

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

First United Church of Christ  
Green Bay, Wisconsin

Pastor

Wisconsin Conference, Northeast Wisconsin Association

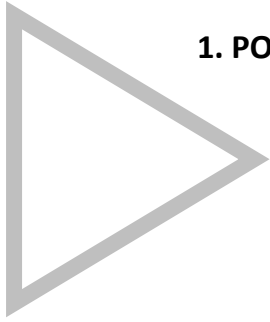
[November 2, 2023]

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

*(2 Corinthians 9:8)*



## 1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

### 1a. Listing Information

Church name:	First United Church of Christ
Street address:	509 S. Webster Ave. Green Bay WI 54301
Phone:	(920) 437-4164
Supplemental web links:	<a href="http://www.firstgb.org">www.firstgb.org</a>
Additional ecumenical affiliations:	None
Conference:	Wisconsin Conference
Association:	Northeast Wisconsin Association
UCC Conf or Assoc Staff Contact:	Rev. Jane Anderson, Associate Conference Minister, 920-540-2586, <a href="mailto:janderson@wcucc.org">janderson@wcucc.org</a>

Summary Ministry Description: Where we are going and who will lead us.

First United Church of Christ, a vibrant urban congregation engaged in community service, is seeking a full-time settled Pastor who will be an energetic and innovative partner with church leadership. Together we will create opportunities to increase congregational vitality through worship and faith development. We will create, develop, and evaluate church programs for current and new directions in ministry for our congregation and to attract those outside our faith community.

We seek a Pastor who will happily and humbly be willing to make an impact in our community and our sanctuary by encouraging church members and friends of all ages to use their gifts in courageous, heartfelt Christian ways. We want to continue to develop our vibrant and creative community by providing an interactive worship experience for all. We want to support our members on their spiritual journey and help them to deepen their relationship with Jesus Christ.

Through ongoing outreach and mission programs, we have felt how getting to know and help others is life-changing. We hope to find a spiritual leader for our church to help us open paths of knowledge, understanding, and love between current members and friends and those who

live, work, and serve in our community. Through small group study, we have realized we are all ministers and we believe we are all called to spread the love of Jesus Christ in a variety of ways.

Photographs:

Youth Mission Trip



Worship – Father’s Day



New Members



Church-wide Pie Sale - (A Fun Fundraiser for all ages.)



What we value about living in our area:

The Green Bay area has a welcoming small town feel with midwestern hometown values. It is family-oriented with strong school systems, the University of Wisconsin – Green Bay, St. Norbert College, Northeast Wisconsin Technical College, and the College of the Menominee Nation. The area is blessed with natural beauty from Lake Michigan and the Fox River and numerous other lakes and rivers. There are many affordable activities in the parks which include the Botanical Garden, Bay Beach Amusement Park, the Tiletown District, a beautiful Riverfront, and the Wildlife Sanctuary. The visual arts, crafts, theater productions, and musical performances

abound as well as sports competitions and recreation. Teams include the Green Bay Packers, the Gamblers, and the Blizzard.

Green Bay is the oldest European settlement in Wisconsin dating back to the 19<sup>th</sup> century with a rich Native American heritage too. There are many museums and historical attractions such as Heritage Hill, and the Railroad Museum. It is part of the reason why US News and World Report listed Green Bay as the number one city to live in the US. Learn more:

- <https://realestate.usnews.com/places/wisconsin/green-bay>

Current size of membership: 155

Languages used in ministry (other than English): None

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? Yes

### 1b. Scope of Work

- **Prepare and lead our worship on Sundays and holidays** through multi-sensory experiences that include sermons which are scriptural, moving, and relevant; offer heartfelt prayers, and plan music in coordination with our music staff. Lead baptisms, Communion, weddings, and funerals for the congregation and the wider community.
- **Inspire faith formation** that is rooted in the pastor's personal practice of prayer and study, so that the pastor can lead, teach, and energize the congregation to deepen their own faith and be open to understand the faith of others.
- **Provide pastoral care** visiting persons from our congregation and community whether at home, in hospital, or long-term care facilities, engaging with our Friends Who Care small group to provide support and referrals to professional resources as needed.
- **Administer** as the head of the staff, supervising and mentoring the staff, perform ongoing evaluations of business processes, service levels, and working with the personnel committee to fill vacancies.

- **Create Opportunities** by partnering with church leadership to increase congregational vitality by helping to create, populate, and evaluate church programs, small groups, committees, and task forces for current and new directions in ministry and financial development, as well as reaching beyond the congregation to attract those not connected to a faith community.
- **Educate** our congregation on issues pertaining to national, conference and association meetings, helping connect our congregation to information and resources within the wider church body.
- **Serve** as the visible and involved “face of First UCC” to the broader community.

Core Competencies:

Three core competencies that are foundations in our next minister are:

- an effective preacher – a minister who is engaging and creative, invitational and interactive, relating faith to everyday life;
- relatable – a minister who meets and affirms each of us where we are;
- loving – a minister who expresses, in word and deed, a heart for God and for us.

1c. Compensation and Support

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance): Total package range to meets or exceeds the Wisconsin Conference guidelines.

Benefits: Benefits package is negotiable as part of the Call Salary.

What is the expected living situation for our next minister?

Living nearby with a housing allowance included in the total salary package.

The residential/commuting expectations for your next minister.

Residing within the greater Green Bay community preferably within 15 minutes of the church. This includes nearby communities of Ashwaubenon, Bellevue,-De Pere, West De Pere, Hobart and Howard.

Incentives: This is negotiable as part of the Call Salary.

