

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

First Congregational U.C.C

Tomah, WI

Half -Time to Three-Quarter Time Settled Pastor

Northwest Association WI Conference

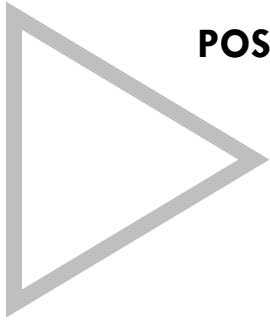
November 1, 2023

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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)



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

Church Name: First Congregational U.C.C

Street Address: 115 W. La Crosse Street

Supplemental Web Link: firstcongucc.tomah.com

Facebook: UCC Tomah

Additional ecumenical affiliations (e.g., denominations, communions, fellowships): None

Conference: Wisconsin

Association: Northwest

UCC Conference or Association Staff Contact Person:

Michael Jones

Associate Conference Minister

608-419-7509

mjones@wcucc.org

Summary Ministry Description:

The First Congregational UCC of Tomah, WI has a true and giving heart. We believe in a just world for all and in caring for others. We strive to be good neighbors and to support the well-being of all in our community. As a church, we generously give our time and talents to our community and the world. We are continually trying to grow as an Open and Affirming congregation. We value the whole span of the generations, striving to provide for their needs in programs and worship. As you become acquainted with us, you will find the traits of generosity, compassion, and inclusivity throughout our congregational life. We are seeking a forward thinking, visionary leader who will inspire people- those who are already here and those who will shape the church in the future with their faith, hospitality, and service.



Our beautiful church building



View of the sanctuary from the balcony

What we value about living in our area:

We acknowledge the First Nations people who are the original inhabitants of the region. The land we occupy is the sacred ancestral homeland of the Ho-Chunk (Hocak) Nation and the eleven Tribes of Wisconsin. Because of their stewardship, the rivers ran clean, the air was pure, and the trees and land thrived. As a result, we continue to enjoy the natural beauty of the driftless area which has an abundance of woodlands, lakes and rivers, and wildlife. We treasure this natural environment. In addition, our location on the interstate system gives us easy access to more metropolitan areas. The Veterans Administration Hospital, Fort McCoy, and Camp Williams add diversity and opportunities for increased understanding of cultural differences to our small-town community.

Current size of membership: 115

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

Position Title: Solo Pastor



Serving the community meal

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:

Half-time to three-quarter time position: 20-35 hours per week. Pay will be dependent on experience and the negotiated package.

Does the total support package meet conference compensation guidelines?

Yes, our intention is to provide a total support package that meets conference compensation guidelines.

1b. SCOPE OF WORK

We agree with the Scope of Work as outlined in the Call Agreement Workbook for a half-time pastor position. Details would be worked out in the contract.

Core Competencies:

- Inspirational and prayerful
- Forward-thinking and visionary
- Leads by example
- Strong listening and communication skills
- Strong interpersonal skills and the ability to connect with individuals of all ages
- Ability to recognize and appreciate the contributions and strengths of each member while encouraging further growth
- Appreciation for how music enhances worship

1c. COMPENSATION AND SUPPORT

Salary Basis: \$40,000- \$65,000

Benefits:

Salary plus Benefits

Benefits may include mileage, pension, professional development, Social Security supplement, sabbatical, life, disability, and health insurance as negotiated.

What is the expected living situation for your next minister?

We prefer the pastor to live in or near Tomah as we highly value the interaction of the pastor with the Tomah community, but we also understand that our next pastor may need to commute. The salary basis can include a housing allowance.

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

We want the pastor to be a part of the community, therefore we prefer a limited commuting distance, but are open to being flexible depending on the circumstances.

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

We hope that the pastor will be part of a Community of Practice. Currently one is meeting in LaCrosse monthly. We will compensate the pastor for the annual fee.

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

The pastor's work hours can be flexible to accommodate a second job if needed. However, we would like specified work hours so members know when the pastor will be available.

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.

- Green Church - Environmental awareness in all our practices and developing community leadership on the complex of issues around climate change and its effects
- Further growth as an Open and Affirming church and increased understanding of other social justice issues
- Support and expansion of the local service opportunities in which members participate
- Increased ecumenical opportunities in all aspects of the church- services, Bible studies, Sunday School
- Work with the congregation to increase membership and encourage inactive members to come back to church

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

We are seeking a minister who will readily interact with the members of the congregation in order to learn about their concerns and interests. The minister will be an active listener and allow church members to tell about the volunteer activities in which they are already involved. The minister will guide the congregation to increasingly promote social justice in our community and beyond through his/her servant leadership and in collaboration with our ecumenical partners.

