

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

St. John's United Church of Christ Schwarzwald  
Elkhart Lake, WI

Settled - Full Time Pastor

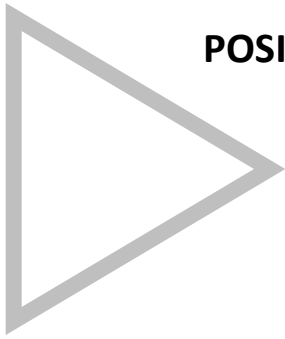
Wisconsin Conference United Church of Christ Northeast

Wisconsin [March 7, 2024]

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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

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WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

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**Church name:** St. John's United Church of Christ Schwarzwald

**Street address:** W3401 Orchard Road, Elkhart Lake, WI 53020

**Supplemental web links:** [schwarzwald@tds.net](mailto:schwarzwald@tds.net)

[schwarzwalducc.org](http://schwarzwalducc.org)

[www.facebook.com/stjohnsuccschwarzwald](https://www.facebook.com/stjohnsuccschwarzwald)

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

**Conference:** Wisconsin Conference United Church of Christ

**Association:** Northeast Association

**UCC Conference or Association Staff Contact Person:**

Reverend Jane Anderson

Associate Conference Minister working with the Northeast and Southeast Associations

920.540.2586

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

St. John's United Church of Christ (Schwarzwald) was formed in 1854, so this year will be our 170th anniversary. Five years ago, St. John's UCC proactively sought to form a Shared Ministry with St. Paul's United Church of Christ in Malone, WI with St. John's at 70% and St. Paul's at 30% of the pastor's time. For the past five years, it has been a very positive partnership which both churches are planning to continue.

We are a congregation who likes to gather in the narthex before worship and after worship. The atmosphere is alive with members greeting and visiting with one another. Many members are related and have a long family history with the church. We are aware that we need to reach out to seek new members.

St. John's would like to attract more young families. We currently have a very active Christian Education program with growing participation and a meaningful Confirmation

program including adult mentors for each student; but the youth often don't continue to participate in the life of our church after they get confirmed. We would like to keep more of those youth involved in the life of our church.

We have strong lay leadership within the church, where members step up to take the lead and lighten the load of the minister. We continue to actively engage more of our younger adult members in leadership positions.

We have a very active Outreach Team which plans monthly intergenerational mission/outreach projects. St John's motto is ***"The small church with the big heart that does great things"***. We would like to seek new areas of outreach into nearby communities. What more can our church do that will meet the needs of people in our surrounding communities?

We are seeking a minister who has the interest and the desire to help us grow in these areas. We do not expect the minister to be the person doing these things but are looking for someone willing to guide us and work collaboratively with our church's lay leaders and congregation to develop these areas of future growth and ministry.

### **Photographs:**



**For additional photos see Appendix A - Photos**  
and our facebook page [www.facebook.com/StJohnsUCCSchwarzwald](http://www.facebook.com/StJohnsUCCSchwarzwald)

### **What we value about living in our area:**

St. John's Schwarzwald UCC is located in eastern Wisconsin near Lake Michigan approximately an hour away from the larger cities of Appleton to the west, Milwaukee to the south and Green Bay to the north. These larger cities provide many opportunities for shopping,

professional sports and entertainment. More specifically, St. John's is in the country between the smaller cities of Sheboygan, Howards Grove, Manitowoc, and Kiel.

This area has a very strong and healthy agricultural economy. The surrounding area has many established and well-known businesses and factories (Johnsonville Sausage, Sargento Cheese, Kohler Company, Acuity Insurance to just name a few) as well as a wide variety of other smaller locally owned companies. Unemployment is very low, and many places are actively seeking additional workers.

Neighboring communities provide a wide variety of restaurants, entertainment, and recreational opportunities. Sheboygan has several live theater programs, a symphony and Chorale performing groups as well as the Weill Performing Arts Center which brings in national performance groups. This area of the state has a wide variety of outdoor activity opportunities including state parks, walking and biking trails, and world class golf courses.

Local school districts are highly regarded and provide an excellent education with strong parent involvement and community support. There are several local higher education institutions, including Lakeland University, Lakeshore Technical College, and the Sheboygan campus of the University of Wisconsin Green Bay, as well as others within driving distance of two hours or less.

**Current size of membership:**

151

**Languages used in ministry (*other than English*):**

None

**Position Title:**

Full time pastor in a formal shared ministry covenant with St. Paul's UCC, Malone. This position is 70% time at St John's Schwarzwald UCC, Elkhart Lake, and 30% time at St Paul's UCC, Malone, WI. The two churches are 23 miles apart.

**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 in line with the conference compensation guidelines.

70% @ St. John's Schwarzwald UCC, Elkhart Lake, WI and 30% @ St. Paul's UCC Malone, WI

## **Does the total support package meet conference compensation guidelines?**

Yes

## **SCOPE OF WORK**

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**See Appendix B - Shared Ministry Covenant**

**See Appendix D - St. John's UCC & St Paul's UCC Pastor/Congregation Expectations**

### **Core Competencies:**

- Ability to be an effective preacher and speaker for all ages. Challenging us to be more faithful and Christ-like in our daily lives by delivering meaningful messages that include scripture interpretation, and real-time experiences that are applicable to the challenges of daily life.
- Given our constant changing culture, willingness to propose new ideas in both outreach and worship.
- Prioritization/time management skills, including personal self-care to avoid burnout while serving two churches.

## **COMPENSATION AND SUPPORT**

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### **Salary Basis:**

The salary and benefit package range which is being offered, is competitive per Wisconsin Conference guidelines, and will include salary and housing allowance. The final compensation package will be determined by the applicant's experience, education, and other qualifications.

### **Benefits:**

Benefits include health, dental, and life insurance, social security offset, pension, reimbursement for mileage, and budgeted funds for professional development and professional materials.

### **What is the expected living situation for your next minister?**

A housing allowance will be provided. We are willing to assist in securing appropriate housing arrangements.

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

The pastor will need to travel between the two churches for responsibilities as described in the Shared Ministry supporting documents entitled "*Worship Times and Special Services - 2022*" and "*St. John's UCC and St. Paul's UCC Pastor/Congregation Expectations.*"

**See Appendix C - Worship Times and Special Services**

**See Appendix D - St. John's UCC & St. Paul's UCC Pastor/Congregation Expectations**

**State any incentives:**

We are open to discussing incentives as part of the overall compensation package with the selected candidate.

The Wisconsin Conference, United Church of Christ does have a grant program for the purpose of assisting pastors who qualify by guidelines established by the Commission on Church and Ministry, to repay seminary loans. Grants are based on need and may be renewed annually for up to five years. The amount of the grant will depend on need and available funds. More information and the application can be found at the following location:

<https://www.wcucc.org/wp-content/uploads/2023/08/FIF-Seminary-Loan-Repayment-Application-form-2023.pdf>

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

- Communities of Practice (COP) is a safe and supportive peer group, facilitated by a seasoned pastor or experienced therapist. Each COP is organized by the Wisconsin UCC Conference, 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, sponsored jointly by both the Minnesota and Wisconsin Conferences, exists to nurture vitality within the body of Christ by transforming the people of God through theological study and equipping them for effective leadership within their congregations and communities. Current offerings include *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, *Faith Foundations: UCC History and Polity*, and *Leadership Skills - The Pandemic Pivot; What We learned That Will Lead Us Forward*.
- 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 each fall at one of the Conference's church camps, Moon Beach, in northern Wisconsin.
- Boundary Training: is offered regularly to meet the UCC Manual on Ministry requirement.
- In addition, Lakeland University, which is located only a few miles from St. John's, offers classes in Religion and Social Justice Studies.