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

- **Communities of Practice** is a safe and supportive peer group, facilitated by a seasoned pastor or experienced therapist. The COP meets monthly for a 2-1/2 - hour session, September through May, and includes eight to ten participants. Its focus is on the practice of ministry and the pastor's vocation as leader, encouraging peer support, care, and reflection.
- **The Damascus Project** offers continuing education opportunities. One current offering is Exploring Implicit Bias, which fulfills the UCC Manual on Ministry requirements for authorized ministers to engage in ongoing Diversity, Equity and Inclusion training to maintain their ministerial standing.
- **Ministry Coaching:** experienced pastors who can be contracted to serve as a coach.
- **Fall Clergy Wellness Retreat:** a gathering of Northeast Association's authorized ministers for education and training.
- **Boundary Training:** is offered regularly to meet the UCC Manual on Ministry requirement.
- **Seminary Debt-Reduction Grants** are available for qualified applicants.

**In addition:** The Green Bay and Appleton area have a good variety of counseling agencies – including spiritual/religious based counseling and other types of programs. St. Norbert Abbey, located in De Pere, offers one-on-one spiritual direction, retreats, and a variety of spiritual programming throughout the year.

The ministry goals we envision our minister collaborating with the congregation to achieve.

The ideal candidate to be the next minister...

- Relates to people in a compassionate and caring way using “down-to-earth” communication in one to one, small, and large group conversations.
- Works well with children, youth, young adults, their parents, and grandparents.
- Attracts and engages people who are not connected to a faith community.
- Addresses the issues of homelessness, poverty, diversity, and the increasing aging population by leading the people of the congregation to reach out to those in need.
- Encourages people of the congregation to be involved both in the congregation and beyond the walls of the church.
- Our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.
- The next minister will utilize effective preaching and teaching techniques to mobilize an active and rebuilding congregation to meet the needs of the community and create opportunities for growth within the Christian community.

- The next minister will inspire and creatively find ways to answer God’s call for the life of the church and to assess and revise programs to ensure efforts are best utilized.

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

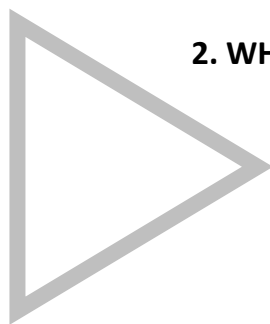
There are no language requirements or capacities required but there is an openness to a variety of expressions such as the use of “inclusive” language. The ability to speak a second or third language other than English would be a bonus, especially if it is Spanish. The neighborhood around the church is diverse with a large Hispanic population.

Four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* our next minister will display to further help our ministry in our church and our neighborhood.

- **Exhibiting a spiritual foundation of loving God**, following Jesus Christ, and being guided by the Holy Spirit is who we are and who we are being called to become with our next minister. Our hopes are that our next minister demonstrates a close relationship with God as she/he prays actively and nurtures spiritual practices that can be incorporated and shared with our church through worship, Bible studies, and small groups within our community. It is vital that our next minister understands and invites the power of the Holy Spirit to work through the elements of Christian worship, which incorporate drama, music, and the arts to creatively nurture the faith of all.
- **Engaging sacred stories and traditions** are foundational to who we are. We pray that our next minister would exhibit knowledge, understanding, and continual study of the Scriptures and the New Testament. We seek a minister who will bring to life these sacred stories and traditions in worship, and explain the connection with our everyday lives. We seek a pastor who will become an effective preacher holding the position of spiritual leader with trust and integrity. As an intergenerational church community, it is important that our next minister lead and provide a variety of opportunities for faith development across generations. Our Sacraments are Holy with an open invitation for all to participate.
- **Working together for justice and mercy** is who we are called to be with our next minister. We are engaged in mission and outreach. However, drawing on the ministry of Jesus Christ, we are called to prayerfully and actively confront injustice and oppression in our neighborhood and community. We have shown others the hospitality of God but feel the Holy Spirit calling us to reflect more deeply on those who share our neighborhood. Our next minister will assist us in identifying and working together to overcome explicit and implicit

bias in the life of the Church. We are called to better understand our community and find ways to help in our community. Our hope is that our next minister will continue to build and strengthen relationships of mutual trust and interdependence outside of our church walls.

- **Strengthening inter- and intra- personal assets** is a foundational strength of our church. It is vitally important that our next minister develop and maintain a healthy sense of self as shaped by God, community, and life experiences. We seek a minister who exhibits strong moral character and personal integrity, as well as respecting the dignity of all God’s people. As in any and all relationships, and especially those within the church, excellent communication skills are essential.



## 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 us to become as a congregation?

Through sermons, personal prayer, and study we have discerned that God is calling us to become a faith community that is more actively engaged, constantly building stronger relationships, and intentionally reaching inward, outward, and forward. We want to be a sanctuary for people not welcome elsewhere, opening our arms to all believers and those who are curious about how faith can impact their life. We envision our church as a center for learning, a place to grow spiritually by deepening our relationship with Christ and through Bible study to recognize how God’s love surrounds us. We hope we can be a community of togetherness with prayer, fellowship, and support of one another through celebrations and hardships. Our vision of ourselves is a church of ministers who reach out to our community and serve our neighbors. We are a people of hope bringing peace, forgiveness, laughter, and love to all we meet.

### God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

Our congregation is more physically dispersed in the community than in the past offering us additional neighborhoods to minister to as well as the one at our church location. The COVID pandemic challenged us to worship in different locations and communicate in creative ways.



Finding connections online and in person help us visualize how we can have an impact and be an inspiration to others to join us in ministry. Collaboration with other faith-based groups, nearby tribal organizations, and community agencies provide avenues for education, involvement, and growth.



### 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

Our congregation’s life of faith. We are committed to growing as a congregation, to increasing the depth of our spirituality, to strengthening the bonds of community within the congregation and in our relationships with the greater community.