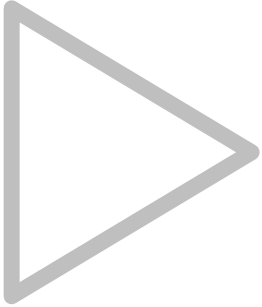
Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

We consider ourselves a progressive church in a rural, conservative community. A pastor who can promote change while demonstrating respect for tradition is important.

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.

1. Leading faith formation effectively across generations
2. Demonstrating an appreciation for and participation in the ecumenical interfaith partnerships of the UCC
3. Engaging in mission and outreach
4. Building relationships of mutual trust and interdependence



2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

We want to build upon our strengths of welcome and service as we have described and become bolder in expressing our commitment to justice and witness. God is calling us to extend a hand to the community (which we already do in many ways). We are a church with a big heart in the heart of Tomah.

We have found inspiration in this UCC piece and print it weekly in our worship bulletin:

Be the church.
Protect the environment.
Care for the poor.
Forgive often.
Reject racism.
Fight for the powerless.
Share earthly and spiritual resources.
Embrace diversity.
Love God. Enjoy this life.

We want to be known as a welcoming and spiritual church that expresses our faith through our actions. We want to work on creating stronger relationships with new and existing members.

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

Our challenge is to reach out to people in our community who are spiritual seekers who may have experienced judgmental views and been hurt by organized religion in the past. We are willing to meet people “where they are” and share our values of community service, hospitality, inclusion, and environmental advocacy. We wish to work in an ecumenical way to provide help to others in areas of need of which we may not be aware. We want to create opportunities for all members to participate, learn, and share their faith.



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.

We feel our congregation has a true and giving heart. We believe in a just world for all, in showing kindness and compassion for others and in demonstrating humility as we engage with others. Our lives personify those values as we strive to be good neighbors, care about our community and accept others. We strive to follow the commandment of “love your neighbor as yourself”.

Describe several strengths or positive qualities of your congregation.

Our congregation is striving to accept God’s will and working together to strengthen our faithfulness and fulfill God’s mission for us. We are committed to creating a better world and we generously give of our time and talents in our church, our community, and our world. We are Open and Affirming and continually growing to fully understand what this commitment means. As you become acquainted with us, you will find the traits of giving, caring, and acceptance woven into our congregational life.

Describe what worship is like when your congregation gathers.

Our worship begins as we enter the church building. We share greetings and recent news with each other as we make our way through the narthex and find our seats (like most congregations, we seem to have our “assigned seats”). Formal worship begins at 10:00 a.m. on Sundays and at 6:00 p.m. on Wednesdays. We follow a traditional pattern of worship. There are bible readings, a time of reflection, asking for forgiveness of our sins, songs, and a sermon. Communion is served the first Sunday of each month and every Wednesday. It is always appreciated when we hear sermons that suggest how we can follow Jesus and use his teachings in our everyday life during the week. We have followed the hymnal liturgy for special portions of our services (baptism, communion, etc.), but we have also used alternative formats. We miss our choir and hope to re-establish it in the future. We also welcome opportunities for special music and more contemporary worship songs.

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

Children’s Celebration Sunday is offered on the 2nd Sunday of most months for children in K-4th grade. The children leave the regular church service after the children’s scripture presented by the pastor and go to Fellowship Hall for additional learning about the scripture and a fun craft activity. After the service, the children share with the adults what they created during Fellowship Time. We participate in an ecumenical (four local churches) youth group which focuses on study, worship, food, service, and fun for our teens. We would welcome young people interested in a pastor-led confirmation class in the future. Our youth and adults can participate in outdoor ministry events through the Wisconsin Conference at Daychola Center. Our congregation generously provides scholarships for all participants. An adult book club meets after church once a month and reads inspirational material. We have also enjoyed pastor-led study groups on contemporary topics found in books, movies, and the Bible, helping us to find God in everyday life.

Describe how your congregation is organized for ministry and mission.

Leadership roles with defined responsibilities are laid out in our by-laws which were updated in September 2021. There are three key leadership roles: the moderator, moderator elect, and treasurer. We have five official boards of the church: the Board of Christian Education, the Diaconate, the Board of Trustees, the Memorial Board, and the Outreach and Stewardship Board. There is one official committee of the church, the Pastoral Relations Committee. The by-laws also outline the number of members on and the powers/responsibilities of each board and the one committee. The Cabinet consists of the Moderator (as chairperson); Moderator Elect; Treasurer, Head of the Christian Education

Board, Head of the Memorial Board, Head of the Outreach and Stewardship Board, and the chairperson or president, or designees thereof, of the Board of Trustees, the Diaconate and one (1) Member At Large. The Cabinet establishes and keeps under constant review the total work and policy of the church, appoints persons to fill vacancies arising in any church office (serving until the next annual meeting), and shall make whatever arrangements may be indicated to provide for the smooth operation of the church. The annual meeting of the church is held in the month of May each year for the purpose of hearing reports of officers, boards, committees, and organizations, electing officers and members of boards and committees, adopting the annual budget, and transacting any other church business.