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

N/A

## **WHO IS GOD CALLING TO MINISTER WITH US?**

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

- To participate in additional outreach mission work opportunities outside the church walls, but still within the larger area community around us.
- To learn new ways of being a more intentionally welcoming church.
- To be proactive and open to new opportunities which may arise in different ministry options with other area UCC churches.

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

We have a very active Outreach Team and members are willing to do the planning and work under the guidance of the pastor. Periodic planning meetings to discuss opportunities and strategies would be helpful. We would like to continue our multi-generational approach because we believe that has been a strength of our church and is key to keeping the youth involved in the church.

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

Currently there are no specific language or specific cultural capabilities needed. However as we grow and become more diverse, we are aware this may need to be considered in the future.

**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.**

- **Exhibiting a Spiritual Foundation and Ongoing Spiritual Practices**

We want our new pastoral leader to be someone who strives to model a life of discipleship, following Jesus's teachings, understanding the power of the Holy Spirit, prayer and God's unending love. Hopefully, he/she can then inspire and challenge us to be more Christ-like in our lives.

- **Engaging Sacred Stories and Traditions**

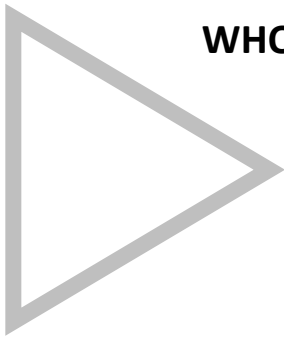
Worship is important for our members. We want our new minister to have a strong background in knowing and understanding both the Old and New Testament times and culture and then have the ability to relate the sacred stories and traditions to our modern life. What do the Bible stories teach us about our lives today?

- **Caring for All Creation**

It is important that all members of our congregation feel loved and cared for and that our minister models love, hope, and healing in this hurting world. We realize that understanding mental health issues is a growing concern. With serving two churches in the Shared Ministry, we also understand that it is very important for our new pastor to practice self-care and life balance.

- **Strengthening Inter- and Intra- Personal Assets**

We want our new pastor to be a person of strong moral character and personal integrity, honoring the uniqueness and dignity of all God's people. We would like someone who understands, values, and can relate to all ages. We think excellent and open communication skills are so important. We want to get to know and be known by our new pastoral leader. We enjoy having fun together as a congregation and hope our new pastor feels comfortable joining in.



## **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?**

- Being a community of Christ-like people to be even more welcoming, spread love and kindness
- Sharing God's word found in the Bible, including our younger generation and community
- Growing in faith and love for God
- Being even more generous in supporting and caring for our community and world
- Helping neighbors in need
- Continue looking for opportunities that allow us to become more diverse



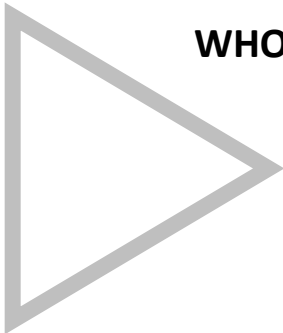
**Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.**

**Monthly outreach projects**

We started with specific small mission projects each month and formed an ‘Outreach Team’ to organize and execute projects which met both local and global needs. Our goal was to engage both the young and the young at heart. Usually, the congregation was invited to stay after church once a month to work on the project together, making Project Linus blankets, collecting food monthly for food pantries, etc. It has been very successful. The interaction between generations has been very positive. When recently asking the congregation for input, we heard many times the need to get out in the community more, i.e. helping at community cafes, food pantries, ministering at community facilities where we have members that are residents, etc. Our future plans will include adding more diversity in our outreach projects by doing more projects based in the community.

**Online worship services**

We started online worship services during the pandemic when the situation reached the point where we had no other safe options for worship service. After we re-opened our doors we decided to continue the online worship services because we discovered we were able to reach out to a broader community. Worshippers (both members and nonmembers) who were either unable to worship in the church or unavailable based on their schedule, listened to the online services.



**WHO ARE WE NOW?**

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

## CONGREGATIONAL REFLECTIONS

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### **Describe your congregation's life of faith.**

Members of St. John's highly value Sunday morning worship in our sanctuary. In our worship liturgy, God is portrayed as loving, kind, forgiving, caring and active in our daily lives. The Holy Spirit is viewed as that silent force that moves people in unexpected ways.

St. John's constitution defines the responsibilities of members as:

- 1) attending worship and receiving communion on a regular basis
- 2) supporting the work of the church with gifts and talents to the best of his/her ability
- 3) living a Christian life to the best of his/her ability
- 4) participating in the life and mission of St. John's UCC
- 5) growing in the Christian faith (e.g attending adult studies, private devotions, reading)
- 6) sharing the Christian faith with others

### **Describe several strengths or positive qualities of your congregation.**

- The church has many talented members that step up and share their 'gifts' and fulfill leadership roles within the church. Lay leaders are very committed to their responsibilities and often fulfill those leadership responsibilities for a long time.
- Members provide a strong support system for other members who are facing a difficult time or situation in their personal lives.
- Strong Christian Education Department that is currently attracting more and diverse families to our church.
- Many current members have had a long time family connection with St. John's that goes back several generations. Because of that long family history, they are very committed to the future of this church and are willing to consider the changes necessary to remain a thriving church.

### **Describe what worship is like when your congregation gathers.**

We usually have worship service on Sunday mornings in our sanctuary. Since we are in a shared ministry with St. Paul's UCC, our time of worship is 8:30 am followed by Sunday School at approximately 9:30. The format is fairly traditional. All the different elements of

worship are coordinated with the lectionary theme, including the call to worship, other liturgy, the hymns, etc. The children eagerly look forward to coming to the front for a children's message which is also related to the scripture and sermon message for the day. We usually have a lay person read the scripture each Sunday. The pastor's message is always based on God's love, blessings, forgiveness and challenges us to be more Christ-like in some specific way. A Sunday School student then brings the offering plate forward at the appropriate time in worship. We have two talented organists who enrich our worship with beautiful musical selections. We usually sing at least two hymns which relate to the scripture and sermon message, and we also use contemporary songs projected on the two TVs up in the front of the church. Members of the congregation are invited to share joys and concerns to be included in the pastoral prayer. We have a Sunday School choir and Bell Choir which perform frequently.

There are times when we have taken our worship service to a local nursing home where we have church members residing and we have experimented with having outdoor worship in the summer in the church parking lot or at a local park, at a member's lake home, or in the evening around a campfire at a member's home.

The congregation loves having children present in the sanctuary during the worship service and families with young children have expressed their appreciation for the fact that our worship services accommodate the shorter attention span of children. Members value our current pastor's sermons which are based on a Bible passage, then specifically connected to today's world and always includes some related human interest stories as well as humor. It makes us think and challenges us to grow in our Christian faith and practice. Our worship services provide a wonderful opportunity to recharge for the week ahead.

Again the baptism service is fairly traditional, using the UCC baptism liturgy. However, we do add a very special personal touch. A week or two prior to the baptism, we invite members of the congregation to "tie a blanket" which is then used to wrap around the baby as the pastor carries the baby down the aisle for the congregation to welcome the new baby into our midst at the conclusion of the baptism ceremony. The blanket is then given to the family as a symbol of our love and support. In addition, if possible, we may have a very heartwarming video presentation using pictures of the parents, siblings, maybe grandparents and the child being baptized as we sing the song "*I Was There to Hear Your Borning Cry*".

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

It's important that our youth are included in our worship service. Every week a youngster brings forward the offering and youth are invited to read scripture during worship. Youth may also partner with adults to light candles prior to beginning worship.

