

UNITED CHURCH OF CHRIST  
**LOCAL CHURCH PROFILE**

[Congregational United Church of Christ –  
Neenah, Menasha]  
[Neenah, Wisconsin]

[Full Time Settled Pastor]

[Wisconsin Conference  
Northeast Association]

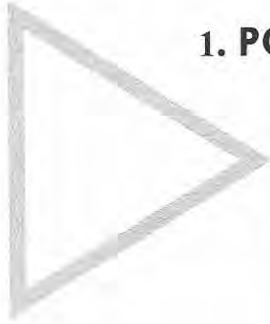
[October 25, 2023]

Updated: February 4, 2024, See Page 9]

**LOCAL CHURCH PROFILE CONTENTS**

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

*“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?

### 1 a. LISTING INFORMATION

---

Church name: Congregational United Church of Christ – Neenah, Menasha

Street address: 1511 Nicolet Blvd., Neenah, WI, 54956

Phone: (920)-725-4873

Supplemental web links: [www.cuccnm.org](http://www.cuccnm.org)

Additional ecumenical affiliations :

Our Conference/Association offers additional peer support for our pastor through “Communities of Support” and “Clergy Clusters”.

Conference: Wisconsin Conference

Association: Northeast Association

UCC Conference or Association Staff Contact Person:

Rev. Jane B. Anderson

Associate Conference Minister

(920)-540-2586

[janderson@wcucc.org](mailto:janderson@wcucc.org)

Summary Ministry Description:

Our congregation, with a 172-year history in the ‘twin cities’ of Neenah and Menasha, has strived to be focused on community service. Our outreach has been inter-generational, local and nation-wide in scope. As a congregation we have also made strides to be openly welcoming to all who would like to join us. We are looking for a pastor who will be welcoming, caring and empathetic. A pastor who is willing to reach out to those in need. As members of God’s family, our congregation is hoping for a pastor that can bring enthusiasm to our worship services while providing engaging sermons that relate the lessons from scripture to our daily lives. As the area welcomes more diversity through refugee families and various cultures, our congregation and the financial stability that we have been blessed with will enable us to look forward to the future with open arms.

Photographs:



Our Sanctuary



Children's Christmas Program



A Service Sunday Activity



Children's Time During Sunday Worship

What we value about living in our area:

The Fox Valley is a blessed area with high quality health care as well as a community that is well educated in our excellent quality educational system. The Fox Valley also offers a stable economy with a reasonable cost of living. Our community offers growing diversity in cultures as well as being very family orientated.

Current size of membership:

202

Languages used in ministry:

English is the language used in worship and all other communications.

Position Title:

Pastor

Position Duration:

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

Compensation Level:

Full Time

Does the total support package meet conference compensation guidelines?

Our intention is to follow the guidelines as best we are able.

## 1b. SCOPE OF WORK

---

This portion of the profile was prepared by our Ministry Council.

1. The pastor will provide inspirational spiritual leadership, grounded in their personal spiritual journey, for all aspects of church life.
2. The pastor will nurture personal relationships with members and extend personal pastoral care to those in special need.
3. The pastor will maintain a presence in the church and partner with and supervise the administrative assistant and other paid staff to provide administrative leadership.

## SCOPE OF WORK (con't)

4. The pastor will support and contribute to the Sunday school educational programming and lead the confirmation classes; utilizing the Ministry of Faith Development and our Christian Education Coordinator.
5. The pastor will guide and lead adult education experiences through Bible studies.
6. The pastor will be responsible for planning, organizing and implementing comprehensive programs for pastoral care, visitation, counseling and outreach.
7. The pastor will work closely with the various Ministries and committees of the church.
8. The pastor will lead worship on Sunday mornings and at various special times during the church year (Easter, Lent and Christmas) working with the Ministry of Spiritual Life, Organist and Music Coordinator providing thought-provoking worship services.
9. The pastor shall maintain posted office hours and be available to meet with members and Ministries as arranged.
10. The pastor is accountable through the Ministry council. Evaluation of their performance will be the responsibility of the Personnel ad hoc-committee. The process to be determined by the Personnel Committee and the pastor with approval of the Ministry Council. The compensation package, utilizing the NE Association guidelines, will be determined by the Ministry of Stewardship with approval by the Ministry Council initially and annually to be presented to the congregation.
11. The pastor must be an ordained minister with good standing in the United Church of Christ or be approved for ordination, with the ordination to take place as soon as it can be arranged after being elected to be our full-time settled pastor.

## **Other Key Tasks**

1. Provide leadership development with support by the Ministry Council by working with people in the church to create a strong base for the work of the church.
2. Seek involvement in community outreach to lead the way for the church to be an ambassador of God's love.
3. Provide guidance in strategic planning for current and new directions in ministry through the Ministry Council.
4. Participate in wider church activities such as National, State, Conference and Association meetings.
5. Provide direction and faithful development relative to stewardship and its impact on our individual lives, the church and the work of God.
6. Engage in personal study and prayer to increase faith and to improve skills so as to lead, teach and preach to the best of their ability.

## Core Competencies:

### Caring/Sensitive:

Reaches out regularly to those in need; those who are sick, recovering from surgery or injury, the homebound, as well as those struggling with emotional/mental health needs and doing this ministry in a confidential manner.

### Enthusiastic:

Brings enthusiasm to our worship services with engaging sermons that relate the lessons from the Bible to our lives today. Encourages uplifting and inspirational music as well as traditional hymns to provide a positive, enlightening experience.

### Welcoming:

Welcomes new ideas and input from our membership and our leadership ministries that truly encompasses and abides by our mission of being a “Welcoming to All” church no matter your race, gender, sexual orientation, educational level, income or physical/mental abilities. Encourages our church’s involvement in community events and needs.

## 1c. COMPENSATION AND SUPPORT

---

Salary and Benefit Package Range: (Updated February 4, 2024)

Our salary and benefit range is ~~\$75,000 – \$90,000~~ \$85,000 - \$100,000.

### Benefits:

Salary plus housing allowance, health insurance and an annuity. The final compensation package will be determined by education, experience and other qualifications.

What is the expected living situation for your next minister:

Living near-by with a housing allowance.

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

We would expect a commute of approximately forty-five minutes or less.

State any incentives:

Our church has a sabbatical policy for our pastor and a budget for continuing education.

Describe peer and professional supports available for ministers in your association/conference:  
The Wisconsin Conference provides a professional peer development group called “Communities of Support”. Our church fully supports the efforts of the conference.

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

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

---

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

We envision our called minister to bring relevance and enthusiasm to our weekly worship and to encourage our congregation to continue to grow in their individual spiritual lives and in their active participation in the life of this church. Our expectations are also for our minister to work with our Ministry Council in our church’s efforts to grow our membership. We are also looking for our minister to support our continuing outreach activities and to help encourage our younger generation members to grow into leadership roles within our church.