A well-established mission activity is our involvement in preparing and serving meals at the Community Table for individuals and families in our community. Two Circles- Priscilla and Deborah- provide fundraising opportunities for our church and community organizations, along with devotions and Bible study. Our newest community mission involvement is with Family Promise of Monroe County, an organization that works with families that face homelessness. In addition to having two volunteer site coordinators, we have several members who volunteer their time and talents for these families.

3b. 11-YEAR REPORT

UNITED CHURCH OF CHRIST ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS										
Church#:	862910									
Assoc:	828	Schedule:	0	First Congregational UCC	Tomah	WI	54660			
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	277	85	30	0	0	0	0	0	0	
2013	277	85	30	0	0	0	0	0	0	
2014	277	85	30	0	0	0	0	0	0	
2015	204	80	24	0	0	8	4	77	-73	
2016	190	57	15	3	0	8	8	17	-14	
2017	192	56	18	0	6	0	4	0	2	
2018	179	40	23	0	1	0	14	0	-13	
2019	180	40	21	3	0	1	-3	0	1	
2020	170	40	10	0	0	0	2	8	-10	
2021	128	30	12	0	0	0	8	34	-42	
2022	120	30	30	0	0	0	8	0	-8	
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	\$61,692	\$0	\$5,000	\$0	\$5,000	\$0	\$5,000	8.10	\$66,692	\$0
2013	\$61,692	\$0	\$10,000	\$0	\$10,000	\$0	\$10,000	16.21	\$71,692	\$0
2014	\$61,692	\$0	\$4,331	\$0	\$4,331	\$0	\$4,331	7.02	\$66,023	\$0
2015	\$148,373	\$0	\$5,000	\$1,215	\$6,215	\$0	\$6,215	3.37	\$154,588	\$122,182
2016	\$172,128	\$0	\$5,000	\$3,216	\$8,216	\$0	\$8,216	2.90	\$180,344	\$124,241
2017	\$146,709	\$0	\$6,000	\$0	\$6,000	\$0	\$6,000	4.09	\$152,709	\$119,260
2018	\$123,513	\$0	\$6,120	\$4,125	\$10,245	\$200	\$11,045	4.95	\$134,558	\$83,003
2019	\$117,691	\$0	\$6,500	\$0	\$6,500	\$500	\$7,000	5.52	\$124,691	\$104,820
2020	\$145,579	\$0	\$6,500	\$1,830	\$8,330	\$8,080	\$16,410	4.46	\$161,989	\$111,817
2021	\$135,557	\$0	\$6,750	\$730	\$7,480	\$7,523	\$15,003	4.95	\$150,560	\$84,633
2022	\$134,043	\$0	\$6,750	\$305	\$7,055	\$0	\$7,055	5.04	\$141,098	\$133,023
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2017-2022	-37.50	-46.45	66.67	-100.00	100.00	-8.63	17.58	-7.50		
2012-2022	-56.68	-84.71	0.00	0.00	0.00	117.28	41.10	111.57		

Please note: Zero values ("0" or "0.00") 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? (check if yes)</i>
Number of active members:	48	X
Number of non-active members:	67	X
Total number of members	115	X
Number of friends of the church:	12	X
Total of church participants (sum of the numbers above):	127	X

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	87	X
Less than 10, more than 5 years:	24	X
Less than 5 years:	4	X

Number of total participants by age:

0-5	6-18	19-34	35-49	50-64	65-74	75+			<i>Are these numbers an estimate? (check if yes)</i>
4	12	6	16	20	39	18			X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	15	X
Households with minors:	4	X
Single adults age 35-65:	7	X
Joint households with no minors:	29	X
Single adults over 65:	17	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	30	X
College:	25	X
Graduate School:	10	X
Specialty Training:	30	X
Other (please specify):	4	X Military

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	40	X

Adults who are retired:	56	X
Adults who are not fully employed:	3	X

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

Our congregation consists of individuals in a broad mix of agriculture, professional, service, military, industrial, business and education positions.

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?

Caucasian 95%
African American 1%
Native American 3%
Hispanic 1%

Diversity may include religious backgrounds, sexual identity, ethnicity, and rootedness in the area. The military bases and Veterans Administration Hospital bring a changing variety of ethnic and racial differences that we readily welcome.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date.