Sunday School is provided for all children ages 3 through eighth grade on Sunday mornings following worship. The curriculum has been developed by our Christian Education team. They

follow the same topics as the liturgy. The teachers use materials gathered from various resources and alternate Bible lessons with community service projects.

Our confirmation program was developed by our current pastor. It is a nine month program for youth who are at least in ninth grade or older. Each student is matched with an adult member of the congregation as their mentor. The pastor meets with the youth once a month for approximately four hours on a specific topic which is then followed up by a meeting with their mentor for discussion as well as some independent study on the same topic.

The units of study are: The Bible (2 sessions), the Ten Commandments (3 sessions), the UCC (2 sessions), Prayer (1 session) and the Sacraments (1 session). Throughout the year, there are a wide variety of expectations for attendance and participation in worship as well as a variety of other experiences and opportunities for students to *Experience Others*, *Experience Service* and *Experience the Church*. At the conclusion of the year, each student writes a two page reflection paper on a UCC identity topic as well as their own Statement of Faith and chooses to share one of these with the congregation.

The most successful adult education program has been a video program followed by small group discussions as a part of our midweek Lenten worship services which are shared with our shared ministry partner church, St. Paul's UCC.

**Describe how your congregation is organized for ministry and mission.**

The main decision-making committee is our Council. Governed by a president who is elected annually, a vice-president, secretary, and 2 other committee members. Our treasurer participates in the council meetings but has no vote. The council meets monthly for approximately 1-2 hours, which includes a well thought out Discussion Agenda as well as a prepared Consent Agenda to maximize productivity. Regularly (monthly) council meeting minutes are published in the newsletter. Additionally, the council president provides highlights of the council meetings during the announcement portion of the Worship Service.

Special congregational meetings are called as needed. The congregation is given two weeks notice, adhering to the constitution.

Annual meetings are held on the last Sunday of January. The congregation is given a copy of the agenda and annual report in advance of the meeting.

Christian Education Team consists of 3 team members and meets quarterly for approximately 1 hour and more frequently as needed for discussions to plan activities. The Christian Education Team also engages with the Outreach team to organize intergenerational community projects.

The Outreach Team consists of 6 members and meets twice a year and more frequently as needed for planning activities. The Outreach Team meets bi-annually for approximately 1 hour.

Building and Grounds Team consists of 3 members and meets twice a year and more frequently as needed. The Building and Grounds Team meets bi-annually for approximately 1 hour.

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

Based on a crisis or disaster, the council is able to (and has) called an emergency church council meeting via ZOOM or in person to discuss the crisis and develop and execute a plan of action.

Unexpected, but relatively minor crises, like water in the basement, furnace not working, etc. are simply dealt with quickly and efficiently by the Church Council with the assistance of the Building and Grounds Team. Fortunately, we have not been affected by a major disaster of any kind.


Probably the greatest recent crisis that we had to quickly respond to occurred in March of 2020 when the world shut down due to COVID. Following CDC recommendations and Wisconsin Department of Health recommendations, indoor/in person church services were abruptly canceled in March of 2020. Our Church Council met immediately to learn as much as we could about this new pandemic and to discuss our options. Using CDC guidelines, Wisconsin Department of Health data and the Wisconsin Council of Churches' recommendations, we quickly pivoted to ZOOM worship services because that we could do immediately. We knew we had members without access to the Internet, so we mailed printed worship resources to them. The joint ZOOM worship services with our shared ministry partner, St. Paul's UCC, were a wonderful opportunity for members of the two congregations to get to know each other better. We met with larger area churches who already had the equipment and training to do live streaming and recording worship services which were then posted online to learn how that was done. However, because we are a rural church and do not have access to reliable high-speed Internet, we discovered we were not going to be able to live stream our worship services. So we had to research other options for recording and uploading worship services online as well as finding ways to include those who did not have Internet access, purchase appropriate recording equipment and learn how to use it all! It was a steep learning curve for all of us. We still continue recording and posting our worship services online to our YouTube channel as well as on Facebook. It has become an invaluable part of our outreach to members who cannot attend in person for a variety of reasons as well as others who may be interested in our church.

In addition to these mechanics of providing worship opportunities in new ways, the Church Council had to deal with a wide range of people's different feelings and beliefs about the pandemic itself, recommended safety precautions, masks, vaccinations, etc.

**Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?**

Yes

## 11-YEAR REPORT

UNITED CHURCH OF CHRIST										
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS										
<div style="text-align: right;"> <i>God is still speaking.</i>  <b>UNITED CHURCH OF CHRIST</b>  </div>										
Church#:	860730									
Assoc:	824	Schedule:	0	St. John's UCC	Elkhart Lake	WI	53020			
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	226	80	38	2	0	5	14	22	-29	
2013	221	61	38	2	0	1	7	1	-5	
2014	215	79	39	2	0	8	7	9	-6	
2015	214	94	30	4	0	12	9	8	-1	
2016	204	87	29	1	0	2	4	9	-10	
2017	213	82	29	7	0	7	4	1	9	
2018	210	71	29	0	0	4	3	4	-3	
2019	199	69	24	0	0	2	4	9	-11	
2020	199	69	24	0	0	0	0	0	0	
2021	199	38	27	0	0	0	0	0	0	
2022	161	56	24	2	0	0	3	17	-18	
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	\$122,921	\$14,786	\$3,671	\$1,113	\$4,784	\$0	\$4,784	2.99	\$142,491	\$0
2013	\$113,020	\$20,367	\$4,190	\$3,260	\$7,450	\$0	\$7,450	3.71	\$140,837	\$0
2014	\$163,085	\$35,562	\$2,421	\$1,561	\$3,982	\$856	\$4,838	1.48	\$203,485	\$137,823
2015	\$137,478	\$30,034	\$3,946	\$2,717	\$6,663	\$1,236	\$7,899	2.87	\$175,411	\$120,798
2016	\$141,162	\$0	\$3,435	\$5,399	\$8,834	\$281	\$9,115	2.43	\$150,277	\$111,207
2017	\$143,705	\$0	\$3,503	\$2,879	\$6,382	\$4,450	\$10,832	2.44	\$154,537	\$117,248
2018	\$153,165	\$0	\$2,256	\$11,150	\$13,406	\$4,585	\$17,991	1.47	\$171,156	\$151,449
2019	\$133,426	\$0	\$3,175	\$3,819	\$6,994	\$2,549	\$9,543	2.38	\$142,969	\$125,575
2020	\$133,426	\$0	\$2,914	\$825	\$3,739	\$0	\$3,739	2.18	\$137,165	\$0
2021	\$110,439	\$0	\$1,940	\$4,935	\$6,875	\$0	\$6,875	1.76	\$117,314	\$184,246
2022	\$129,135	\$0	\$4,095	\$5,859	\$9,954	\$0	\$9,954	3.17	\$139,089	\$103,410
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2017-2022	-24.41	-31.71	-17.24	-85.71	300.00	-10.14	55.97	-10.00		
2012-2022	-28.76	-30.00	-36.84	-71.43	-44.44	5.06	108.07	-2.39		

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

## CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church:

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	111	●
Number of active non-members:	10	●
Total of church participants (sum of the numbers above):	121	●

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	76%	●
Less than 10, more than 5 years:	16%	●
Less than 5 years:	8%	●

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
20	3	0	11	20	12	22	21	12	●

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5%	●
Joint household with minors:	30%	●
Single adults age 35-65:	5%	●
Joint household with no minors:	50%	●
Single adults over 65:	10%	●

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	100%	●
College:	30%	●
Graduate School:	10%	●
Specialty Training:	5%	●
Other (please specify): 2 year Technical College/Trade school	30%	●

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	65%	●
Adults who are retired:	30%	●
Adults who are not fully employed:	5%	●

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

Members have a broad range of various levels of education, from HS graduate through PhD. Factory work, agriculture, education, skilled trades, professional, and healthcare are common occupations.

