

Interim Scope of Call

Wisconsin Conference
United Church of Christ

First Congregational United Church of Christ
2503 Main Street
La Crosse, WI 54601
www.firstcongolax.org

Objective

First Congregational United Church of Christ seeks a full-time Interim Minister of Faith Formation and Justice Ministries. The position is available December 1, 2023.

Our Church

First Congregational United Church of Christ is a vibrant congregation with over 400 members in La Crosse, Wisconsin. We sit at the edge of the majestic Mississippi and towering bluffs in a town with three colleges, two hospitals, and growing industries. Our church is called to learn how to live the teachings of Jesus to love our neighbors and live justly with all of God's creation.

The Minister of Faith Formation and Justice Ministries will help us live out that calling by working collaboratively with the congregation and pastoral staff to continue to build a dynamic program for families with kids from the nursery through adults. Our church has witnessed an 11% rise in in-person attendance in the last year as our program for families has grown. We are looking to build on this foundation. This position will work with our CE team to recruit, train, organize, and retain volunteers for our Nursery through Pre-K and early Elementary programs. We are currently building our Middle and High School programs. In order to offer wholistic ministry to families with kids in Middle School, we are initiating Our Whole Lives (OWL) for Early Elementary and Middle School kids in partnership with the local UU. This minister will help organize and resource OWL for these ages. We also provide a supportive work environment where the pastor and staff will view it as their roles to nurture your gifts.

This minister will also help us live out our call to live justly with our neighbor as we walk humbly with our God. We are open to this minister offering support to any or all of the following ministries in our church: Ministry of Missions and Social Justice, Creation Care, and our WISE Initiative to encourage mental health.

We are praying that we will find a person who is passionate and theologically adept at leading our programs forward as our church lives out our call to love our neighbors and all God's creation. Education in a mainline seminary is valued, but we are open to providing theological training.

Current Membership: 416

Average weekly worship attendance: 120 total with 84 in person and 36 on YouTube

Current year annual budget: \$486,705

Expectations & Goals

This position will ask 40 hours-per-week and the position includes the following goals:

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Goal One: Support the Ongoing Faith Formation of First Congregational United Church of Christ, La Crosse. We are looking to value and use the gifts and talents of the particular individual who join us. We are open to being in conversation with interested applicants about how the portfolio of this position might be configured to ensure that each member of the pastoral team feels fulfilled in their calling. Below is a rough sketch of what that position could look like. Please consider applying even if this doesn't reflect your gifts and talents exactly. Applicants will be interviewed as they apply. The position can begin as early as December 1, 2023 or a time convenient for the applicant. The position will be one year with the possibility of extension.

- Supporting Faith Formation from cradle through adults
 - Recruitment, organization, and retainment of volunteers for Faith Formation on Sunday mornings and monthly special events
 - Weekly bulletins and “Faith at Home” for kids to facilitate their family’s faith formation
 - Weekly email and other regular communication with families about our programs
 - Co-facilitate Confirmation with Senior Minister every other year
 - Organize camp for Pre-K, Elementary, and Middle School in Summer
 - Recruit, resource, and promote OWL as needed for both Elementary and Middle School ages. We will be happy to work with you to obtain the training, if you are not already certified.
 - Work with our Adult Ed Representative to plan educational events for adults
- Each pastor may offer resources to one administrative committee of the church.
- Staff the church’s ministries for justice. This may include any or all of the following: Missions and Social Justice, Creation Care, and/or WISE initiative.
- If interested and it fits your gifts, preach up to once a month.

Goal Two: Transparent Conversations

- We are the midst of building up our Middle School program. What support do you need from the church and staff to facilitate this development as we work on this growing edge for our community?
- We have very minimal High School programming. What do you imagine as the first steps our church can take with you to build up this program?
- How can the leadership of our church ensure that you remain a healthy individual while being in covenant with our church?

Compensation

Salary: \$45,000 over a one-year contract with 40 hours per week

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Benefits:

- UCC pension contribution of 10%
- Individual Health and Dental Insurance: PLAN A
- Social Security Allowance 7.65% of salary/housing