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

Our vision and hope is for our called minister to actively work with the leadership of this church and our congregation to help with our efforts to further develop a greater community involvement and to help us coordinate those efforts to become more relevant to the needs of our “neighborhood”. Our “Service Sunday” activities are geared to providing help to individuals and organizations that are part of the community outside of our walls. We enthusiastically participate in the “Doty Island” rummage sale weekend. Our neighbors know who we are and where we are. Our church is also active in the “Community Table” meal program that is hosted by a nearby sister church. We are an “open and affirming” congregation and have whole heartedly accepted this into the fabric of our church. We would ask our minister to embrace our efforts to welcome all of God’s children into the life and mission of this church.

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

English is the language used in worship and all other communications.



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.

ENLIGHTENING – through Scripture based worship and with UCC and community centered service of mission and outreach.

- Bringing life to sacred stories and traditions in worship, proclamation and witness.

ENGAGING – congregation members of all ages, potential new members and church leadership by interacting with compassion, especially in times of crisis, and demonstrating excellent communication skills.

- Understanding and ministering to stages of human development across the life span and demonstrating excellent communication skills.

EMPOWERING – the congregation with hope and love in an attitude of prayer to live a life of discipleship.

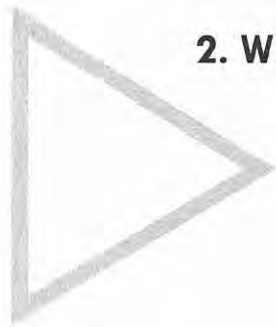
- Empowering the Church to be faithful to God's call, reflective of Christ's mission and open to the surprises of the Holy Spirit.

ENERGIZING – the congregation through creative education, programs and ecumenical formation.

- Encouraging leadership development of self and others through continuing education and lifelong learning.



An artist's image of our church.



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

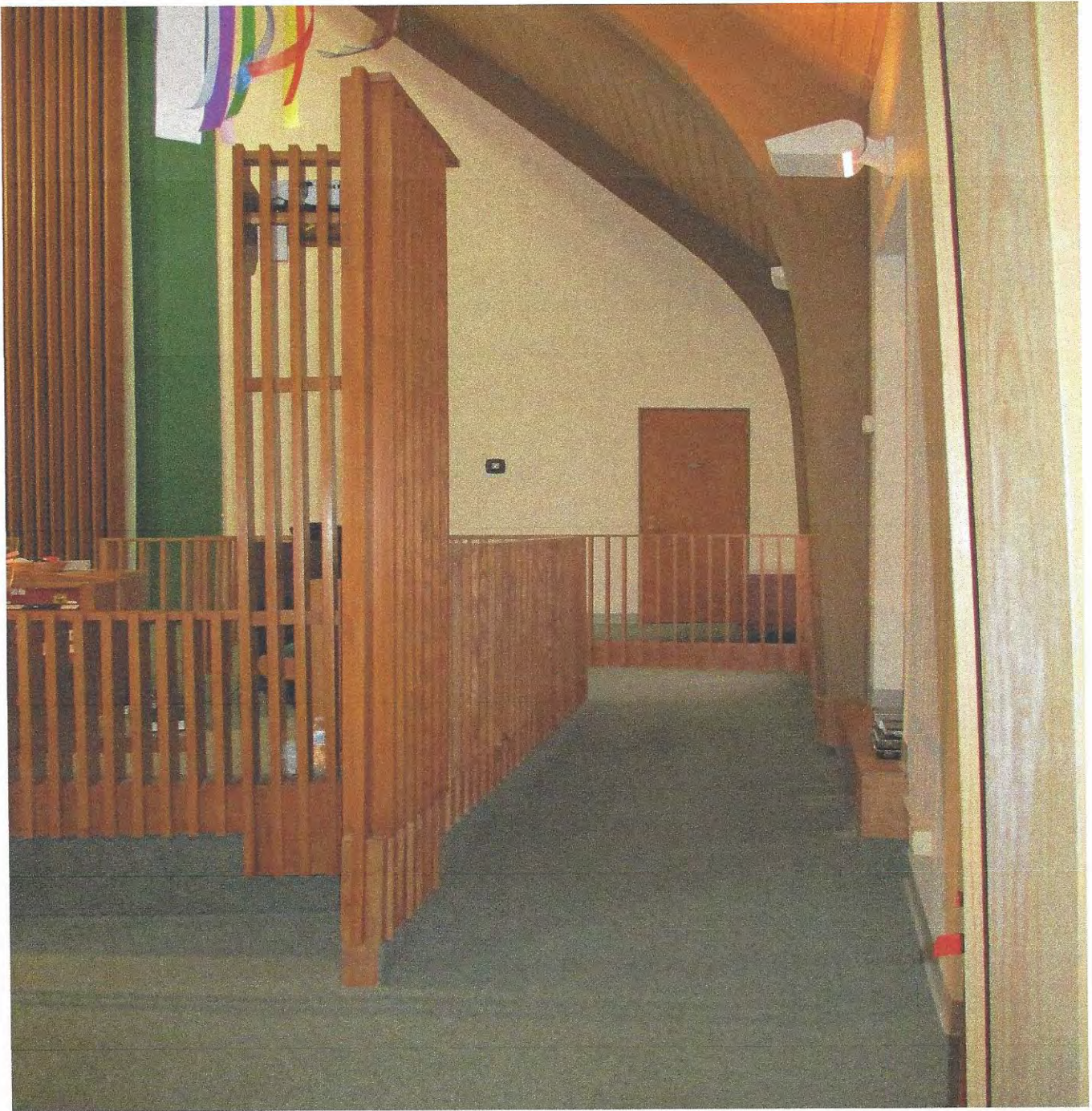
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