**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?**

St John’s congregation is primarily white, middle class individuals of German descent. We are not diverse by any category such as gender, ethnicity, social or economic status, or sexual orientation.

**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. Comment after the exercise:**

No discussion has recently occurred nor are there any specific plans to hold a discussion in the near future. However, we are aware that diversity is an area for growth that needs to be



explored. Within our community, we have opportunities to reach out to Hispanic workers within the agricultural industry, many Hmong families in the area, as well as the homeless population.

## **PARTICIPATION AND STAFFING**

**Complete the following chart. Please leave blank any fields that are not applicable to your congregation.**

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? ( <i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i> )
Adult Groups or Classes		
Baptisms ( <i>number last year</i> )	1	Pastor
Children’s Groups or Classes	26	Christian Education Team
Christmas Eve and Easter Worship	83/114	Pastor
Church-wide Meals		
Choirs and Music Groups	Bell Choir = 10 Chimes Choir =7 Sunday School = 12-16 avg	Lay Leaders
Church-based Bible Study		
Communion ( <i>served how often?</i> )	Monthly Easter Christmas Day	Pastor
Confirmation ( <i>number confirmed last year</i> )	1	Pastor & Confirmand Mentor
Drama or Dance Program		
Funerals ( <i>number last year</i> )	3	

Intergenerational Groups	20-45	Tree trimming Monthly Outreach Projects Care facility visits Confirmand mentorship Chimes Choir Handbell Choir
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	0	
Worship (time slot: 8:30 am)	50-60 avg	Pastor
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes	2-3	We participate in conjunction with several UCC area churches.
Other		

**Additional comments:**

**List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).**

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Keith Weiland	No	No	Member; retired	Yes

**If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:**

**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
Administrative Assistant		Part Time	Pastor	recently retired; served for 14 yrs. Searching for replacement
Custodian		Part Time	Church Council	2.5 years
Organist		Part Time	Pastor	We have 2 organists; one since 1961 & the other since 1988
Treasurer		Part Time	Church Council	10 years

## REFLECTION

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

Our congregation’s ministry is focused on providing strong worship and outreach opportunities. We have a very vibrant group of children in the 0-17 yr old category that represent our leaders of tomorrow and the future of our church. In fact, 23 children or 20% of our active participants fall into that category.

## CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$120,000
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$0
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$0

Fundraising Events	\$1,450
Gifts Designated for a Specific Purpose	\$23,878
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$4,500
Support from Related Organizations (e.g. <i>Women's Group</i> ) Women's Guild	\$3,400
Transfers from Special Accounts Scrip	\$1,300
Other (specify): OCWM	\$4,222
Other (specify): Thrivent	\$700
<b>TOTAL</b>	<b>\$159,450</b>

**Current annual expenses (dollars budgeted for most recent fiscal year):** \$136,000

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

**See Appendix E - St. John's United Church of Christ Financial Statements**

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

49.2%

**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?**

YES

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?**

Specific giving envelopes - 3%

**What is the church’s current indebtedness? \$0**

**Total amount of loan debt: \$0**

**Reason for debt: N/A**

**Are capital and other payments current? YES**

**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.**

Repair stained glass windows - 4 in 2024. We will use memorial fund, giving from the Women's Guild and specific donations from members.

Repair Steeple - Estimated at \$30,000 and giving so far is at \$15,000.

Year(s)	Purpose	Goal	Result	Impact
2005	Mortgage, including: Narthex addition Remodel church entrance Add elevator/handicap accessible			Paid off in 2015
2018	Lakeland College/Camp Fund	\$10,000	\$ 9,503	It allowed the WI Conference church camps to do some major repairs and updates and Lakeland College to strengthen their Religion Department.
2019	Lakeland College/Camp Fund	\$ 3,000	\$ 3,064	

**If the church has had capital campaigns in the last ten years, describe:If a capital campaign is underway or anticipated, describe:**

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

**Does your church have an endowment?**

No

**Other Assets**

For Reserve savings:

Parsonage \$1,603.93

Memorial \$46,445.82

Choir \$842.85

Youth \$2,709.26

These balances are all as of December 31, 2023

**Investments (other than endowment):** \$129,375.41 United Church Funds

**Does your church have a parsonage? Yes**

**Fair market rental value of the parsonage:**

**How is the parsonage used?** It is a rental.

**Street / City / State / Zip:** W3397 Orchard Road, Elkhart Lake, WI 53020

**Finished square footage:**

**Number of Bedrooms; Number of Bathrooms:** 4 Bedrooms and 1.5 Baths

**Assessed real estate value:**

**Available for minister residence:** Currently a rental

**Expected minister residence:** No

**Condition of structure, systems, and appliances:**

- Parsonage was built in 1925 and is in good physical shape. Interior is dated.
- New furnace installed in March of 2019
- New roof installed in June of 2023
- New water softener installed in November of 2023
- Mound system, well, water softener and iron filter are shared with the church and are regularly serviced and maintained.
- Has a two car attached garage with a blacktopped driveway shared with the church.
- All the appliances were purchased and installed by the tenant.

**Entity in the church responsible for review and needed repairs:** Building & Grounds Team

**Describe all buildings owned by the church:** In addition to the church building itself, we have a parsonage which is rented and a large free standing garage/storage building

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

**Which spaces are accessible to wheelchairs?** On the main level, the worship space, narthex, pastor's office, secretary's office, and a bathroom are all wheelchair accessible using the elevator located by the east side entrance under the portico. The elevator also allows the classrooms, kitchen, fellowship hall and more bathrooms on the lower level to be accessible to wheelchairs. The chancel area is 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?**

St. John's has always been financially conservative in that the Church Council carefully watches expenditures and tries to stay within the budget. However, when a need arises, members of the congregation give generously to meet that need. About seven years ago, we became aware that it was becoming increasingly difficult to meet our budget and especially to adequately compensate a full-time pastor. So we proactively considered options to keep St. John's a strong and viable church. In 2019, St. John's UCC joined in a Shared Ministry with St. Paul's UCC, Malone, the two churches share a full-time minister with St. John's at 70% time and St. Paul's at 30% time. Both churches maintained their own financial independence; each church pays their appropriate percentage of all the expenses involving the pastor unless something specifically pertains only to one church. The financial arrangements are clearly described in the Shared Ministry Covenant. (See Appendix B - Shared Ministry Covenant)

The Joint Council meets in October and November to develop the pastor's compensation package for the upcoming year. It is then approved by each congregation at their respective Annual meeting in late January or early February.

The most recent new ministry initiative that St. John's has funded is our multi-generational monthly mission projects. The Outreach Team plans monthly mission projects for whole church participation such as tying blankets for Project Linus, collecting new, Toys for Tots, ringing bells for the Salvation Army, Souper Bowl Collection, making cards for Project Angel Hugs, collecting shoes for Soles4Souls, providing care packages for Operation Gratitude, and Hygiene Kits for Church World Service.

## HISTORICAL INFORMATION

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**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.**

- Joining together with another UCC church in a formal shared ministry covenant.
- Introduction of technology into our worship services.
- Developing a Behavioral Covenant to help members of the congregation change unhealthy ways of communication when dealing with conflicts/differences.

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

The most significant event in the life of St. John's UCC (Schwarzwald) in the past ten years was the proactive formation of our shared ministry with St. Paul's UCC, Malone in 2019.

**Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement...." Describe your congregation's values and practices when it comes to conflict.**

We established the following behavioral covenant that helps our church community work together with respect and across generations. This covenant is read together as a congregation before our annual meeting, any other congregational meetings and at each council meeting.

### **ST. JOHN'S BEHAVIORAL COVENANT**

As we walk together in all God's ways, we seek to discern and do what is best for our church as a whole. We recognize that conflict and disagreement are normal and natural. We welcome a wide variety of voices and ideas when they are expressed in a way that reflects God's love. As followers of Jesus Christ, we promise to respect each other at all times in the following ways:

- We promise to work together, across all generations, encouraging one another as we engage in God's work in the world.
- We promise to listen with openness and respect, trying as hard to understand as to be understood.
- We promise to communicate in an honest and open fashion; this means
  - speaking for ourselves, not others, using "I" statements
  - speaking face to face
  - focusing on facts not hearsay
  - respecting confidentiality and privacy



- We promise to support the final outcome of the decision-making process understanding that compromise is often needed.
- We accept that understanding and respecting each other does not necessarily mean agreeing with each other.
- We will choose to forgive one another, and we will show respect and love in all we do as we journey together.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Reverend Lloyd Fried	9 years	YES
Reverend David Wernecke	3 years	YES
Reverend Rebecca Johnston	7 years	YES
Reverend Melinda Feller	10 years	YES

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

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

There have been no formal actions to pressure or involuntary terminate ministers, but we had a minister that resigned due to stress/health issues. The resignation was attributed to stress with some difficult relationships/personalities within the congregation.

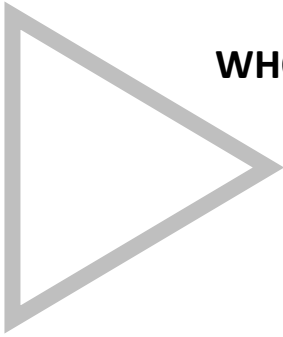
**Has your church been involved in a Situational Support Consultation?**

Yes

In January 2022, a few parishioners questioned the pastor's authority during an annual meeting. It was presented in an unprofessional manner. The associate conference minister was brought in for counseling and support. We established the following behavioral covenant that is still in place today. This covenant is read together as a congregation before our annual meeting, any other congregational meetings and at each council meeting. As a result of implementing this covenant, we've had no recurring instances.

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

No



## WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

### COMMUNITY VISION

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

We have a strong outreach program. In the past year we participated in the following activities:

Local community service activities:

- Care baskets for nursing home residents and church family members in need
- Music ministry at nursing homes
- Toys for Tots
- Monthly food pantry donations
- Backpacks/school supplies for local children in need
- Fall Fest - collected healthy snacks and ‘reward gifts’ for local schools

National/global service activities:

- Salvation Army Ringing Bells – intergenerational event
- Operation Gratitude – care packages for troops
- Soles 4 Souls
- Project Angel Hugs – Valentine cards and candy for children living with cancer
- Valentine cards for church family members
- CWS (Church World Service) Hygiene Kits
- Project Angel Hugs – Blankets for children living with cancer
- Our Church's Wider Mission
- Mano a Mano International
- Project Linus - Blankets for children needing comfort

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

St. John’s sends two voting church delegates to the annual Northeast Association and Wisconsin Conference meetings along with the pastor. We have had members attend the National General

Synod biennial meeting of the United Church of Christ. One church member was the Moderator of the Northeast Association for two years.

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

- |  |   |
|--|---|
| <input 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 checked="" type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" type="checkbox"/> X God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations:                        |
| <input type="checkbox"/> Border and Immigrant Justice              | <input type="checkbox"/> Designations from other denominations          |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M)         | <input type="checkbox"/> None   |

**Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?**  
None have been discussed.

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

We have participated in several religious group organizations in the past including:

- Project Angel Hugs
- Salvation Army
- CWS (Church World Service)

**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.**

St. John’s UCC does not have a written mission statement. We do have a slogan - *The Small Church with the Big Heart that does Great Things*

**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?**

See Appendix B - Shared Ministry Covenant

## The ARDA (Association of Religion Data Archives)

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### **Comment on your congregation's ARDA report with data for your neighborhood(s) or area. What trends and opportunities are shown?**

First of all, it should be noted that all the data provided is from the five year period between 2014 - 2019; it has not yet been updated to reflect the most current five year period from 2019 - 2024.

- Within the 10 mile radius area we chose to look at, the total population seems to be fairly steady, actually declining by 1.2% in the five year period of 2014 - 2019. We are not seeing a strong influx of new growth in population in this area.
- Approximately 70% live in single family houses and have lived in the same house for years. Again, this is another sign of minimal turnover or new growth in this area.

### **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?**

The demographics of our church membership is very similar to those of the surrounding area as far as home ownership, stability in location, age, education, occupations, race, and ethnicity.

Some of our mission projects are in response to specific local needs, such as school supplies, local food banks or the local Salvation Army Red Kettle Campaign, and some are part of larger, more widespread mission efforts, such as Church World Service, Operation Gratitude and Mano a Mano.

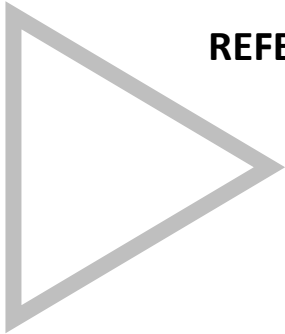
Based on the increasing response to local food pantries, there does seem to be food insecurity needs in our area among the elderly and young families. Thus we have many area food pantries as well as the Sheboygan County Food Bank which can use our help. We are also aware that in the nearby city of Sheboygan, there are needs for the growing population of homeless. There are several opportunities for outreach mission work in that area.

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

St. John's is known as a church with a long history of being a strong church in this area. Many community groups and organizations in the area are aware of our monthly outreach mission projects because they have been the beneficiaries. Posts of our activities on Facebook have highlighted our active Christian Education program as well as our intergenerational mission projects.

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

The most recent new members joined St. John's because of a family relationship, our outstanding Christian Education program, or a personal connection outside of church with the current pastor or members.



## **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**

Jessica Jensema / Executive Director of Project Angel Hugs  
(920) 892-9138 / [angelhugz2u@zoho.com](mailto:angelhugz2u@zoho.com)

Jessica is the executive director of Project Angel Hugs (PAH), located in our community. PAH is dedicated to ministering to the emotional needs of children touched by cancer and their families. St John's has made Valentines Day Cards and gifts and also made blankets for their organization.

### **REFERENCE 2**

Reverend Nathan Athorp / Current Pastor at Our Shepherd UCC, Howards Grove, WI  
(920)946-3585 / [nathanathorp@gmail.com](mailto:nathanathorp@gmail.com)

Reverend Athorp grew up in St. John's UCC (Schwarzwald) and is no longer a member.

### **REFERENCE 3**

Mrs. Alaine Bub  
(920) 627-5178 / [Klacobub@gmail.com](mailto:Klacobub@gmail.com)

Non member who has attended St. John's for many years with her husband.

## 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.

## REFERENCE 1:



☎ 920-892-9138  
✉ [angelhug32u@30ho.com](mailto:angelhug32u@30ho.com)  
📍 307 E. Mill St. Plymouth, WI. 53073

3/5/2024

To Whom It May Concern,

It is with great pleasure and enthusiasm that I write this reference letter in support of St. John's United Church of Christ (UCC) Schwarzwald in Elkhart Lake and their commendable ministry of creating blankets for children with cancer.