**Our Vision Statement** – Jesus calls us to become an open arms community showing love to all, supporting spirit-led worship, committing to develop faith-filled leaders, and to serve beyond our walls.

**Our Mission Statement** – We strive to be a diverse community that invites all people to walk together on their faith journey, equips them to use their faith in everyday life, and encourages them to serve the world in Jesus’ name.

**Our Constitution, from Article IV: Faith and Covenant** – “This church acknowledges as its sole head, Jesus Christ, the Son of God and the Savior of humanity. It acknowledges all people as a part of God’s family. It looks to the word of God in the scriptures, and to the presence and power of the Holy Spirit. The church is in essential accord with the Statement of Faith adopted in 1959 by the United Church of Christ, but it does not restrict the freedom of the individual to develop his or her own theology.”

#### Strengths or positive qualities of our congregation.

As an open arms community, whenever we gather, we work to include everyone whether it is worship, study, or service. There is always time for checking in and people can share stories with one another. People are generous. If there is a need expressed for clothing, school supplies, or

feeding the hungry, the congregation always rises to meet the need. If the need is emotional support or prayer support, there is always an outpouring of that too. Members invite friends and others to worship, and youth bring their friends to activities. Community members are invited to church events such as the pie sale, car show, feed the hungry programs, and the cookie walk. All are welcome.

#### What worship is like when our congregation gathers.

We worship in a bright and airy sanctuary with flexible seating that is currently somewhat semicircular. The style of our worship is Baby Boomer contemporary. Members and guests come as they are, tennis shoes or ties, often with coffee cups in hand from an informal gathering before worship. All services are streamed via our website and posted online for replay at a later time.

We do not use bulletins or hymnals/songbooks. Words for worship are projected on a screen. Our praise band leads the music with voices, horns, flutes, guitars, piano, and drums. We include a children's message time up front and the message is often for the adults too. There is a lively passing of the peace as members greet each other. Scripture is read, an engaging, relevant sermon is preached, and we take time for individual joys and concerns before our Pastor leads us in prayer, and we dedicate our offerings and lives to God.

During baptisms, all children are invited to gather around the baptismal font at the front of the sanctuary. Photos of the child are displayed on the screen as family and friends capture the moment on camera. The newly baptized baby is carried up and down the aisles to our welcoming church family. A Christ candle is lit and given to the Godparents and a communal blessing is shared.

At communion, everyone is welcome, including our children and youth who sometimes usher us forward or serve the wine and juice. Adults often take a few extra moments to pray before returning to their seats.

#### The educational program/faith formation vision of our church.

A nursery is available although we welcome children in worship. On the second and third Sundays of the month, Praise School is offered for children ages 3 to 12 following the Children's Moment in worship. We are using curriculum from Spark House Publishing.

Our younger children, from 3 years old to 5th grade enjoy time together during Vacation Bible Adventures. Children and their adults are involved in activities such as hiking at a local park where the focus might be "Looking for and Recognizing God/Jesus Wherever We Are". Discussion, snacks, and prayer wrap up the adventures.

Students in grade 9 participate in preparation for Confirmation meeting bi-weekly during the school year. This is led by the Pastor. Other youth opportunities include Youth Group which meets every Wednesday during the school year where they delve into a Christian movie, song or study, and the Bible verses that are the foundation of their discussion, and then connect what they're learning to their daily lives. There are annual Mission Trips – in recent years we have traveled to Leech Lake, MN, Niagara Falls, NY, and Logan, WV. The youth lead worship occasionally throughout the year inspired by what they have learned.

Adult Study Opportunities include Tuesday Morning Bible Study – a lay led small group which meets to discuss reflections by Fr. Richard Rohr in his daily email from the Center for Action and Contemplation. Adult Bible Study – a pastor led weekly gathering to study books of the Bible, theology, such as Living the Questions, or books like Rachel Held Evans' *Inspired*. There is Bible and Brew – an informal lay led monthly gathering that explores issues of faith and life.

#### How our congregation is organized for ministry and mission.

The organizational structure has an Executive Council made up of nine members with term limits, including a president, vice president, secretary, treasurer, and chairs of five standing ministry areas: Building and Grounds, Christian Education, Membership, Outreach, Music and Worship. We are a permission-giving congregation so ministry chairs are not expected to create a committee but oversee and support existing ministries.

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

Our next pastor can expect to spend two to seven hours per month in meetings. The monthly Executive Council meetings last 1.5 hours. Other committees last about an hour. How many hours the pastor spends in meetings will depend on the church's priorities and the needs of the committees.

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

Items brought to the attention of any council members, Pastor, or office staff are assessed and acted on by phone, email, or impromptu meeting. A recent assessment of the church roof warranted a congregational meeting to approve the replacement and a capital campaign to provide funding for this and other building needs. The Pastor and other staff are often in a position to notice and act on situations quickly and may simply communicate the occurrence after the fact.

#### We can 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.

A flow chart, by-laws, and other documents will be provided. A handbook with these documents will be given to a successful candidate following the interview process.