We voted to be an Open and Affirming congregation in 2018 after a few discussion sessions. While we practice hospitality easily and welcome all into our church, the affirming aspect of ONA has created discomfort for some members. From November 2022 through April 2023, we held discussion sessions to explore more deeply what it means to be open and affirming. We used the document, *A Process to Initiate Dialogue in the Church*, prepared by the Wisconsin Conference ONA team.

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	Who plans each of the listed gatherings? (<i>list all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	4	Faith in Fiction, Adult Study
Deborah Circle	6	The group itself plans meetings, programs, and special events. Providing meals for the health care workers at St. Claire's Mission is one project. The group will often donate to various causes.
Priscilla Circle/ Prayer Quilters	6	This is a lay leadership, self-organized group. Members sew quilts for ill or grieving individuals, for Sleep in Heavenly Peace, and also sew crafts for sale with proceeds donated to local non-profit organizations.
Baptisms (<i>number last year</i>)	0	Pastor and family of child being baptized (during worship)
Children's Celebration Sunday	8	Board of Christian Education
Christmas Eve and Easter Worship	50	Pastor, Diaconate, Choir Director
Church-wide Meals	30	Members of Diaconate, Deborah Circle, and Board of Trustees
Choirs and Music Groups	0 (disbanded due to COVID)	Mary Jo Lanska, Choir Director
On-Line Scripture Bible Study	4	Pastor
Communion (<i>served how often?</i>)	40	Offered the first Sunday of every month at 10:00 a.m., has been offered at every Wednesday service at 6:00 p.m. since July

Community Meals	40-60	4-8 times per year
Confirmation (<i>number confirmed last year</i>)	0	Classes have traditionally been held every other week from September- May
Funerals (<i>number last year</i>)	5	Pastor
Youth Ecumenical Group/Vacation Bible School/Church Camp	6	Pastor along with volunteer church members
Retreats	1	Goal of one per year- Green Team, Ecumenical Women's Group
Theology or Bible Programs in the Community	1	Members attended the Laramie Project sponsored by Peace Lutheran
Weddings (<i>number last year</i>)	0	
Worship (time slot: 10:00 am)	15-20	
Worship (time slot: 6:00 pm)	8-12	

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? (<i>3 or 4 or No</i>)	Ministry Setting	Type of Ministry Role	Retired? (<i>Y or N</i>)
None	No			

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: None

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
Interim Pastor	Yes	Part-time		Beginning September 17, 2023
Clerk / Secretary		Part-time	Pastor	9 years
Pulpit Supply Pastor on Wednesdays		\$150 per service		2 months
Church Pianists and Choir Director		Part-time	Pastor	2- 15 years (3 different individuals)

REFLECTION

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

The majority of our congregation consists of retired individuals and couples whose vast experiences and interests contribute significant wisdom and continuity to our church. As an open and affirming congregation, we welcome more diversity in race and sexual orientation/gender identity. There is a need to attract younger families and individuals to join us.

3e. CHURCH FINANCES

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

NOTE: Base on Annual Treasurer’s Report covering the entire fiscal year from July 1, 2022 through June 30, 2023

Source	Amount
Annual Offerings and Pledged Giving	\$ 78,826.00
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>) INTEREST ON ACCOUNTS	\$ 6900.48
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$ 0
Fundraising Events MISCELLANEOUS INCOME	\$ 3717.93
Gifts Designated for a Specific Purpose COMMUNITY TABLE	\$ 2839.76
Grants	\$ 0
Rentals of Church Building. The School of Childhood Most groups use the church for free.	\$ 11,700
Support from Related Organizations <i>DONATION TO OTTO FUND</i>	\$16,000.00
<i>DONATION TO MEMORIAL COMMITTEE</i>	\$1710.00
<i>DONATION TO CHRISTIAN EDUCATION</i>	\$191.00
Transfers from Special Accounts	\$ 0
Other: CASH BEQUEST FROM WOLFORD ESTATE	\$50,000
Other: PROCEEDS FROM SALE OF WOLFORD ESTATE	\$ 122,940.42

TOTAL

\$ 294,825.59

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 139,492.57

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation.