### Who is God calling you to become as a congregation?

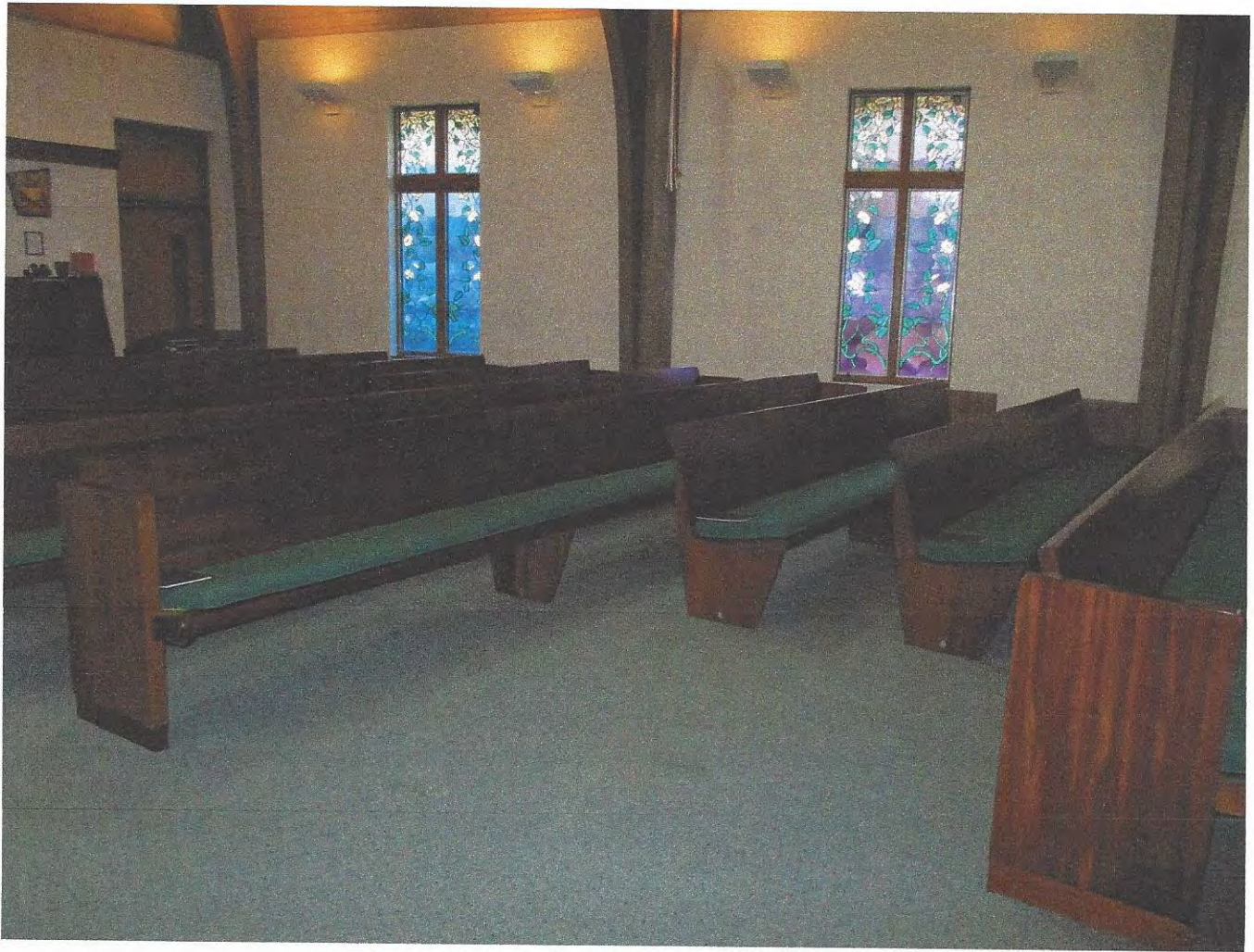
Taken from our church surveys in the summer of 2023, our congregation has many different strengths. We take pride in living as a very welcoming and friendly church. Congregational UCC-NM is a church that is strongly living an O&A life. Our church “feels like family and we celebrate and mourn together as a family” (per survey comments). As a church, we highly value community service. As a result, multi-generational members and friends have been involved in mission and service projects at the local, national and international levels. We want to be known for having a meaningful role in the lives of our community by using the resources of time, talent and treasure that are available to our church. We look to revitalize our congregation and to become more relevant and be in relationship with ourselves and our community.

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

There have been a few opportunities and challenges that were addressed by our church in recent years. Everyone has struggled through the COVID years, however, our church has adapted and thrived during those times of unrest. Our annual giving never decreased, we added new members, and successfully added new technology and procedures that we still utilize today. During the past few years, we have been able to update our church to be ADA compliant. We have added a neutral ADA bathroom and a ramp up to our sanctuary area so all may be included for choir or assisting with the service. We are currently working to become a WISE congregation. We are excited to continue the progress to receive the WISE recognition from our UCC conference.



Our recently created ramp for easier access to the raised chancel area of the sanctuary.



Modified pews for more accessible seating.



### 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.

This is best done by reviewing our mission statement. “Gathered by the lake we are: Embraced by God to grow; Empowered by Christ to care; Enriched by the Holy Spirit to celebrate.” Our congregation adopted this statement both for its simplicity and for its recognition of the core beliefs of our faith. God has given us life so we can be an integral part of the world that has been provided for us and to grow in our faith. Jesus taught us to care for one another and showed us a path to a relationship with God. The Holy Spirit provides us with enlightenment to recognize and use the gifts that are within each of us to celebrate our relationship with God and to use those gifts for the benefit of humanity.

Describe several strengths or positive qualities of your congregation.

After completing our 2023 survey of the congregation, many strengths and positive qualities were identified by the members of our congregation. You walk into our church and you will feel welcomed and treated like family. We truly strive to care for one another in a loving and family way. We celebrate and mourn together. Another strength is our firm and ongoing commitment to providing an Open and Affirming environment. We are extremely proud of our commitment to making our church accessible to all. Our church now has a gender neutral/handicapped bathroom as well as a ramp that leads up the raised front of our sanctuary. Finally, another strength of our congregation is the willingness of our members to support our church. We are a church that is financially responsible and stable. We are proud of our giving to others but also our ability to sustain our church into the future.

Describe what worship is like when your congregation gathers.

Our church welcomes all who wish to worship with us and as stated in our Sunday bulletin, “Don’t hesitate to ask someone for help – we’re a friendly congregation and want everyone to feel at home here. We hope you will relax and remember that you can not make a “mistake” in worship – everything we do is an offering, not a performance.” It also states in our bulletin, “No matter who you are, or where you are on life’s journey, you are welcome here!” If you come to be a part of our church, we encourage you to be who you are.

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

The vision of our faith formation in the church is to be grounded in scripture and the understanding of the Holy Spirit in order to be prepared for adulthood. We do this by having youth participate in worship in many ways; being an acolyte, ringing the singing bowl, reading scripture or being an usher. Our high school youth take on an additional role by teaching the 3K-1<sup>st</sup> grade Sunday School as well as participating in our annual High School Trip in the summer. These youth come back changed and ready to help take care of their own community. UCC summer camps are very important to us, sending youth to camp from age 4 through high school. In recent years we have had a handful of our youth become camp counselors at Daycholah Center. In our classrooms we have used a variety of curriculums, from Sparks Rotation for ages 3K-5<sup>th</sup> grade and Holy Trouble Makers and Unconventional Saints for 6<sup>th</sup>-12<sup>th</sup> grades. Our most recent curriculum, Picture the Bible, is used for ages 3K-adult. Picture the Bible is being used both in Sunday School and in worship. We are excited to be offering Our Whole Lives (O.W.L.) to our 7<sup>th</sup>-9<sup>th</sup> and 10<sup>th</sup>-12<sup>th</sup> graders starting in January 2024. We look forward to adding other ages to our studies in the future.

Describe how your congregation is organized for ministry and mission.