### 3b. 11-Year Report

#### 11-Year Church Profile Based on Data Reported in UCC Yearbooks:

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	270	178	110	0	0	0	0	0	0
2013	270	178	110	0	0	0	0	0	0
2014	270	150	60	11	0	15	15	11	0
2015	270	150	60	0	0	0	0	0	0
2016	270	170	70	0	0	1	1	0	0
2017	270	160	35	0	0	8	6	2	0
2018	270	160	220	0	5	2	7	0	0
2019	270	170	120	0	0	5	5	0	0
2020	270	120	210	0	1	3	4	0	0
2021	270	85	0	0	0	0	0	0	0
2022	270	75	86	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2012	\$220,621	\$0	\$14,000	\$415	\$14,415	\$0	\$14,415	6.35	\$235,036	\$0
2013	\$220,621	\$0	\$10,000	\$0	\$10,000	\$0	\$10,000	4.53	\$230,621	\$0
2014	\$230,378	\$0	\$10,000	\$1,450	\$11,450	\$0	\$11,450	4.34	\$241,828	\$187,690
2015	\$230,378	\$0	\$10,000	\$935	\$10,935	\$0	\$10,935	4.34	\$241,313	\$0
2016	\$220,565	\$0	\$10,000	\$3,080	\$13,080	\$2,347	\$15,427	4.53	\$235,992	\$190,183
2017	\$238,582	\$28,513	\$10,000	\$2,616	\$12,616	\$2,645	\$15,261	4.19	\$253,843	\$211,929
2018	\$232,962	\$0	\$10,000	\$922	\$10,922	\$654	\$11,576	4.29	\$244,538	\$227,524
2019	\$233,359	\$0	\$9,667	\$1,762	\$11,429	\$3,934	\$15,363	4.14	\$248,722	\$276,288
2020	\$246,075	\$0	\$10,000	\$108	\$10,108	\$3,124	\$13,232	4.06	\$259,307	\$208,692
2021	\$246,075	\$0	\$10,000	\$0	\$10,000	\$0	\$10,000	4.06	\$256,075	\$0
2022	\$208,416	\$0	\$7,200	\$1,000	\$8,200	\$2,380	\$10,580	3.45	\$218,996	\$205,313

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	0.00	-53.13	145.71	-100.00	-100.00	-12.64	-35.00	-13.73
2012-2022	0.00	-57.87	-21.82	0.00	0.00	-5.53	-43.11	-6.82

### 3c. Congregational Demographics

Those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	132	Yes
Number of active non-members:	23	Yes
Total of church participants (sum of the numbers above):	155	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	40	Yes
Less than 10, more than 5 years:	40	Yes
Less than 5 years:	20	Yes

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>
27	12	9	7	10	10	27	29	24	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	10%	Yes
Households with minors:	30%	Yes
Single adults age 35-65:	15%	Yes
Joint households with no minors:	25%	Yes
Single adults over 65:	20%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	30%	Yes
College:	40%	Yes
Graduate School:	10%	Yes
Specialty Training:	5%	Yes
Other (please specify):	15%	Technical College Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	70%	Yes
Adults who are retired:	29%	Yes
Adults who are not fully employed:	1%	Yes

The range of occupations of working adults in the congregation:

We have a variety of working adults some from skilled trades, medical and educational professionals and support personnel, business owners, realtors, farmers, technology specialists, counselors, retail clerks, construction workers, and everything related to those.

Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in our context?

First Church is typical of most UCC churches in a small Wisconsin community, primarily white.

3d. Participation and Staffing

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	20	Pastor and Lay Leaders
Baptisms <i>(number last year)</i>	0	Pastor
Children’s Groups or Classes	15	Pastor and Lay Leaders
Christmas Eve 2022 Easter 2023	182 145	Pastor, Worship Planners and Musicians
Church-wide Meals	75	Lay Leaders
Choirs and Music Groups	13	Musicians
Church-based Bible Study	8	Pastor and Lay Leaders

Communion ( <i>served how often?</i> )	73	Once a month, Maundy Thursday, Ash Wednesday and Thanksgiving Eve. Pastor and Lay Leaders
Confirmation ( <i>number confirmed last year</i> )	0	Pastor and Mentors
Drama or Dance Program	N/A	N/A
Funerals ( <i>number last year</i> )	5	Pastor
Intergenerational Groups	N/A	Lay Leaders
Outdoor Worship	N/A	N/A
Prayer or Meditation Groups	34	Lay Leaders
Public Advocacy Work	N/A	N/A
Retreats	N/A	Lay Leaders
Theology or Bible Programs in the Community	N/A	N/A
Weddings ( <i>number last year</i> )	4	Pastor
Worship (time slot: 9 am)	71	Pastor and Lay Leaders
Young Adult Groups or Classes	N/A	N/A
Youth Groups or Classes	12	Lay Leaders
Other - Youth Mission Trip	9	Lay Leaders

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)
Rev. Heather Bogacz	4	Hospital	Spiritual Care Minister	N

Rev. Gail Irwin	3	Church	Interim Pastor	N
Rev. Jim Pfefferkorn	No	None	N/A	Y

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:

Rev. Dr. Robert Laubenstein holds membership but currently no position in the church.

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. Asst.	Hr. Team	Part time	Pastor	19 years
Financial Sec.	Hr. Team	Part time	Pastor	22 years
Nursery Staff	Hr. Team	Part time	Head of Nursery	2 years
Musicians	Hr. Team	Part time	Pastor	2 years

## REFLECTION

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

Our church has a wonderful feeling of intergenerational closeness. We work hard together while having fun, teaching each other, and learning. Despite our different backgrounds, we come together to worship and serve God.

