72	\$69,204	\$70,945
2022	\$62,039	\$0	\$4,500	\$2,318	\$6,818	\$1,550	\$8,368	7.25	\$70,407	\$70,319

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	1.11	-35.90	-32.00	-66.67	0.00	-3.17	77.92	2.80
2012-2022	-44.17	-35.90	41.67	-80.00	0.00	-13.68	182.32	-5.22

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.