The primary decision-making body of our church is the Ministry Council, which is made up of twelve elected members of the congregation and also our pastor. The council is chaired by our moderator. Within the council are the coordinators of our four sub-ministries: Stewardship, Service, Faith Development and Spiritual Life. All ministry meetings are held as open meetings for the congregation unless our by-laws allow for a closed session. The actions of and the decisions made by our ministries are communicated with our congregation via posted minutes and articles in our monthly congregational newsletter (the Glad Tidings). At our annual meeting of the congregation, all of the ministries provide a written report of their activities for the past year which are included in our Annual Report. The Ministry of Service would have the initial responsibility for developing mission opportunities for our congregation and for promoting support among the members of our church.

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

The Ministry Council and the Ministry of Stewardship each meet monthly. Each meeting lasts approximately two hours. The Ministries of Faith Development, Service and Spiritual Life each meet quarterly for approximately one and a half hours. As the need arises, Ad Hoc committees will meet as needed. Our church staff meets weekly.

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

In a past crisis, we became aware that we lacked an adequate plan for an unexpected absence of our pastor. A number of years ago our pastor at the time had a medical emergency. Our pastor became ill on a Saturday and was unable to lead worship and give their sermon on Sunday. As it is with many unplanned occurrences, the timing was bad and there were no contingencies in place. Our Ministry Council managed the situation and a modified worship service was held. As a result of this incident our Ministry Council formulated a process with guidelines so that our church would be better prepared for any future unplanned absence of our pastor.

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



### 3b. 11-YEAR REPORT

---



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

Church#: 861985      Neenah      WI      54956  
Assoc: 824      Schedule: 0      Congregational UCC

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	260	88	43	8	0	9	10	3	4
2013	254	89	41	0	5	1	7	5	-6
2014	258	80	45	5	0	3	4	0	4
2015	249	80	50	0	4	1	9	5	-9
2016	218	78	34	5	0	11	46	0	-30
2017	218	66	34	1	0	8	9	0	0
2018	218	70	43	0	0	5	2	3	0
2019	218	70	43	0	0	0	0	0	0
2020	208	70	58	0	0	0	11	0	-11
2021	208	70	58	6	7	0	13	0	0
2022	208	54	67	0	3	0	3	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	\$248,370	\$0	\$18,223	\$3,067	\$21,290	\$12,447	\$33,737	7.34	\$282,107	\$236,384
2013	\$230,152	\$0	\$21,442	\$5,622	\$26,964	\$8,182	\$35,146	9.32	\$285,298	\$211,271
2014	\$224,138	\$0	\$16,500	\$5,263	\$21,763	\$4,010	\$25,773	7.36	\$249,911	\$223,750
2015	\$195,630	\$33,737	\$15,190	\$3,520	\$18,710	\$83,790	\$102,500	7.76	\$331,867	\$264,362
2016	\$190,004	\$0	\$15,353	\$5,441	\$20,794	\$11,864	\$32,458	8.08	\$222,462	\$180,995
2017	\$173,226	\$0	\$14,143	\$26,047	\$40,190	\$7,079	\$47,269	8.16	\$220,495	\$176,507
2018	\$184,300	\$0	\$15,900	\$9,579	\$25,479	\$6,899	\$32,378	8.63	\$216,678	\$193,114
2019	\$184,300	\$0	\$15,196	\$5,636	\$20,832	(\$X) \$0	\$20,832	8.25	\$205,132	(\$X) \$0
2020	\$215,279	\$59,046	\$15,361	\$21,275	\$36,636	\$35,132	\$71,768	7.14	\$287,047	\$211,372
2021	\$215,859	\$21,153	\$17,022	\$21,747	\$38,769	\$30,776	\$69,545	7.89	\$285,404	\$210,950
2022	\$234,604	\$0	\$16,075	\$3,807	\$19,882	\$39,051	\$58,933	6.85	\$293,537	\$197,388

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-4.59	-18.18	97.06	-86.67	-86.67	35.43	-50.53	33.13
2012-2022	-20.00	-38.64	55.81	-82.35	-76.92	-5.54	-6.61	4.05

(X) \$15,821      (XX) \$194,548

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.



### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate?</i>
Number of active members:	116	No
Number of active non-members:	25	No
Total of church participants (sum of the numbers above):	141	No

Percentage of total participants who have been in the church:

		<i>Is this number an estimate?</i>
More than 10 years:	54%	No
Less than 10, more than 5 years:	22%	No
Less than 5 years:	24%	No

Percentage of adults in various household types:

		<i>Is this number an estimate?</i>
Single adults:	55%	(*)
Joint households with minors:	12%	(*)
Joint households with no minors:	33%	(*)

Education level of adult participants by percentage:

		<i>Is this number an estimate?</i>
Did not complete High School:	1%	(*)
High School diploma:	13%	(*)
Some Tech School/College	14%	(*)
Tech School grad:	9%	(*)
College grad:	36%	(*)
Graduate School:	27%	(*)

(\*) Based on results from fifty Family Questionnaires that were returned to the Search Committee.

Percentage of adults in various employment types:

		<i>Is this number an estimate?</i>
Adults who are not employed:	5%	(*)
Adults who are employed:	28%	(*)
Adults who are retired:	67%	(*)

(\*) Based on results from fifty Family Questionnaires that were returned to the Search Committee.

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

Business (18%), Professional (48%), Trades (6%), Clerical (5%), Labor/Manuf. (5%), Student (5%), Other (13%)

(\*) Based on results from fifty Family Questionnaires that were returned to the Search Committee.

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?

The Congregational United Church of Christ of Neenah-Menasha does not have a diverse membership. Our congregation’s ethnicity is basically white Anglo-Saxon heritage reflecting much of northeast Wisconsin. Within what is known locally described as “the valley”, which consists of about eight villages and cities, we have a modest established population of Hmong and Hispanic residents. The valley has been experiencing recent growth of other ethnicities and cultures.

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)?

Our Ministry Council has recently been having some preliminary conversations about this topic and has plans for a more in depth discussion at future council meetings in late 2023/early 2024.

### **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?
Adult Groups or Classes	8-10 6	Discussion Group – Lay lead Bigger Table – Pastor/CE Director
Baptisms ( <i>number last year</i> )	0 (2022)	Pastor / Ministry of Spiritual Life
Children's Groups or Classes	Average 16 38 registered	CE Director
Christmas Eve and Easter Worship	52 Christ. Eve 81 Easter	Pastor, Music Director Lay Members
Church-wide Meals	Average 25 Lenten Dinners	Pastor, Ministries
Choirs and Music Groups	10	Music Director, Pastor
Church-based Bible Study	10	Pastor
Communion ( <i>served how often?</i> )	Average 50 Once/Mo.	Pastor, Lay Members
Community Meals	6 (80 meals)	Lay Members, Community Table Six times a year
Confirmation ( <i>number confirmed last year</i> )	7 (2023)	Pastor, CE Director & Mentors
Drama Program (Christmas)	20	CE Director, Lay Members Sunday School Kids
Funerals ( <i>number last year</i> )	3 (2022)	Pastor, Organist, Custodian And Admin. Assistant
Intergenerational Groups	-	-
Outdoor Worship	3 / year June, July, Aug	Pastor, Music Director Lay Members
Prayer or Meditation Groups	-	-
Public Advocacy Work	-	-

Retreats	-	-
Theology or Bible Programs in the Community	-	-
Weddings ( <i>number last year</i> )	0 (2022)	Pastor
Worship: Sunday 10:15 AM	Average 54	Pastor, Music Director, Lay Members
Young Adult Groups or Classes	-	-
Youth Groups or Classes	-	-
Other	6 Knitting Group	Lay Members Meeting once a month

Additional comments:

As we work our way through this “post covid” time, efforts are being made to re-establish some “lost” past practices and try to find new ways of doing things.