St. John's UCC Schwarzwald's commitment to serving the community through this compassionate initiative is truly inspiring. The dedication, love, and care poured into each handmade blanket exemplify the essence of Christian values and the spirit of generosity that defines this congregation.

I have seen how these blankets bring comfort, warmth, and hope to children and families navigating the challenges of pediatric cancer. The tangible expression of love conveyed through these blankets serves as a powerful reminder of God's presence and providence, even in the midst of difficult circumstances.

Moreover, St. John's UCC Schwarzwald's blanket-making ministry has created a sense of unity, purpose, and fellowship among church members. Through their collective efforts, they have not only made a meaningful difference in the lives of others but have also strengthened the bonds of community and solidarity within the church family.

It is evident that St. John's UCC Schwarzwald is a beacon of light and compassion in the Elkhart Lake community, embodying the teachings of Jesus Christ through their actions and service. I am confident that this ministry will continue to bless and uplift those it touches, spreading warmth and love to all who are in need.

I wholeheartedly endorse St. John's UCC Schwarzwald and their blanket-making ministry, and I am honored to have the opportunity to share my support for such a remarkable congregation.

If you have further questions feel free to reach me at the contact information above.

Sincerely,

*Jessica Jensen*  
Executive Director

## REFERENCE 2:

February 12, 2024

To Whom It May Concern,

This document is created as a reference letter in connection with St. John's UCC's (Schwarzwald) Local Church Profile. My connection with Schwarzwald begins with my wife's family who has membership in the congregation going back at least 4 generations. My personal connection began in the late 1990's after our second child was born. We began attending worship services and soon joined the congregation. I served at least 2 terms on the consistory, with one of them being president. After a pastoral transition around 2009, as a family we transferred our membership to a different congregation as I personally began my time as a full-time seminary student.

In the 10 years or so that we were members we found the congregation to be very friendly, that is one of the reasons we joined in the first place. We felt our children were always welcome and our family very supported. In 2007 I enrolled in the Wisconsin Conference Lay Academy, (now the Damascus Project), in part, because of the strong support and encouragement of both the congregation and the pastor at that time. As I explored my call to ministry, I felt very supported by both the congregation and the pastor. Our oldest son was confirmed within the congregation and he experienced a strong, hands-on confirmation program.

As a family we left the congregation in 2009 because of a couple of issues. The settled pastor had just left and the church lay leadership was not sure of the direction they wanted to go. In the end they hired a pastor who was not UCC and was more theologically conservative than we were comfortable with. With our youngest child beginning confirmation and with me beginning the journey through seminary, as a family we decided we needed to find a different environment.

A number of years later the congregation called Rev. Feller, who I believe has offered a fairly progressive theology and from outward appearances has grown the congregation in multiple ways. They appear to have a very robust Sunday School program and multiple outreach programs, assisting the schools, the shelters, and the long-term care facilities in the greater community.

One issue that has always confused me about the culture at Schwarzwald is their outlook on stewardship. In my personal history with them they were fiscally very conservative, to the point of having a hard time meeting their own budget. When I was a member, we participated in a number of stewardship programs, (which personally greatly expanded my understanding of stewardship), but it did not seem to change the greater picture. I have wondered how much their fiscal conservatism has hampered their ability to fully share Christ's love.

If a candidate for a ministerial position at Schwarzwald wishes to contact me for additional information they may do so at [nathorp70@gmail.com](mailto:nathorp70@gmail.com) or by calling my cell at (920)946-3585

Peace and Blessings, Rev. Nathan R. Athorp

Pastor at Our Shepherd UCC, Howards Grove WI

### REFERENCE #3

February 22nd, 2024

To Whom It May Concern:

I am writing this letter to let you know my history and involvement with St John's UCC (Schwarzwald).

I have a long connection to the church. My grandparents Edgar and Hilda Albrecht were lifetime members, actively involved in the church. My father, Harlan was baptized and confirmed at St Johns. When he married he became a member of a Wisconsin Synod Lutheran church. I grew up being baptized and confirmed in that faith.

When I married and my husband Ken and I had children, we were living in Howards Grove when we joined St Johns. Both of our sons were confirmed at St. Johns.

My departure from St Johns was at a time when the synod was becoming very liberal in their beliefs. After being taught that some things were unacceptable when I was growing up, now they were acceptable. I found a (Reformed) church that spoke about these things, gave explanations, and adhered to what the scriptures said.

We have moved and I am attending services. The membership at St Johns is warm, friendly, and family-like. We feel like we are coming home when we enter St. Johns.

There is an excellent Sunday School Program. Children are very involved with one another and with family. Children are involved in church services and are learning about the Bible. Rich religious backgrounds are important for the children's future.

The Bible should be studied in a way that explains what the original Bible taught, not simply the newer version says. How and why the words were OK to change from the original. According to my education, the Bible is God's word, so how can men alter it to suit modern lifestyles?

Sometimes I feel like the UCC church allocates more mission funds to other countries rather than focusing on the needs of our own country.

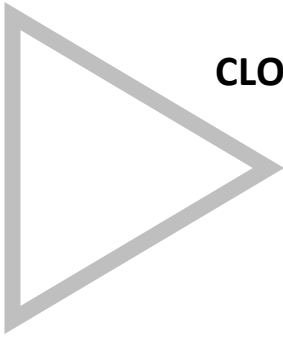
I believe that more attention should be given to helping our country, which has issues like veteran homelessness, mental issues, and general homelessness.

Our nation is facing serious challenges that require immediate action, especially in areas mentioned earlier, and spreading the message of God's love is crucial.

Thank you

Alaine C Bub  
908A River Meadow Drive  
Kiel, WI 53042  
920-627-5178





## **CLOSING THOUGHTS**

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

### **CLOSING PRAYER**

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*Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:*

Dear God,

Thank you for your guiding presence as we worked on developing the church profile for St. John's United Church of Christ (Schwarzwald). We thank you for the insights of members of the congregation who helped us discern your will and desires for the future of St. John's. We thank you for all those who willingly and so generously gave us the help and guidance we needed.

We pray that you now will continue to be with the members of the Search Committee as they work diligently and prayerfully to determine who you want to lead our church into the future. We pray for patience, open minds and open hearts for all as the search process is a long and demanding journey.

Finally, we pray for our members to have hearts and minds that are open to new challenges and possibilities, new ways to grow and serve you under the leadership of our new pastor.

This we pray in the name of Christ Jesus, your Son, who came to earth to teach us how to live and love all your children.

Amen

## STATEMENT OF CONSENT

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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? *(for example, church council or consistory, transition team, etc.)*

- The Profile Writing Team consisted of two individual members, Joan Bender and Diane Weiland.
- The congregation was asked to reply to a written survey regarding "The Marks of Faithful & Effective Authorized Ministry"; 42 individuals responded.
- There were two congregational input discussion sessions on "Who is our church now?" and "Who is God calling us to become?" Approximately 40 individuals attended the two input meetings.
- The church secretary supplied the demographic information.
- The church treasurer supplied all the financial and budget information.
- The Building and Grounds Team provided information on our buildings.
- The Outreach and Christian Education Teams provided information on their respective programs and activities.
- The Church Council offered feedback and support various times and upon completion read the profile in its entirety.