## 3e. Church Finances

Current annual income (from 2022)

Source	Amount
Annual Offerings and Pledged Giving	\$177,625



Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$11,950
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	None
Fundraising Events	\$11,013
Gifts Designated for a Specific Purpose	\$3,284
Grants	None
Rentals of Church Building (Parking)	\$12,120
Rentals of Church Parsonage	None
Support from Related Organizations ( <i>e.g. Women's Group</i> )	None
Transfers from Special Accounts	None
Other (specify):	N/A
Other (specify):	N/A
<b>TOTAL</b>	<b>\$204,042</b>

Current annual expenses (fiscal year 2022):

**ADMINISTRATION:** Building Insurance \$8,414; Office Expense/Admin. Expenses \$4,539; Administrative Assist./Financial \$22,214; Financial Secretary Salary/Income \$6,714; Postage \$708; Telephone/Internet/web \$3,841; Workman's Comp \$1,243; Tax Sheltered Annuity \$1,200; FICA \$3,296; Subtotal - Administration \$52,171

**BUILDING & GROUNDS:** Facility Cleaning \$4,160; Certification/Security \$2,279; Replacement and Repairs \$2,113; Snow Removal \$4,752; Supplies \$773; Utilities \$14,269; Subtotal - Building & Grounds \$28,347

**CHRISTIAN EDUCATION:** Praise School for All Ages \$178; Confirmation \$332; Vacation Bible School \$181; Youth Ministries \$1,436; Nursery Attendant \$1,039; Subtotal - Christian Education \$3,167

**MUSIC & WORSHIP:** Expenses \$3,368; Church Musician 1/Sub Salary \$3,850; Church Musician Salary 2 \$5,075; Pastoral Substitute \$0; Production Manager - \$4,012 Subtotal - Music and Worship \$16,456

**MEMBERSHIP:** Expenses \$941; Small Group Development \$890; Family Event - \$28 Subtotal - Membership \$1,860

**OUTREACH:** Association Dues \$1,215; Outreach Expenses \$73; Our Church's Wider Mission \$7,200; Subtotal - Outreach \$8,488

**PASTORAL SALARY:** Housing Allowance \$30,000; Cash Compensation \$31,500; Annuity Fund \$7,892; Disability Insurance \$845; Medical, Eye and Dental Insurance \$19,178; Social Security Equivalent \$4,704; Subtotal - Pastor Salary/Benefits \$94,122

**OTHER EXPENSES (LEADERSHIP):** Study Leave/Sabbatical \$0; Conference Expenses \$802; Pastor's Auxiliary Budget \$886; Staff Travel \$1,204; Subtotal - Other Expenses \$2,892

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 46%

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?

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

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

What is the church's current indebtedness?

Total amount of loan debt: None

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

A capital campaign of \$100,000 for a new roof and a few repairs will begin in July 2023.

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2023	New Roof/Building Fund	\$100,000	\$105,186	Started 7/31/23, met \$100,000 goal 10/25/23 and still growing!

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

Does your church have an endowment? Yes

What is the market value of the assets? \$450,000

Are funds drawn as needed, regularly, or under certain circumstances? Twice a year they are distributed per the policy agreement of the committee.

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

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

At the current rate of draw, how long might the endowment last? It will last forever.

Please comment on the above calculations or estimates: We have a Planned Giving team that manages the requests and can only spend growth. There are five categories and a percentage for each category. We target 4-5% spend per year.

Other Assets

Reserves: \$160,000

Investments (other than endowment): \$303,000 (Sustainability Fund)

Does your church have a parsonage? No

Describe all buildings owned by the church: Church building and lot

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

Which spaces are accessible to wheelchairs? All areas on the main floor and the basement.

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

An annual operating budget is drafted a month or so prior to the fall budget meeting. Many budget lines vary only a little from year to year. The pastor's allocations follow cost-of-living

increases and conference guidelines. Actual financial results have typically followed the budget with income matching expenses at year end. After a dip in giving during the pandemic, our church giving and programming is rebounding nicely in 2023.

Currently, our church maintains an operations reserve fund equal to approximately 45% of the annual budget. Our church is also without debt and currently has little need for major repairs or major equipment purchases.

Not reflected in the report above is the income and expenses of our very active mission programs which are supported by separate fund raising. Our church also maintains a Planned Giving Ministry endowment, the income from that supports congregational requests for assistance to causes both locally and globally. Relative to many mainline churches, First Church is financially stable and cautiously optimistic.

### 3f. Historical Information:

#### Three significant historical events in our church have shaped the identity of our congregation.

1. Facility Changes -- In 2000, a large addition to the church was completed. Before the addition, there was an intense long-range planning effort including input from the whole congregation. With the addition of a new sanctuary, everything was moveable including the pews, the altar, items in the music area, etc.

The old sanctuary has become our community room and is used for group gatherings including coffee hour after worship, youth activities, wedding celebrations, church fund raisers, and more.

2. Small Group Ministry -- The church embraces the *Unwrapping Our Gifts* program in which participants have spiritual experiences and develop confidence to begin new programs using their gifts. Several small groups have grown out of this program including the Friends Who Care homebound & card ministry, and the Girls Night Out gathering for charity donations.

3. Mission Focus -- We have a rich history of mission trips across all generations. Our hearts have been changed through experiences serving others and by opening our facility to those looking to serve our community. Since our first trip in 1996, our whole congregation has gotten involved in many ways, by participating in a trip, providing financial and spiritual support, and by hearing the stories during Mission Moments delivered in worship service. The mission trip experience has opened up the world to many of us and changed the way we experience God and each other.

#### The most important event in the life of our church in the recent past.

Adapting to the uncertain conditions during and following the COVID pandemic brought an ever-evolving blend of virtual and in-person activities. Worship services, celebrating the sacraments, and conducting the business of the church all shifted as we made our way forward in this new landscape. We have invested in technology upgrades to provide better communications with members and guests.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Our congregation’s values and practices when it comes to conflict.

Our church believes in honest and open communication and providing many avenues for this to take place. The Pastor Parish Relations Team assists the Pastor in confidentially resolving conflicts or concerns.

Following Pastor Adam’s resignation, we entered an intentional interim time of six months where we held weekly “Holy Conversations” led by Interim Pastor Jim McKenzie to address changes both in leadership and in membership and promote a healing and healthy environment. Pastors hold regular posted office hours for members to communicate directly with them, and members can also communicate directly with the church council.