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?	Ministry Setting	Type of Ministry Role	Retired?
Rev. John Tschudy	Three-Way	Small & Rural Churches	Pulpit supply as needed at our church	Yes

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:

Occasional Pulpit Supply.

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
Admin. Assist. / Financial Sec.		Part Time	Personnel Committee & our pastor	18 years
CE Director		Part Time	Personnel Committee & our pastor	5 years
Custodian		Part time	Personnel Committee & our pastor	20+ years
Music Director		Part Time	Personnel Committee & our pastor	1 year
Accountant		Part Time	(*)	20+ years

(~) We do not have a formal “Head of Staff” position but our pastor does have general supervision duties when working with our staff during the day to day operations of the church.  
 (\*) Primary oversight by the Ministry of Stewardship. Secondary by the Personnel Committee.

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

We are a small congregation with a membership that is welcoming and caring to both visitors and existing members. Our congregation is representative of a wide range of educational and occupational backgrounds. The majority of our membership is active in the life of our church. We are also willing to lend a helping hand to the broader community that is the world around us.

### **3e. CHURCH FINANCES**

---

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

This information is from 2022 year end totals.

Source	Amount
Annual Offerings and Pledged Giving	\$197,388
Endowment Proceeds ( <i>as permitted within spending policy</i> )	Up to \$30,000 from our endowment fund (POF)
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$127
Grants	\$0
Rentals of Church Building	\$25,725
Rentals of Church Parsonage (we do not have a parsonage)	\$0
Support from Related Organizations	\$0
Transfers from Special Accounts	\$0
Other : Interest	\$7
TOTAL	\$223,247

Current annual expenses (dollars budgeted for 2022 fiscal year): \$232,961



OPERATING STATEMENT  
2023

	2023 Proposed BUDGET	2022 BUDGET	YTD ACTUAL	2022 DIFF TO BUDGET	2023 Proposed BUDGET	2022 BUDGET	ESTIMATED YTD ACTUAL	2022 DIFF TO BUDGET
<b>SOURCE OF FUNDS</b>								
Back Pledges	\$ -	\$ -	\$ 1,060	\$ 1,060	\$ -	\$ -	\$ 16,075	\$ 16,075
Current Pledges	195,891	160,745	144,643	(16,102)	936	981	16,075	45
Contributions	45,000	42,116	50,024	7,908	\$ -	\$ -	936	45
Cash Offering	1,500	1,000	1,661	661	\$ -	\$ -	17,056	17,056
Church School								
Building Use	31,740	25,825	25,725	(100)				
Interest	10	10	7	(3)				
Special Gifts/Misc			127	127				
Fund Raisers	2,000	3,264	-	(3,264)				
<b>TOTAL INCOME</b>	<b>\$ 216,441</b>	<b>\$ 232,960</b>	<b>\$ 273,247</b>	<b>\$ (5,713)</b>				
<b>MINISTRY</b>								
Salary	\$ 41,000	\$ 41,000	\$ 41,000	\$ -				
Housing Allowance	15,500	15,500	15,500	-				
FICA	3,137	4,322	4,322	-				
Annuity	7,817	7,910	7,807	103				
Group Health Ins	20,600	16,548	18,552	(4)				
Life & Disability	831	831	830	1				
Misc Expenses	1,000	1,000	1,073	(73)				
Substitute Ministers	300	600	425	175				
Sabbatical	520	520	477	43				
<b>TOTAL</b>	<b>\$ 90,705</b>	<b>\$ 90,231</b>	<b>\$ 89,986</b>	<b>\$ (245)</b>				
<b>CHRISTIAN EDUCATION</b>								
Salary	\$ 17,914	\$ 12,716	\$ 13,191	\$ (475)				
FICA	1,397	973	1,009	(36)				
Church School	525	525	989	(464)				
Youth Program		3,689	88	3,601				
Adult Program	300	100	250	(150)				
Vacation Bible School								
Training Conf	300	300	306	(6)				
Bibles	200	400	64	336				
Supplies	400	600	286	314				
Mileage	100	100		100				
Confirmation Class	200	200	185	15				
<b>TOTAL</b>	<b>\$ 21,336</b>	<b>\$ 19,603</b>	<b>\$ 15,366</b>	<b>\$ 3,235</b>				
<b>MUSIC</b>								
Music Choir/Organist	\$ 13,051	\$ 13,051	\$ 12,863	\$ 688				
FICA	1,018	988	915	83				
Choral Music	400	400	16	284				
Licensing Fees	400	300	277	123				
Special Events		200	211	(11)				
Organ Music	100	100	100	100				
Special Music	100	100	100	100				
Continuing Ed	150	150	150	150				
<b>TOTAL</b>	<b>\$ 14,469</b>	<b>\$ 15,299</b>	<b>\$ 13,782</b>	<b>\$ 1,517</b>				
<b>MISSIONS</b>								
OCYM	\$ 13,589	\$ 16,075	\$ 16,075	\$ -				
NE WI Assoc Dues	936	981	936	45				
<b>TOTAL</b>	<b>\$ 14,525</b>	<b>\$ 17,056</b>	<b>\$ 17,011</b>	<b>\$ 45</b>				
<b>ADMINISTRATION</b>								
Secretary	\$ 16,200	\$ 17,057	\$ 17,142	\$ (85)				
Accountant	5,395	5,395	5,395	-				
FICA	1,684	1,718	1,724	(6)				
Office Expenses	3,200	3,200	3,327	(127)				
Technology	1,000	1,000	516	484				
Postage	750	700	717	(17)				
Telephone/Internet	2,200	2,200	2,532	(332)				
Payroll/Mat/Phy/Bank Fees	600	800	530	270				
Delegates Expense	1,002	600	754	(154)				
<b>TOTAL</b>	<b>\$ 32,031</b>	<b>\$ 32,670</b>	<b>\$ 32,437</b>	<b>\$ 233</b>				
<b>FACILITIES</b>								
Custodian Service	\$ 10,364	\$ 10,364	\$ 10,875	\$ (511)				
FICA	868	793	832	(39)				
Gas	9,500	7,500	8,804	(1,304)				
Electricity	6,500	6,000	6,472	(472)				
Water	2,500	2,400	2,792	(392)				
Mice & Repairs	5,508	5,000	6,182	(1,182)				
Insurance	10,000	11,000	14,241	(3,241)				
Snow Removal	3,000	3,500	2,447	1,053				
Grounds Mice	3,000	3,000	1,501	1,499				
Furnace Mice Contract	1,125	1,125	1,143	(18)				
Church, Kitchen Supplies	2,000	2,000	1,551	449				
Garbage Removal	50	50	37	13				
Storm Water Charge	1,350	1,350	1,388	12				
Heating Sys Rep	2,000	1,300	487	(3,557)				
Organ/Plane Mice	1,600	628	375	245				
<b>TOTAL</b>	<b>\$ 59,305</b>	<b>\$ 56,002</b>	<b>\$ 63,447</b>	<b>\$ (7,445)</b>				
<b>BOARDS EXPENSE</b>								
Ministry of Spiritual Life	\$ 500	\$ 500	\$ 347	\$ 153				
Ministry of Service	100	600	65	535				
Ministry of Stewardship	50	-	50	(50)				
Ministry Council	630	1,000	1,110	(110)				
<b>TOTAL</b>	<b>\$ 1,280</b>	<b>\$ 2,100</b>	<b>\$ 1,572</b>	<b>\$ 528</b>				
<b>NON-BUDGETED EXPENSES</b>								
Other Expenses	\$ -	\$ -	\$ -	\$ -				
<b>TOTAL EXPENSES</b>	<b>\$ 233,651</b>	<b>\$ 232,961</b>	<b>\$ 234,603</b>	<b>\$ (1,642)</b>				
<b>ENDING BALANCE</b>	<b>\$ (17,510)</b>	<b>\$ (1)</b>	<b>\$ (11,356)</b>	<b>\$ (11,355)</b>				