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

## VALIDATION BY CONFERENCE/ASSOCIATION

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

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

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

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Jane B. Anderson/Associate Conference Minister  
Email: janderson@wcucc.org  
Phone: 920-540-2586  
Date: March 7, 2024



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*

## Appendix A - Photos



Making blankets for Project Linus organization



Children's sermon



Souper Sunday - Collecting soup and money for local pantry





**Handbell Choir**



**Singing at an Assisted Living Facility**



**Toys for Tots Collection**



**Ringing bells (and singing Christmas Carols!) for Salvation Army**

**for more pictures, find us on facebook  
[www.facebook.com/stjohnsuccschwarzwald](http://www.facebook.com/stjohnsuccschwarzwald)**

# **Appendix B - Shared Ministry Covenant**

## **Shared Ministry Covenant 2019**

**between**

**St. John's United Church of Christ (Schwarzwald), Elkhart Lake, WI**

**and**

**St. Paul's United Church of Christ, Malone, WI**

### **PREAMBLE**

In the belief that the Body of Christ, the Christian Church, can be strengthened in mission and service through closer fellowship and a cooperative ministry in congregations, we hereby set forth plans for a Shared Ministry Covenant between St. John's United Church of Christ (Schwarzwald) of Elkhart Lake, Wisconsin, and St. Paul's United Church of Christ of Malone, Wisconsin, which is to be called the Shared Ministry, for the purpose of shared pastoral leadership and pastoral services.

We are separate, independent congregations. Each individual church is to maintain its identity and organizational structure.

The governing body of each congregation is responsible for the program, mission, and ministry of each congregation. Yet the congregations may work cooperatively in program, mission, and ministry as they deem fit.

### **MISSION STATEMENT**

Together, under the direction and empowerment of the Holy Spirit, with encouragement from one another, we commit ourselves to share our faith, hope, and love in the strong name of Jesus. We commit to incorporate the strengths of each congregation to the service of our respective communities.

### **SHARED MINISTRY AND CHURCH IDENTITY**

1. Each congregation maintains its own property, program and personnel that are not jointly shared.
2. These two churches share the services of one pastor. The pastor will serve 70% time at St. John's United Church of Christ (Schwarzwald) and 30% time at St. Paul's

United Church of Christ as agreed between the two congregations to meet the expectations for ministry and give leadership to the congregations.

3. The congregations shall be governed in accordance with The United Church of Christ Manual on Ministry, the UCC Constitution and Bylaws, and the respective constitution and bylaws of each congregation.

4. In the interest of being good stewards in leadership time and in promoting fellowship between the two churches, there may be opportunities to combine special services, fellowship groups, Christian education, and other programs. In addition, if there are other ways to create efficiencies, staffing can be looked at and sharing must be approved by both church councils.

### **THE SHARED MINISTRY ADVISORY TEAM**

A Shared Ministry Advisory Team shall be formed to facilitate the Shared Ministry.

1. Membership in the Shared Ministry Advisory Team shall consist of four members, two from each church. Each church's Shared Ministry Advisory Team representatives will serve as support for the pastor in the shared ministry.

2. Each Church Council will select its own representatives to serve a two-year term. One representative shall be appointed from the respective Church Council. The other representative shall be nominated by the respective Church Council and voted upon at the respective Annual Meeting. Nominations shall not be solicited from the floor. The terms shall initially be set up so that only one of each church's two representative's terms expire each year. Representatives may serve up to three-consecutive two-year terms.

3. The Shared Ministry Advisory Team shall recommend and/or report on matters related to the Shared Ministry to their respective Church Council.

4. The Shared Ministry Advisory Team seeks to support and maintain an open and healthy relationship between the pastor and members of the congregations. The Shared Ministry Advisory Team shall counsel with the pastor on matters pertaining to the pastor's relationship with the congregations of the Shared Ministry.

5. The Shared Ministry Advisory Team serves in two primary ways. As an advisory group, the committee shares ideas, dreams, hopes, expectations and concerns of the congregation with the pastor. As support for the pastor, the committee interprets roles, function, and needs of the pastor to the congregation.

6. The Shared Ministry Advisory Team shall be the primary group that approves the Pastor's vacation and continuing education requests. Should there be time constraints, the Church Presidents may fulfill this role.
7. The times of services and programming shall be set to meet the needs of both congregations in as much as is possible. Seasonal or permanent changes in times of services shall be recommended through the Shared Ministry Advisory Team and must have approval of the Church Councils of both congregations.
8. The Shared Ministry Advisory Team shall meet at least quarterly. Additional meetings may be called at the request of the pastor or the officers of either Church Council.
9. The Shared Ministry Advisory Team shall select a chairperson who calls the meeting and a recorder of the minutes. The chairperson and recorder shall alternate between the churches on a yearly basis.

## **THE JOINT COUNCIL**

1. The Joint Council consists of the members of both Church Councils.
2. The Joint Council shall meet in April and October for shared ministry planning. Joint budgetary needs shall be addressed at the October meeting. The President of St. Paul's UCC shall call and chair the April meeting. The President of St. John's UCC shall call and chair the October meeting. Both Presidents, in consultation with the Pastor, shall plan the agenda for the meetings. The Secretary of the hosting church shall record and distribute the minutes.
3. The Joint Council reviews and recommends at least annually changes to the Shared Ministry Covenant and/or the pastor's compensation package. Both require approval at a duly called congregational meeting at each church which shall be held within a two-week timeframe.

## **THE PASTOR**

1. Pastoral leadership of the Shared Ministry shall be provided by ordained ministers in good standing with the Northeast Association of the Wisconsin Conference United Church of Christ. A Letter of Call to serve as a Pastor of the congregations of this Shared Ministry shall be approved by a vote according to each congregation's constitution and bylaws at a congregational meeting of each church.
2. The calling or appointing, releasing or transferring of any pastor shall be done in accordance with the policies of the United Church of Christ bylaws and the respective constitution and bylaws of each congregation. To promote unity and mutual relations in



this Shared Ministry, within this process full consideration shall be given to the needs and desires of both congregations.

3. The Pastor shall work with the Shared Ministry Advisory Team on matters pertaining to the pastor's relationship with the congregations of the Shared Ministry.

4. Matters pertaining to the pastor's employment, benefits, and salary shall be in accordance with the Wisconsin Conference of the United Church of Christ guidelines and have the approval of both congregations. The compensation package of the pastor shall be recommended annually by the Joint Council.

## **SHARED MINISTRY FINANCES**

1. Each congregation will be responsible for their own offerings, budgets, and accounting.

2. The pastor's salary, benefits, and insurance are shared proportionately by St. John's UCC (Schwarzwald) at 70% and St. Paul's UCC at 30%.

3. In the event the Pastor will be gone, each congregation, with the help of the Pastor, can decide to choose their own supply pastor or coordinate one pulpit supply pastor to cover the necessary worship times. If special circumstances prevent the pastor from doing worship at only one of the churches, the church with the special circumstance will pay for the other church's pulpit supply pastor.

4. Mileage is reimbursed as incurred at current IRS rates proportionally by St. John's UCC (Schwarzwald) at 70% and St. Paul's UCC at 30 %.

5. Continuing education is shared proportionally by St. John's UCC (Schwarzwald) at 70% and St. Paul's UCC at 30%.

6. If undesignated cash is received at joint services, such donations will be split with 70% going to St. John's UCC (Schwarzwald) and 30% going to St. Paul's UCC.

7. Business expenses are shared proportionally by St. John's UCC (Schwarzwald) at 70% and St. Paul's UCC at 30 % unless it pertains to only one church.

8. St. John's UCC (Schwarzwald) will be the fiscal agent. The treasurer of St. John's UCC (Schwarzwald) will invoice St. Paul's UCC by the 15<sup>th</sup> of each month for the current month. St. Paul's UCC will pay the invoice within five (5) business days.