CHRISTIAN EDUCATION		DIACONATE	
Curriculum	\$0.00	Worship Supplies	\$ 300.00
Adult Study	\$300.00	New Member Orientation	\$ 50.00
Confirmation	\$0.00	Pulpit Supply	\$ 750.00
Ecumenical Youth Group	\$100.00	Association and Conference Delegates	\$ 200.00
Intergenerational Special Events	\$0.00	Music Ministry	\$ 300.00
Teacher Support	\$0.00	Special Events	\$ 200.00
Church School Supplies	\$100.00	TOTAL	\$ 1,800.00
Library/Tech	\$200.00	PASTOR/PARISH RELATIONS	
TOTAL	\$700.00	Pastor's Salary	\$28,025.50
BOARD OF TRUSTEES		Social Security	\$3,612.76
Major Maintenance	\$2,000.00	Housing Allowance	\$19,200.00
Supplies and Maintenance	\$3,000.00	Mileage	\$ 1,500.00
Fuel (Church)	\$7,000.00	Pension	\$6,611.57
Water & Sewer	\$1,000.00	Life & Disability Insurance	\$687.75
Electric (Alliant)	\$3,000.00	Health Insurance	\$11,258.74
Phone & Internet	\$2,000.00	Dental Insurance	\$1,122.00
Utilities (Church)		Vision Insurance	\$249.00
Insurance	\$5,800.00	Professional Development	\$ 550.00
Custodial Service	\$3,500.00	TOTAL	\$72,817.32
Snow Removal/Lawn	\$600.00	OUTREACH & STEWARDSHIP	
Miscellaneous	300.00	Green Team	\$500.00
Office Supplies	\$1,200.00	Outreach Projects	\$200.00
Office Equipment Maintenance	\$ 500.00	Community Table Outreach	\$600.00
Postage	\$ 500.00	TOTAL	\$1,300.00
Pianist	\$1,500.00	CABINET	
<i>Pianist SS/Med. Church's Portion</i>	\$115.00	Association Dues	\$576.00
Choir Director	\$0.00	Our Church's Wider Mission	\$7,000.00
Secretary	\$19,260.80	Stewardship Materials	\$50.00
SS/Medicare (church's portion) .0765	\$1,473.45	Congregational Retreat at Daycholah	\$1,000.00
Advertising	\$0.00	Campital Campaign	\$1,500.00
Accountant	\$0.00	TOTAL	\$10,126.00
TOTAL	\$52,749.25	GRAND TOTAL	\$139,492.57

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

52% of budgeted expenses

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

No

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

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

In what way is OCWM (Basic Support) gathered? It is budgeted.

If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)

5%

What is the church's current indebtedness? None

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. None currently. We did put a new roof on the church this summer (August 2023) and used our current funds to pay for this so a capital campaign was not necessary.

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

Does your church have an endowment?

We do not have an official endowment. However, upon the sale of our parsonage approximately ten years ago, the money was placed into the UCC Cornerstone Fund.

What is the market value of the assets? \$216,144.08

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

Interest is used for regular income. The principle is protected.

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

Other Assets

Reserves (savings): On 6/30/2023, we had approximately \$146,000 in our checking, savings, and money market account at Tomah Area Credit Union. This amount has decreased as we have paid for a new roof on the church.

Does your church have a parsonage? No

Describe all buildings owned by the church:

We have a church building with an attached education /school wing located in downtown Tomah directly behind the police station.

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

Which spaces are accessible to wheelchairs?

We do have an elevator in the church so our worship area, Fellowship Hall, the Board Room, Church Office, Lounge, and classrooms on both the ground floor and 2nd floor are accessible. The Chancel (pulpit, lectern, and platform) and Balcony are not accessible to wheelchairs.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry? (For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?)

We are financially responsible. All our bills are paid on time. Our members are generous in supporting community needs and world disasters. Budgets are prepared by each Board and submitted to the Cabinet for review and recommendation for approval. The final budget is approved at the Annual Meeting in May.

Although income has diminished somewhat, no major budget changes have been made. Due to a generous undesignated donation to the church by a deceased member (Vaugh Wolford) in 2022, we were able to complete a new roof project in August of 2023 without holding a capital campaign, but rather using those funds. We are mindful of our expenses to ensure that the expenditures we make are aligned to our mission and ministry.

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.

1. The COVID pandemic disrupted the typical traditions of our church. Moving to online services, cancelling Sunday School classes, and not having fellowship time with one another resulted in changes to our practices and our membership from which we still have not recovered.
2. Voting to be an Open and Affirming (ONA) congregation resulted in the loss of some members. While always being open and demonstrating hospitality, there was significant discomfort for some individuals in affirming all who enter our church and a lack of willingness to truly stand up and be counted as an advocate for those who are marginalized in our community.

- The retirement and untimely subsequent death of our pastor was extremely difficult for our congregation. The leadership and example set by Pastor Ed Stigen was the glue that held our church together.

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

With less children attending Sunday School, we managed to create a new opportunity for our youth by creating Children’s Celebration Sundays. We find that parents of young children can make it to church with their children at least one Sunday a month. These Celebration Sundays are quite joyful as there is never a dull moment when the children are asked questions related to the teachings of Jesus.