# 2022 Financial Results

Balanced Budget Projected  
Actual Deficit \$11,356

- Pledges were less than expected/Contributions were more than expected
- Insurance, gas, heat repairs were more than budgeted
- Snow removal and grounds maintenance savings



Congregational United Church of Christ - Heenala, Menasha, WI 54951 920-725-4621 [www.cucosm.org](http://www.cucosm.org)

Considering total budgeted expenses for the year (2022), compare total ministerial support.

What is the percentage? 38.7%

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

NO

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? NO

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

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

10% Of the dollars pledged to the church during the annual stewardship drive are designated for our OCWM contribution.

What is the church's current indebtedness?

Our church does not have any debt.

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.

There are no building projects projected or underway at this time.

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

Our church has not had a capital campaign in the last ten years.

If a capital campaign is underway or anticipated, describe:

There are no capital campaigns currently underway and none are anticipated.

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

None, there are no capital campaigns currently underway and none are anticipated.



Does your church have an endowment?

Yes. Our endowment is known as the Permanent Opportunity Fund (POF). The POF is made up of three sub funds. The Forever Facilities Fund (FFF), the Congregational Enrichment Fund (CEF) and the Good Samaritan Fund (GSF).

What is the market value of the assets?

\$947,407.33 as of 7/31/23.

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

The FFF is drawn annually as needed for scheduled building projects. The CEF and the GSF are drawn annually per specified percentages.

What is the percentage rate of draw?

The FFF is drawn as needed for scheduled building projects, not by a set annual percentage. The CEF and GSF funds are drawn at an annual maximum of 4%.

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

Monies are not drawn from the endowment to meet operating budget expenses.

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

Unless there are dramatic, unforeseen occurrences in the future of our church or major changes for how the POF is managed, our endowment should last for many years to come.

Please comment on the above calculations or estimates:

Our Ministry of Stewardship has done their due diligence to provide accurate and current information about the finances of our church.

Other Assets

Reserves (savings): \$46,595 as of 5/31/2023 (\*)

(\*) These monies are made up of our Money Market and checking account.

Investments (other than endowment): None

Does your church have a parsonage? NO

Describe all buildings owned by the church:

Our main church structure was built in 1967 and occupies 19,600 sq ft. The value for insurance purposes is approximately \$5 million (no debt). We also have a garage on the church property that we share with our Scout Troop.

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

Which spaces are accessible to wheelchairs?

Our sanctuary, a remodeled restroom and our raised chancel at the front of the sanctuary.

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

We prioritize our available funds to be able to support our physical church, support the church's wider mission. We also strive to provide funds for a strong spiritual life for our members by having a talented pianist/organist, choir, music coordinator and Christian Education Coordinator. Additionally, our endowment funds allow us to support local missions and enrichment programs for our congregation.

### 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.

Three significant happenings: Our church has established Safe Sanctuary and Sex Offender Policies. We restructured our church leadership and have rewritten our constitution and by-laws. Over the years, our building has been made more accessible to all. The most important event in the last ten years was voting to become an Open and Affirming congregation. This is reflected in our website and weekly bulletin statement: "No matter who you are or where you are on life's journey, you are welcome here." People of all ages, races, gender identity, sexual orientation and ability are welcome into the full life of our church.

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

Until about 5 years ago, our worship services were only recorded using an audio recording and then transferred onto a cassette tape. The tapes were then distributed to the people who wished to receive them. In the recent past we put an audio/video recording system on our wish list and funds were budgeted for the first phase of the project. The arrival of COVID-19 made the urgency of our planned upgrade a top priority for our church. With a generous donation from a memorial fund and a number of individual donors, the monies needed to complete the entire project were raised in a very short time. The use of this system enables the viewing of our worship service in real-time, as well as the ability to watch it later at the viewer's convenience.

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.

In 2020 our church building abruptly closed to the public because of Covid-19. During this time the Lake Edge Learning Center was allowed to remain open for working families as an essential part of the community. A new Administrator and several new employees were hired at this time. Over a six month period Lake Edge had the complete run of our church facility.

As Covid restrictions slowly began to be lifted, our church members started coming back into our building. It wasn't too long and conflicts began between our church staff, our members and Lake Edge personnel. Previous expectations for cleanliness and building use organization were no longer being followed. Our Ministry Council approved and implemented a masking policy for our building that Lake Edge chose not to follow.

Both our Church membership and Lake Edge staff were upset. Outside mediation was brought in by our church to hear both sides express their concerns. Recommendations were put in place for joint meetings of the two groups. The intent of these meetings was to work together to build a better relationship.

The mediation and the joint meetings were successful as both sides of the conflict worked hard to listen to the concerns that were raised. Both groups were able to move forward with a re-built relationship that had better lines of communication.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Arthur Wille	17 ½ yrs.	Y
Rev. Lynne Spencer-Smith	10 yrs.	Y
Rev. David Frey	4 ½ yrs.	Y

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

Our congregation has learned that with the right ministerial leadership and guidance we can heal ourselves. Through encouragement to attend the Lombard Mennonite Peace Center, some of our members became trained in conflict resolution as well as additional training in consensus building. These forms of training have helped us to create an environment for making non-divisive decisions with our ministerial and lay leadership. We have recently learned that even a pandemic can not dissuade us from joining “together” in worship (online or outdoors). With the right nurturing leadership, we strive to care for each other and support the mission of our church.