Ministerial History

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Dr. Robert Laubenstein	37 years	Yes
Rev. Adam Westrich	2	Yes
Rev. James McKenzie (Interim)	6 months	Yes
Rev. Dr. Robert Gross (Interim)	Current	Yes

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

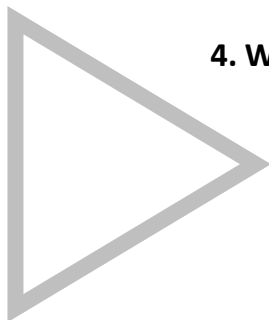
Our church has great leadership, strong beliefs about serving others, and a passion for creative ministry. Our members can disagree and respectfully address difficult conversations as well as challenge each other to grow in our ministry. Our church is in service with our ordained clergy and our building allows us to connect and serve with our members, neighbors and other organizations. We appreciate the opportunity for self-reflection during our transitions to be better equipped to do Christ’s work in the future.

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

Has your church been involved in a Situational Support Consultation? Yes

The Northeast Association conducted a Situational Support Consultation at the time of Pastor Adam’s resignation. Since that time, we have engaged in a process of weekly “Holy Conversations,” (mentioned above). The Holy Conversations were an effective tool in helping the congregation to heal by sharing the pain and hurt many felt at the time and allowing us to resolve conflict. We believe we are in a good place now. In addition, the concerns that surfaced in those conversations led us to develop policies and practices that have increased transparency and strengthened lay leadership. We are now conducting monthly “Coffee with the Council” sessions after worship to maintain healthy conversation.

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 our congregation extend outward in service and advocacy?

Our church is located near downtown Green Bay, in an area where poverty and homelessness are apparent. Almost every week someone comes to our office in need of help, whether to talk to our pastor or to ask for bus, shelter, or food money (which we may give in vouchers). We welcome homeless guests into worship and visit with them before or after, sometimes providing a gift card for meals or driving them to where they need to go.

In the past, every first and third Saturday morning, we served free breakfast in our Feed the Hungry program, with attendance of 40 to 70 people. This program was on hiatus and is being redesigned into “Food with Friends.” We support our near-by schools through financial, clothing, and supplies donations because over 90% of the student population lives in poverty. We actively support CASA (Court Appointed Special Advocates), an organization that matches

advocates with children who have been removed from their homes by the court, because it is unsafe for them to be there. The reasons often stem from activities that grow out of poverty.

Many people in our congregation are active volunteers and take leadership roles in places such as St. Vincent Hospital, the Salvation Army, St. John's Homeless Shelter, neighborhood schools, the CP Center, Optimists Softball Leagues, St. Vincent DePaul, scouting, and more, encouraged by the church's emphasis on giving and generosity.

Our Planned Giving distributions are twice a year and are often for needs in the community in addition to international giving.

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

In past years, we have participated in a variety of conference activities. We are looking forward to more involvement with Conference activities in the future.

### **UCC Designations**

We value our relationship with the UCC and live out the vision of our denomination. However, we rarely use "UCC Designations" and "shared language" to define our ministries.

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 type="checkbox"/> Open and Affirming (ONA)              |
| <input type="checkbox"/> Faithful and Welcoming                  | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input checked="" type="checkbox"/> God is Still Speaking (GISS) | <input type="checkbox"/> Other UCC Designations                |
| <input type="checkbox"/> Border and Immigrant Justice            | <input type="checkbox"/> Designations from other Denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M)       | <input type="checkbox"/> None                                  |

Reflect on what the above statement means to our community. Is our congregation interested in working toward any of the above statements of witness in the near future?

Reflect on what the above statements mean to our community. Is our congregation interested in working toward any of the above statements of witness in the near future?

While we have not participated in any of the formal conversations to check more of the boxes above, there are some things we think you will want to know about us.

**Accessible to All (A2A)** – Our church facility is handicapped accessible, with no-step entrance from the parking lot, elevator to other floors, wide doors and stalls and grab bars in rest rooms. Wheelchair users are able to fit in most any row as individual pew chairs can be removed. We welcome those with special needs and accommodate them in a helpful and caring way.

**Global Mission Church** – For over 20 years, our congregation has supported and sent out mission groups—both youth, adult, and sometimes intergenerational—to areas around the country and a few trips to Mexico and Canada.

**Open and Affirming** – Our constitution states that “membership is open to all without regard to ability, age, creed, race, gender, or sexual orientation.” Our vision statement says that we have an “open arms culture,” and we do. All members and guests are welcomed and actively take part in the life of our church. We affirm that every person belongs, and we want our sanctuary to be a place where “nobody stands alone.” Same gender weddings have been performed in our sanctuary and we expect that practice to continue. As we welcome everyone, we also know there are members with differing theological, political, and social viewpoints. Being respectful in discussions and keeping a focus on God can lead to understanding and, sometimes, a change of heart.

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

**Ecumenical and Interfaith Involvement** – Our congregation has had a history of involvement, including discussions and shared activities, with a formal interfaith group in past years. Since the group dissolved, we haven’t had regular participation with other congregations; we have had combined Vacation Bible School with another church. Many of the ecumenical activities stopped during COVID. Our Outreach Chair is actively engaging with other faith communities and local organizations with a common purpose.

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

Our mission statement is, “We strive to be a diverse faith community that invites all people to walk together on an intentional faith journey, equips them to use their faith in everyday life, and encourages them to serve the world in Jesus’ name.”

With the retirement of a long-term pastor, the arrival and then departure of a new pastor, and the COVID pandemic, the church had much work to do to move through a time of monumental change. The past several years were clearly a time of introspection and investment in strengthening the operations of the church itself. Most aspects of the church as an organization were reviewed; many updates were made in policies and procedures. This strengthened



infrastructure will allow us to move more frequently and boldly beyond our own walls. We are excited at our potential!