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.

(For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

We need guidance and leadership to help us find better methods of resolving conflicts. A servant leader who can offer us training on resolving conflict through active listening of diverse viewpoints to gain understanding and come to a win-win solution is needed. Our conflict seems to be more of an undercurrent of dissatisfaction and disagreement with an unwillingness to speak honestly or openly about issues. Individuals will make comments like... *Lots of people are upset about... or People are talking about...* yet no complaints have been made to our Member at Large and no written communication of concerns is sent to the Pastoral Relations Committee, both of which are given the responsibility to respond to concerns. Often individuals seem to take personally statements made which may be in opposition to their thinking.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Bryan Simon	4	yes
Ed Stigen	26	yes - deceased
Calvin Helming	9	yes - deceased

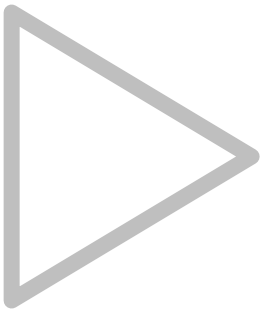
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Following a beloved long-term minister can be difficult for any minister. Add to that, the impact which the COVID pandemic had as a new pastor was just beginning his first called position in a new state, with a new church family, in our rural, conservative community. COVID disrupted the path to developing solid relationships with congregation members. While some members were inspired and motivated by our most recent pastor, others felt as if he did not listen to them or value them. We learned about the important balance that a minister must maintain- demonstrating respect for the traditions of our church while encouraging us to expand our understanding of Jesus’s love and ministry without judgement or disdain.

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

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? For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?

There are a number of congregational commitments made by our church to provide service and advocacy in our community:

- The Tomah School of Childhood is housed in our building.
- The Deborah Circle provides meals for health care workers who volunteer their time at St. Clare’s Mission.
- We budget for and regularly serve meals at the Community Table.
- We provide a scholarship for a deserving high school student.
- Prayer quilts are made for nursing home residents and for Sleep in Heavenly Peace.
- We have two members who serve as co-coordinators for Family Promise.

- Our previous ministers have served on the Board of Neighbor for Neighbor Food Pantry.
- Our Prayer Garden is open to the public for quiet reflection.
- We support Our Church's Wider Mission.
- We participate in the Feed My Starving Children Event, packing meals which are then sent to areas of poverty around the world.

Individuals also volunteer for organizations which they find meaningful and which support equity and justice in our community, state, and nation. For example, individuals will ring bells for the Salvation Army, assist with building projects for Habitat for Humanity, serve as Hospice volunteers, assist with Faith in Action and the Guardians of the Children program.

Our church is known for helping people when they are most in need. We willingly open our hearts and our doors to non-members in need of funeral services or weddings.

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

We have a history of our pastor being very involved with both the NW Association and the Wisconsin Conference, in both the annual meetings and participation on committees. We have also had lay persons attend these meetings. We want our pastor to continue to serve in leadership positions and maintain this connection to the wider United Church of Christ community.

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. Check any statements below that apply to your UCC faith community.

Accessible to All (A2A)

X Creation Justice (Green church efforts)

Economic Justice

Faithful and Welcoming

God Is Still Speaking (GISS)

X Border and Immigrant Justice (Minister was active in efforts when Afghan refugees were assigned to Fort McCoy)

Inter-cultural/Multi-racial (I’M)

Just Peace

Global Mission Church

X Open and Affirming (ONA)

WISE Congregation for Mental Health
Other UCC designations:
Designations from other denominations

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?

Our journey as a congregation to be more Christ-like calls us to demonstrate love to all and to our planet. As a result, our efforts to recycle and use less energy, our acceptance of our LGBTQ+ neighbors, and our willingness to help immigrants and refugees speak to increasing involvement with these initiatives.

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

We have found common ground with three other churches in our community- the United Methodist Church, St. Mary's Episcopal, and Peace Lutheran. Our ecumenical efforts are reflected in four church services each year- Good Friday, Kick-off to Vacation Bible School, Thanksgiving, and the Longest Night service. We participate in an ecumenical youth group for our middle and high school students and the summer vacation bible school. Our efforts to assist homeless families through Family Promise is an ecumenical effort, along with providing help to organizations like the Caring Closet, Neighbor 2 Neighbor Food Pantry, and Faith in Action when a need arises. With our smaller congregational numbers, we believe more ecumenical activities may be beneficial for our members.