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

No

Has your church been involved in a Situational Support Consultation?

No

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

No



## 4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

### 4a. COMMUNITY VISION

---

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

Our church’s strengths can be shown in the causes we have chosen to support with our time, talent and treasure. Our outward service and advocacy include the Samaritan Counseling Center, the Food Pantry/Community Table, LEAVEN (Limited Emergency Assistance Valley Ecumenical Network) and our scholarship fund for UCC camps in Wisconsin. Other support for our local community is shown by our outreach on our annual Service Sunday and our 97 year association with the Boy Scouts. Some of the national causes we support are OCWM, the Habitat for Humanity, the UCC Christmas fund, OGHS and the CROP Walk (Christian Rural Overseas Program). Our church is proud and happy to be the founding organization for what became the Greater Fox Cities Area Habitat for Humanity. We actively funded the build or remodel of the 1<sup>st</sup>, 101<sup>st</sup>, 201<sup>st</sup> and 301<sup>st</sup> Habitat homes in the Fox Cities.

Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ.

The Congregational United Church of Christ – Neenah/Menasha is a yearly donor to OCWM. Our congregation’s participation in the wider church includes sending delegates to UCC Association meetings, UCC Conference meetings, and to UCC Synod meetings. Even though we are a smaller church, we pride ourselves in being involved, informed, and active in the wider United Church of Christ.

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

- |  |   |
|--|---|
| <input type="checkbox"/> Accessible to All (A2A)                 | <input type="checkbox"/> Just Peace                                     |
| <input type="checkbox"/> Creation Justice                        | <input 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 checked="" type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input checked="" type="checkbox"/> Other UCC designations: O.W.L. (^)  |
| <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   |

(^) Our Whole Lives

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?  
Possibly A2A.

Describe your congregation's participation in ecumenical and interfaith activities.

Our church has had a rich history of participating in different ecumenical activities. Currently we participate bi-monthly in a multi-denominational meal program called Community Table. This meal program is hosted by St. Paul's Lutheran ELCA Church in Neenah and is open to the public. Our church supports this program every other month by supplying, preparing and serving a meal. The Community Table brings together many different churches, organizations, families and those looking for a nourishing meal. Our church considers participation in Community Table as an honor and a privilege to help our community as well as building comradery among our members.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities?

Our mission statement is as follows: "Gathered by the Lake we are: Embraced by God to Grow, Empowered by Christ to Care, Enriched by the Holy Spirit to Celebrate!"

We try to GROW our outreach in the local community through our Open and Affirming designation, our Service Sunday activities, our Boy Scout troop (which has been associated with our church for 97 years) and the Lake Edge Learning Center. Our faith has also grown with small study groups, both at church and at local eateries. When we meet, we like to eat.

(con't on the next page)

Our church is a CARING church – we send greetings to members who are unable to attend service. We also form care groups, make and provide prayers shawls, prepare meals at Community Table and some members offer rides to members who no longer drive or are without a car.

We CELEBRATE every Sunday as we greet one another before service. We gather after service to share a light snack and more conversation. We celebrate with music when we join our voices together and when we listen to the choir under the direction of our enthusiastic director. Our celebration continues when we offer our talents and passions as a congregation to build houses, benches, storage sheds, cook meals and clean up afterwards. Our church works on building consensus, which can take some time, but ultimately we do our best to listen to one another and respect each other's opinions.

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 budget for our pastor to attend association and conference meetings and workshops. Our pastor is encouraged to attend, but it is not mandatory. Our pastor is to have regular office hours and to be available for members as needed. We also expect our pastor to be involved in the community and to become known to our neighbors. The pastor is one of the faces of the church and needs to be seen. Our church also encourages our pastor to follow their passions as well, so they may also be fulfilled in their in their lives.

#### 4b. The ARDA (Association of Religion Data Archives)

Comment on your congregation's ARDA report with data for your neighborhood(s) or area.

What trends and opportunities are shown?

The historical roots for our church are found in the twin cities of Neenah and Menasha. The location of our church draws individuals and families from both of these communities. Singles make up 55% (\*) of our internal demographics. Singles in our neighborhood shows a trending growth of +14% in the last five years. Our neighborhood has also shown a trending growth rate of +13% for single parent households in the same period.

These segments of the population may represent an opportunity for our church to offer a safe, welcoming and accepting second "family" for those individuals.

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?

A) As far as neighborhoods adjacent to our church, our internal demographics match well in some areas and not so well in others. We match well in levels of education and employment/occupation histories. We do not match so well when it comes to the ages of our congregation and the ages of our neighborhood. Our internal demographics show that 64% (\*) of our congregation is in the 65 to +75 age group. Our adjacent neighborhood shows just over 30% in that age group.

B) We did not collect data on other neighborhoods.

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

The demographics of our community helped shape our ministry when our church supported the Lake Edge Learning Center expanding to be a "wrap around" day care. A number of years ago our church studied how we could help our community and we found that our local neighborhood had a strong need for this level of day care.

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

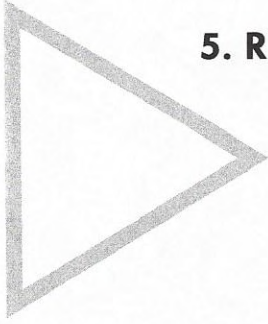
Our church is known by local civic leaders for having a strong sense for service to our community and for our participation in the ongoing efforts to help others. This sense of service shows in our involvement in Habitat for Humanity, Community Table and our Service Sunday projects.

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

Many of our new members reply to that question by saying that it was the welcome they received when they first visited our church and continued to receive on subsequent visits. It was this level of welcome that had a strong influence on visitors deciding to become members of our church family.

(\*) Congregation data comes from the findings gathered from the fifty "Family Questionnaires" that were returned to the Search Committee. Our ARDA report covers most of the communities of Neenah and Menasha. That is our neighborhood.





## **5. REFERENCES**

REFERENCE 1  
Boy Scouts of America  
Bay-Lakes Council



**BOY SCOUTS OF AMERICA**  
**BAY-LAKES COUNCIL**

2555 Northern Rd. • PO Box 267 • Appleton, WI 54912-0267

July 11, 2023

Congregational United Church of Christ  
1511 Nicolet Blvd  
Neenah, WI 54956

To Whom It May Concern:

It has been an honor and pleasure for the Bay-Lakes Council, Boy Scouts of America to partner with the Congregational United Church of Christ Neenah/ Menasha for the past 97 years. The church has been a valued Chartered Partner and meeting location for local Scouts on Monday evenings for many years where young people are building character and instilling the values taught in the Scout Oath and Law.

Boy Scout Troop 14 was formed at the Congregational United Church of Christ in 1926. Its first Troop Committee included H. M. Northrup, E. H. Schultz and Rev. John Best with John C. Lloyd as Scoutmaster. Charter members were: Alan Adams, Evan Blount, Lyle Cornish, Leslie Dietz, Harold Kuester, Karl Kloepfel, George Prosser, and Frank Robinson. With the inclusion of girls into Scouting, the church began chartering Girl Troop 6114 to offer Scouts BSA opportunities to young girls in the local area in 2018.