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?

Our Executive Council has not defined a specific amount of time that our Pastor needs to spend beyond the church walls. It is at the Pastor's discretion. The congregation is known as a very active congregation. The Pastor, through worship messages and individual support or encouragement, leads people to use their gifts in the community and beyond.

#### 4b. Mission InSite

Our congregation's MissionInsite report with data for our neighborhood or area. What trends and opportunities are shown?

Our congregation's MissionInsite report covered a 2.5-mile radius and included 66,593 people. The racial makeup of our neighborhood is 68% White, 18% Hispanic/Latino, 6% Pacific Islander/American Indian/Other, 4% Asian, and 4% Black/African American with a 136% increase in the Hispanic population and a 63% increase in the Asian population in the past ten years. At least, 12,000 people speak a language other than English at home (primarily Spanish). The average age is 37 with the population evenly distributed among four age groups: 0-17, 18-34, 35-54, and 55 +. Children are not being replaced at the younger level and the 65 + population is expected to grow. Fifteen percent of adults do not have a high school diploma with 13% of all births occurring to women with no high school diploma. 4,551 households are married couples with children while, 3,463 are comprised of single parents with children. Single parent households are at a higher level than the state average and are increasing while married couple households are decreasing. The percentage of single, never married individuals are higher than the state average. Fifty-six percent of houses are owned while the rest are rented. 2,821 households do not have a vehicle available. The work force is split 50/50 between blue collar and white-collar workers and is well above the state average for blue collar workers and well below the state average for white collar workers. About 12% of the county is disabled. The number of families in poverty is significantly above the state average with 40% of students enrolled in free and reduced lunch programs.

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

Our congregation's internal demographics compare with the neighborhoods adjacent and the neighborhoods with which we connect as our congregation is evenly distributed among four age groups: 0-17, 18-34, 35-54, and 55 +. Similarly, our congregation has mixed educational backgrounds with about the same percentage of disabled members.

Our congregation's internal demographics contrast with the neighborhood as our congregation is not racially diverse as the majority are white and English-speaking. We have a larger population of younger children (0-4) than our neighborhood. We have a larger population with at least a high school education. We have more married couple households versus single parent households. We have a smaller population that has never been married. We have more households with vehicles available. We have fewer families in poverty.

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

The demographics of the community are currently shaping ministry as much of our mission and outreach are intended to meet the basic needs of our neighborhood due to the high level of poverty. We offer a free breakfast two Saturdays a month and collect food for the local food pantry. We collect diapers for the area diaper drive. We collect clothing, underwear, pajamas, blankets, stuffed animals, books, games, and personal hygiene items for those children who are removed from their homes and placed in foster homes. We collect leggings, sweatshirts, underwear, belts, personal hygiene items, and laundry detergent to replenish the Caring Closets at a local middle school and a high school. We collect winter mittens, hats, and scarves that are distributed to our elementary and middle schools. As a neighborhood need is brought to our attention, our congregation comes together.

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

"My first impression with the church was how warm and welcoming it was. Your church does a wonderful job making everyone feel included. Particularly, the coffee and treats between the services encourage a greater feeling of community. I also respect your outreach efforts, specifically in your neighborhood."

"I've attended the UCC church on Webster and Mason many times over a period of 14 years with my wife. I have observed this church as unique in its performance of worship through contemporary music and its creative liturgy and sermons by its pastor."

“The church also serves its community especially those in need with its Saturday free breakfast, Youth Works and mission trips. They collect warm clothing for kids during Christmas time among many other service activities throughout the year. The church is also warm and friendly and open to new ideas in both worship and outreach.”

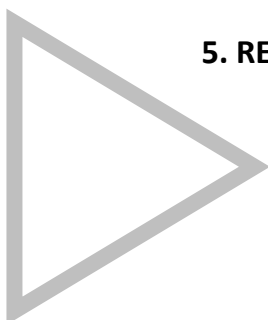
“As a Lutheran pastor who has preached there, I would probably attend more regularly if I were not currently serving a Lutheran congregation.”

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

“Everyone is so friendly, kind and caring. The positive energy. The love for children. The fun upbeat music. Our overall philosophy is to promote a closer relationship with Jesus Christ.

“I was raised Catholic and never felt as close to God as I do now.”

“I got involved in church by coming every Sunday with my family. I then went to Sunday school and youth group, and now I’m hooked. Mission trip was also a big part, it helped me bond with the other youth and realize that God really does create miracles.”



## 5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

## REFERENCE 1

Kathy Erdmann, Praise Band Singer (now mostly retired)  
920.360.0575                      kmerdmann57@gmail.com                      non-member

### Describe some areas of strength in this church's ministry.

#### Active and strong community

Our church is an open arms community and is welcoming to all who enter. The dedicated members and friends genuinely care about and support each other. People work together in Christian fellowship and across generations on common goals (Pie Sale, Cookie Walk, Easter Breakfast, Fundraising, mission trips, to name only a few).

#### Music Ministry

The Praise Band and music ministry has been a cornerstone of the of worship services.

#### Outreach

Over the years, our church has hosted many different church mission groups. These kids and leaders travel to this location with the goal of working in the community and making a difference in the lives of those they meet.

#### Focus on Continual Improvement

Church leadership and its family continually look for new ways to improve things including worship experience, growing the church community, building usage and updates, and staying current with technology. At the same time, this is also an area that could stand improvement.

### Describe some areas for improvement in this church's ministry.

#### Worship service

Minimize announcement time or look for other ways to get messaging out. This has been a continuous struggle for our church.