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 church constitution states the UCC Mission: *United in Spirit and inspired by God's grace, we welcome all, love all, and seek justice for all.* Our weekly church bulletin also states: *As a follower of Jesus, I will try to treat everyone with kindness, to be honest and truthful at all times, to stand up for those who are treated unjustly, to care for all God's creation and to be a peacemaker in whatever way I can.* All of our activities are aligned with these statements and are completed by dedicated individuals who volunteer their time, money, and efforts to the causes which speak to their passions and values. During COVID, we were one of the few churches/organizations who regularly continued to serve free meals, stepping up to fill in many

dates that were left uncovered. We find the funds and people power to assist whenever there is an urgent need in our community.

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 encourage our pastor to be a servant leader, responding to community needs as they arise. Our church has a reputation for having an open door. Those in need can ask for help and are treated with kindness and respect without fear of judgement.

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?

Our church reflects the composition of our community. We believe opportunities lie in seeking out new members who are concerned about environmental and social justice issues. Individuals who believe in accepting each person for who they are without judgement have a mindset and values which we would hope to attract.

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?

We are located downtown, near both modest single family houses and apartment buildings. Several of our members come to us from those locations. We also attract members from farther away who come for the special welcome and theological openness of the congregation. At one time, we reflected a fairly broad slice of the community, however, due to the need to close our doors during COVID, participation has declined. Today, our hope is to find ways for our church to grow.

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

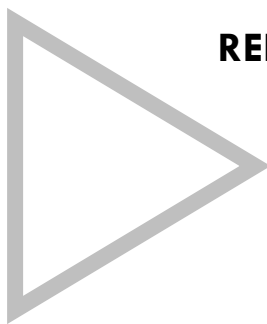
Like many communities, Tomah has a substantial number of churches. We understand that we do not need to compete for the members of these congregations, but have a particular mission to the smaller number of "progressive" and not religiously affiliated people who share many of our values. Recognizing that demographic reality in this community helps shape how we do outreach and we need to begin shaping our programs/services to this reality.

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

Our church is known for being helpful, generous, and welcoming. We are a church that pays attention to the needs of the community.

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

New people often say that they were warmly welcomed and included from their first visit.



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.”

REFERENCE 1

Susan Robinson, Tomah Community Table Coordinator
susanrdcde@yahoo.com 608-633-0803

REFERENCE 2

Holly Larson, Early Childhood Teacher, Tomah School of Childhood
hollylarson@tomah.education 608 372-2969

REFERENCE 3

Pastor Dawn Lindberg, Peace Lutheran Church
peacepastordawn@gmail.com 608- 343-7322



October 24, 2023

To Potential Pastoral Candidate:

I have had the pleasure of working with members of the Tomah First Congregational UCC Church for the past 4 years for various community projects - the most notable being the Tomah Community Table program. Community Table offers a free meal every Monday evening and is open to all members of the community. Each week a different church/organization sponsors the meal. First Congregational UCC has been involved in this worthwhile endeavor since its origination in 2009.

In addition, I have had the pleasure over the past year to work with members of the congregation for another community effort, Family Promise. This program's goal is to eradicate homelessness in Monroe County. First Congregational UCC utilizes space at the Tomah Church of the Nazarene (the church that I attend) while serving in this program.

From working with members of this congregation, I have personally observed many positive attributes of this body of believers.

1) Dedication- As noted above, this church has been active in providing meals to Community Table since its start in 2009. They always have a large number of volunteers that are willing to prepare, serve and clean up at these meals. They always come with a smile on their face and a willingness to serve. Over the years, we have averaged 65 meals per week. The cost of the meals is completely covered by the church members.

2) Caring - Members of this congregation have a passion for serving the less fortunate. During the pandemic, many organizations stepped aside from providing meals when we switched to a drive thru meal distribution. First Congregational UCC really stepped up and made the drive thru program the success that it was. In addition, they feel a strong commitment to the Family Promise program and willingly volunteer to work with other churches in the community to allow this program to operate. This includes staying overnight at other churches with the Family Promise families and providing meals.

3) Thoughtful- A recent interaction that greatly illustrates this happened when members of the congregation were staying at my church, Church of the Nazarene. Quite frequently after the Family Promise families time at our church is over the kitchen is left in less than optimal condition with refrigerators having outdated food left behind. This congregation did an

exceptional job of cleaning the kitchen and refrigerators so that they were in better shape than they found them in. A little thing but it illustrates how considerate and respectful the people are.

The experience that will always stand out in my mind related to First Congregational UCC again goes back to the pandemic and how willing this congregation was to keep Community Table going. It was a trial and error experiment to find the best way to conduct the drive thru program. This church was right there every step of the way. At the height of the pandemic, instead of our usual 65 meals being served we had gotten up to as many as 250 meals per week. A significant increase for any organization to face. Because many groups had stopped hosting during this time, First Congregational UCC actually started hosting once a month – a huge commitment of money and time that they willingly assumed. Tomah Community Table will always be grateful for their service but especially during this challenging time.