We look forward to continued partnership with Congregational United Church of Christ and Scouting and strongly support the pastoral search committee in your important work. If you have any questions, please feel free to contact me.

Sincerely,

Brian J. Robb  
Director of Field Service / Interim Scout Executive

---

Prepared. For Life.™

(920) 734-5705 • 1-800-3SCOUTS (372-6887) • Fax (920) 734-1991 • [www.baylakesbsa.org](http://www.baylakesbsa.org)

## REFERENCE 2

Greater Fox Cities Habitat for Humanity



June 23, 2023

To whom it may concern:

This will serve as a letter of reference for Congregational United Church of Christ of Neenah/Menasha, who has been a very strong partner and supporter of Habitat for Humanity since we were founded in 1993.

The Church leadership takes an active role in generating awareness of and excitement for Habitat's mission. Because of this, church members have supported us financially and through volunteerism. The church sponsored our 101<sup>st</sup> home in 2008, our 201<sup>st</sup> home in 2015, and our 301<sup>st</sup> home in 2022. It is a significant achievement for one congregation to financially support an entire build project, and three homes are even more exceptional!

The Fox Cities is truly amazing community and Congregational United Church of Christ is a shining example of great things that happen when great people work together towards a common goal. Our organization has grown with this church and other local faith communities.

We look forward to continuing our partnership with Congregational United Church of Christ and strongly support them through their pastoral search.

Feel free to contact me directly if you require additional information.

Sincerely,

A handwritten signature in black ink that reads "John Weyenberg". The signature is written in a cursive style with a large, looping flourish at the end.

John Weyenberg

President

921 Midway Road | Menasha, Wisconsin 54952 | (920) 954-8702 PH | (920) 954-8390 FX | [www.foxcitieshabitat.org](http://www.foxcitieshabitat.org)

REFERENCE 3  
Samaritan Counseling

PAGE 37

LOCAL CHURCH PROFILE – 2017

June 16, 2023

To the Pastoral Search committee  
Congregational United Church of Christ Neenah-Menasha

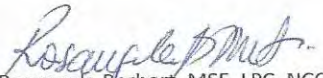
I was introduced to the ministry of the Congregational United Church of Christ Neenah-Menasha in 2005 when I joined Samaritan as an intern. Samaritan's Clinical Director and my supervisor at that time was Cathy Willy, she was a member of your church and the relationship between our center and the CUCCNM was one of strong support.

I see the CUCCNM as a congregation truly committed to the improvement of the lives in the communities that surround it, and beyond. The church in fact lives out what they believe through service and ministry in the community. Besides supporting Samaritan's mission with financial resources raised through special members' giving opportunities and matches from the church's resources, over the years we have had members of the church also give time and service during Serve Sunday events.

The commitment of the church is strengthened by the dedicated work of several members that have served on Samaritan's board of directors and committees. These individuals really show how the church understands that there's no health without mental health. We are forever grateful for the work of Jack Fry, Kathy Mahone, Carla Rabe, and the late David Peperkorn on our board of directors, and the work so many other CUCCNM members have done for us and our clients over the many years of our relationship.

I pray that God guides this search process, and I will be looking forward to meeting the new pastor who will be blessed with the opportunity to serve the CUCCNM. May God keep strong the relationship between Samaritan and the CUCCNM, and may we together continue to express God's love in the Fox Valley through service.

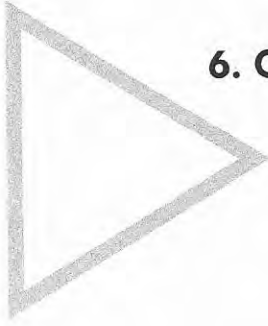
Blessings,



Rosangela Berbert, MSE, LPC, NCC  
Executive Director  
Samaritan, Inc.



We connect **mind, body, and spirit** so individuals, families, organizations, and communities thrive.  
1205 PROVINCE TERRACE • MENASHA, WI 54952 • 920.886.9319 • [SamaritanFoxValley.com](http://SamaritanFoxValley.com)



## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

---

Then I heard the voice of the Lord, saying “Whom shall I send? And who will go for us?” And I said, “Here I am. Send me.”

Isaiah 6:8

Oh most merciful God, You have sent Your servant-leader to minister to our congregation. May this journey, in Your Holy name, be a journey of faith, of fellowship and an enduring blessing to each of us. We pray, that through you, we may be strengthened in our faith, enriched by the Holy Spirit and showered in Christ’s everlasting love. May God’s wisdom grant us understanding, patience and humility, ever mindful that we are human and suffer many shortcomings. We look forward with hope and joy to our time together.

Our congregation has “adopted” this hymn (\*) as a favorite and one most appropriate to our feelings...and yes, even to our location.

You have come down to the lakeshore,  
Seeking neither the wise or the wealthy,  
But only asking for me to follow.

Refrain:

Oh Jesus, You have looked into my eyes,  
Kindly smiling, You’ve called out my name.  
On the sand I have abandoned my small boat;  
Now with You I will seek other seas.

You know well my possessions.  
Neither treasure nor weapons for conquest,  
Just these my fishnets and will for working.  
Refrain

You need my hands, my exhaustion,  
Working love for the rest of the weary,  
A love that’s willing to go on loving.  
Refrain

You who have fished other waters;  
You, the longing of souls that are yearning:  
As loving friend, You have come to call me.  
Refrain

(\*) Hymn #173 from the New Century Hymnal, “You Have Come Down to the Lakeshore”

## 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.

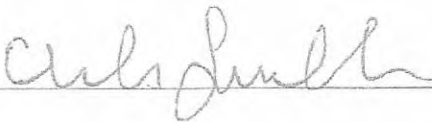
As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about 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.

Which individuals and groups in the church contributed to the contents of this Local Church Profile?

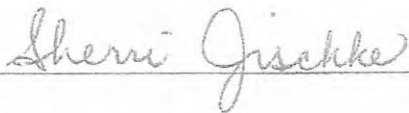
The Pastoral Search Committee, our Administrative Assistant, our Christian Education Coordinator, our Ministry Council, our Ministry of Stewardship and the members of our congregation.

Additional comments for interpreting the profile:

Our denomination celebrates the statement that "God Is Still Speaking". As you read our Local Church Profile, please listen for the voice of the Holy Spirit to help you interpret our words. Thank you.



Charles "Chuck" Luebke  
Chair, Pastoral Search Committee



Sherri Jischke  
Co-Chair, Pastoral Search Committee



Scott Olson  
Moderator / Chair, Ministry Council



**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:

*Rev. Jane B. Anderson*

Name/ Title: Rev. Jane B. Anderson/Associate Conference Minister  
Email: janderson@wcucc.org  
Phone: 920-540-2586  
Date: October 25, 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*