Include more bible referencing in the sermon and consider putting it in online notes (personal preference)

### Describe a significant experience you have had of this church's ministry.

I served in the musical ministry as a praise band singer for approximately 15 years, and was blessed to work with a dedicated group of talented musicians and singers, whose purpose was to touch the hearts and minds of the congregants so they could have a deeper relationship with

Jesus. Songs are thoughtfully selected to blend with the theme of the service and worship leaders work closely with the pastor to plan and develop seasonal/study content.

## REFERENCE 2

Natalie Beck, Church Pianist (I have been playing for the church since Fall of 2012)  
920-585-1844                      nbeck28@gmail.com                      non-member

### Describe some areas of strength in this church's ministry.

The church has a very welcoming atmosphere. The people in the church go out of their way to be friendly and say hi to you. They have a lounge/cafe where everyone can enjoy a post service snack and drink coffee/tea while socializing. They also have many volunteer opportunities that help the community such as the recent Teddy Bear toss, donating teddy bears to children in the hospital and helping out CASA, which is an organization that helps children in foster care. Those are only two examples amongst many others. They also work to get their youth involved by having a monthly youth-led service and youth ministry trips. Another strength is the offering of Sunday school for the elementary/toddler age group.

### Describe some areas for improvement in this church's ministry.

As an outside observer, I feel like the volunteers tend to be the elderly members of the church. That could be due to a variety of reasons such as two income households, children busy in after school activities, etc with young adults and families with young children. From the music side, I do feel concerned over the lack of younger musicians joining the group to sing and/or play other instruments.

Another area of improvement is the openness to change. They have a good structure and leadership shared throughout the service but I think at times that can be a hindrance to incorporating new ideas.

### Describe a significant experience you have had of this church's ministry.

I remember the first Sunday I came and played with the church band. I was a freshman in college and branching out on my own and everyone's friendliness really warmed my heart. I teared up in the middle of the message because I felt a connection and "at home" sitting with the congregation. There are so many people who will go out of their way to help and support you. Their hearts are so pure and kind and I can only strive to be just as giving as they are.

### Anything else you wish to share.

They are a very welcoming community and attributes that are necessary for an incoming pastor would be the following in my opinion:

-good teamwork skills. There are many worship leaders that the pastor collaborates with in putting together a service. Getting to know the church community and culture before implementing big changes is essential to a successful transition to the new pastor.

-good social skills. Many members look to the pastor for support during good and bad times. This church needs a pastor who is going to be present and available in times of need.

### REFERENCE 3

Taylor Connell, Youth Director, CASA

taylor@casabc.org                  non-member



August 7, 2023

To whom it may concern,

Court Appointed Special Advocates (CASA) of Brown County is a nonprofit organization that provides a voice to children who have experienced abuse and/or neglect in Brown County. We recruit, train and screen community members to advocate for children.

First United Church of Christ reached out to us to begin a backpack drive to help the transition of children who had been removed from their home. The church collected items and funds to provide the children we serve with backpacks, pajamas, hygiene products and comfort items. The church continued this project for years. Not only has the church provided donations but many members have become volunteers with our organization in different capacities.

We are thankful for the kindness that First United Church of Christ has shown CASA of Brown County. Please feel free to reach out to me at [taylor@casabc.org](mailto:taylor@casabc.org) if I can help in any other way.

Sincerely,

*Taylor Connell*

Taylor Connell, Youth Director

*PROMPTS FOR REFERENCES*

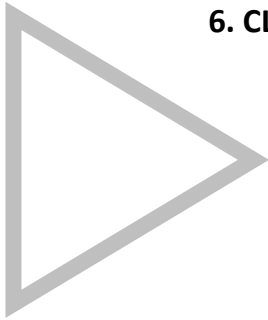
*Describe some areas of strength in this church's ministry.*

*Describe some areas for improvement in this church's ministry.*

*Describe a significant experience you have had of this church's ministry.*

*Anything else you wish to share.*

**6. CLOSING THOUGHTS**



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

## 6a. Closing Prayer

Oceans (Where Feet May Fail)

Words and Music by Matt Crocker, Joel Houston & Salomon Lightelm

### **Verse 1**

You call me out upon the waters  
The great unknown where feet may fail  
And there I find You in the mystery  
In oceans deep my faith will stand

### **Chorus**

I will call upon Your Name  
And keep my eyes above the waves  
When oceans rise  
My soul will rest in Your embrace  
For I am Yours and You are mine

### **Verse 2**

Your grace abounds in deepest waters  
Your sovereign hand will be my guide  
Where feet may fail and fear surrounds me  
You've never failed and You won't start now

### **Bridge**

Spirit lead me where my trust is without borders  
Let me walk upon the waters  
Wherever You would call me  
Take me deeper than my feet could ever wander  
And my faith will be made stronger  
In the presence of my Saviour

### **Last Chorus**

I will call upon Your Name  
Keep my eyes above the waves  
My soul will rest in Your embrace  
I am Yours and You are mine

## 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 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?

Pastoral Search Committee, Executive Council, Congregational Surveys, Community Members and Youth

2. Additional comments for interpreting the profile: None

Signed:

Name / Title / Date:

, Pastoral Search Team Leader

6c. Validation by Conference/Association

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

Staff Comment:

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

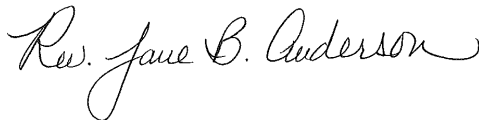
Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:



Name / Title: Rev. Jane B. Anderson/Associate Conference Minister  
Email: janderson@wcucc.org  
Phone: 920-540-2586  
Date: November 2, 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*