It is always a pleasure to work with members of this congregation. Their willingness to serve in the community is extraordinary.

Sincerely,
Susan Robinson
Tomah Community Table Coordinator

November 1, 2023

To Whom it May Concern:

We are writing this letter on behalf of the First Congregational UCC church in Tomah, Wisconsin. We are the current 4K teachers in the Tomah School of Childhood housed in the church's main floor classrooms. The Tomah School of Childhood has had a working relationship with the church for over 50 years. Our experience with the church staff and membership has been friendly, accommodating and helpful over the years.

We have noticed the church is very open to anyone regardless of religious affiliation. They offer a variety of services to their members, as well as the local community. The maintenance staff is prompt when we need something fixed. For example, when the weather took a quick turn to winter temperatures and our heating system was not working, they were in the room to work on it within 15 minutes, and then called the service company when it was beyond their repair knowledge.

From a personal perspective, when Linda's father passed away suddenly several years ago, and their own church would not accommodate them for the funeral, the First Congregational UCC opened their doors and offered to hold the funeral here. It was such a caring gesture for the church to show her grieving family.

The First Congregational UCC church is a warm, friendly and caring institution in the Tomah community. Anyone would be blessed to be a part of this church.

Sincerely,

Holly Larson & Linda Mesner

Holly A Larson *Linda Mesner*

Tomah School of Childhood 4K Teachers
(608) 372-6645



November 9, 2023

To whom it may concern,

Since my arrival in Tomah over nine years ago, I have come to know First Congregational Church through our work together. This partnership has grown over the last few years as we have strengthened our commitment to worship and work ecumenically.

Our ecumenical partnership has been between, Peace Lutheran (ELCA), St. Mary's Episcopal, First United Methodist and First Congregational. We have combined our efforts for programs like Vacation Bible School, Family Promise (a homelessness program), four ecumenical worship services per year, as well as monthly meetings of the pastors for mutual support and planning. Recently several women also joined our congregation for our yearly Women's Retreat.

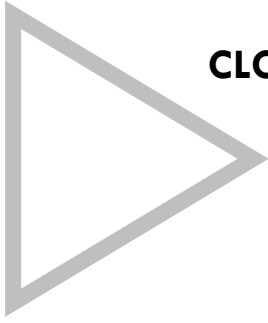
First Congregational has been open to working with other congregations in the Tomah community. Our work together has strengthened the ministry of all the congregations involved.

In conversations with members, I know the future of the congregation is a concern. How does First Congregational continue their mission with limited participation? This is a concern for so many congregations and yet, they have shown a willingness to address this concern head on. This will be one of the ongoing challenges as they move into this next season of ministry.

First Congregational has been supportive of my ministry at Peace Lutheran as well as my congregation's ministry. When we formed our congregation in 2010, they provided worship space for us. Their welcome and generosity has not been forgotten. In many ways, First Congregational has added to our shared mission.

Your sibling in Christ,

Rev. Dawn Lindberg



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

**We want to extend this invitation
for you to come along
and become part of our church family.**

Where you feel that you belong

For you are valued by the Lord

And he has a purpose for you,

He's placed within you special gifts,

He longs for you to use

And we, as a church, would love to see

You grow within your gifts,

For then we all can receive a blessing

With what God's blessed you with.

- M. S. Lowndes

STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

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

A committee from our church first completed this profile in 2019. Because very little had changed in our congregation (other than less participation and membership) and our community, the Cabinet agreed that a subcommittee of three members could review the last profile and update it for use. Three members of the Cabinet- Judy Bronson, Sue Nuutinen, and Cindy Zahрте- made recommended changes to the profile to reflect our current reality. The changes were then shared with members of the church via an email and an open discussion during a church service in September. The profile was modified to reflect suggestions made by congregants and then finalized by the Cabinet. In addition, the Call Committee completed one final review with suggestions for how the document could read a bit more easily by changing some formatting and suggestions by our Associate Conference Minister were also considered.

Signed: Cindy Zahрте
Profile Sub-Committee Member
November 7, 2023

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

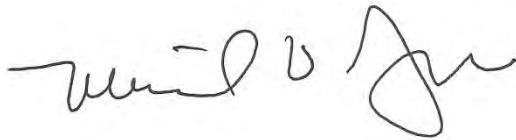
Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:



Name / Title: Rev. Michael Jones/Associate Conference Minister
Email: mjones@wcucc.org
Phone: 608-419-7509
Date: November 9, 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