9. Each year the Joint Council will agree on the compensation package of the pastor for the following year.

## THE SHARED MINISTRY COVENANT

1. The Shared Ministry Covenant shall be approved by a  $\frac{2}{3}$  vote at an official congregational meeting of each congregation.
2. The Shared Ministry Covenant may be terminated at the request of either congregation with a minimum of a 60-day notice. The request would be accomplished by a  $\frac{2}{3}$  vote at an officially called meeting of the congregation that wishes to terminate the agreement. No such meeting will be held or vote taken without first consulting the Shared Ministry Advisory Team, the Joint Council, the Associate Conference Minister of the Wisconsin Conference United Church of Christ, and the pastor.
3. Proposed changes to the Shared Ministry Covenant will be presented by the Shared Ministry Advisory Team to the Joint Council. If approved by the Joint Council, the suggested changes are then brought before each congregation at an officially called congregational meeting. Changes to the Shared Ministry Covenant require a  $\frac{2}{3}$  approval vote of each congregation.

### SUMMARY

We believe that the Church is more than our own congregations. Thus, we join hands together to give witness to Christ's love and life-giving power for changed lives in our community, country, and world.

This Shared Ministry Covenant will be reviewed annually by the Joint Council and represents our ideas for best practices for Shared Ministry as of today.

---

St. Paul's UCC Council President	Date	St. John's UCC (Schwarzwald) Council President	Date
----------------------------------	------	--	------

---

Wisconsin Conference Associate Conference Minister	Date
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Supporting Documents: St. John's UCC and St. Paul's UCC Pastor-Congregation Expectations

Worship Times and Special Services

## Appendix C - Worship Times and Special Services

As we begin the Shared Ministry between St. Paul's UCC and St. John's UCC (Schwarzwald), we agree to the following worship times and special services.

In the future, necessary changes may be made through recommendations from the Shared Ministry Advisory Team and approved by both church councils as outlined in the Shared Ministry Covenant.

- Regular Sunday Worship at St. John's UCC (Schwarzwald) will be at 8:30 a.m.
- Regular Sunday Worship at St. Paul's UCC will be at 10:30 a.m.
- Ash Wednesday worship services will be conducted at both churches with one service at 5:30 pm and the other service at 7:30 p.m. In even numbered years St. John's UCC (Schwarzwald) will have the earlier service time and St. Paul's UCC will have the later service time. In odd numbered years St. Paul's UCC will have the earlier service time and St. John's UCC (Schwarzwald) will have the later service time.
- Joint Wednesday night Lenten services will be conducted at alternating churches. In even numbered years the first Wednesday night Lenten service will be at St. John's UCC (Schwarzwald) and in odd numbered years the first Wednesday night Lenten service will be at St. Paul's UCC. Services shall be held at 6:30 p.m. at both churches.
- Maundy Thursday worship service will be conducted at 7:00 p.m. at St. Paul's UCC only.
- Good Friday worship service will be conducted at 6:30 p.m. at St. John's (Schwarzwald) only.
- Christmas Eve worship service will be conducted at St. John's UCC (Schwarzwald) at 5:30 pm and at St. Paul's UCC at 7:30 pm.
- Christmas Day worship will be conducted at 8:30 a.m. at St. John's UCC (Schwarzwald) only.

Revised 10-22-22

# **Appendix D - St. John's UCC & St. Paul's UCC**

## **Pastor/Congregation Expectations**

### **PASTORAL STAFFING**

- The Pastor will be 70% time at St. John's UCC and 30% time at St. Paul's UCC.
- The Pastor will be responsible for the adjustments necessary to the daily/weekly/special demands on his/her time.

### **WORSHIP**

- The Pastor will lead worship at St. John's UCC and St. Paul's UCC for all regularly scheduled and agreed upon special services.
- In the event the Pastor will be gone, each congregation, with the help of the Pastor, may decide to choose their own supply pastor or coordinate together for one supply pastor for both churches.
- Observing the tradition of the UCC, the Pastor's consent shall be obtained for those filling the pulpit in her absence.

### **SACRAMENTS, RITES, WEDDINGS, & FUNERALS**

- The Pastor will officiate at The Sacrament of Baptism, The Sacrament of Communion and The Rite of Confirmation at St. John's UCC and St. Paul's UCC.
- The Pastor will officiate at funerals for church members of St. John's UCC and St Paul's UCC.
- The Pastor will officiate at weddings for members of St. John's UCC.
- As weddings are not generally covered with 30%-time ministry, members of St. Paul's UCC who desire the Pastor to officiate at their wedding shall contract individually for the Pastor's services. The cost of \$300 shall be paid by St. Paul's UCC which includes approximately 7 hours of pre-marital meetings, conducting the wedding rehearsal, and officiating at the wedding service. Should couples desire the Pastor's presence at the wedding rehearsal dinner and/or wedding dinner, there shall be an additional fee of \$100 paid by the couple.

### **MEETINGS**

- The Pastor shall attend all Church Council meetings at St. John's UCC and St. Paul's UCC as well as Joint Council meetings, and Shared Ministry Advisory Team Meetings. It is the expectation of the Pastor that every attempt will be made to not schedule these meetings on his/her designated day off.

- The Pastor will attend all Congregational Meetings (Annual and Special) at St. John's UCC and St. Paul's UCC. In the event there is a conflict with the time of regular worship service for one church, the church holding the meeting shall pay for pulpit supply for the other church.
- At St. John's UCC, the Pastor will attend the following meetings:
  - CHRISTIAN EDUCATION TEAM: The Pastor will attend at a minimum the Christian Education Team's planning meeting in late summer. He/She shall be available to the group leadership to offer guidance.
  - OUTREACH TEAM: The Pastor will attend and lead the two or three planning meetings held throughout the year. He/She shall be available to the group leadership to offer guidance.
- At St. Paul's UCC, the Pastor is not expected to attend any meetings other than Church Council. This is in agreement with 30%-time ministry. When a new Pastor is called, he/she will attend one meeting of the Women's Fellowship and one meeting of the Mission Committee during the first six months to learn about the ministry of the church.

### **FAITH FORMATION**

- The Pastor will lead the Confirmation program at St. John's UCC. Youth from St. Paul's UCC shall be invited to participate at St. John's UCC. If there are no confirmands at St. John's UCC ("gap years"), there will not be a confirmation class offered that year.
- The Pastor will offer periodic Adult Learning Opportunities and/or Mission/Service Opportunities for St. John's UCC. St. Paul's UCC shall be invited to participate.

### **PASTORAL & SPIRITUAL CARE**

- At St. John's UCC and St. Paul's UCC, the Pastor will make quarterly visits to those who are homebound or who reside in nursing homes/assisted living facilities to offer home communion.
- Prior to a member of St. John's UCC or St. Paul's UCC having major surgery, the Pastor will visit with the family either in person or by phone for a pre-surgical prayer and pastoral care. After major surgery, the Pastor will visit either in person or by phone.
- At St. John's UCC and St. Paul's UCC, the Pastor shall be available for pastoral care to those who are grieving and going through major life transitions/crisis.
- Members shall not expect a pastoral visit for an uncomplicated birth of a baby; day surgeries; or routine surgeries such as tonsillectomies, appendectomies, kidney stone removal, or gall bladder removal.

### **WIDER CHURCH ACTIVITIES**

- The Pastor will represent St. John's UCC and St. Paul's UCC at the NEA Annual Meeting and the WI Conference Annual Meeting.

- Lay delegates from St. John's UCC and St. Paul's UCC shall represent their respective churches at the NEA Annual Meeting, the WI Conference Annual Meeting, Ecclesiastical Councils, Ordinations, and Installations as time allows.
- The Pastor may choose to be involved in area ecumenical clergy gatherings, lectionary study groups, etc. as he/she so desires.
- The Pastor shall maintain ongoing involvement in a COP (Communities of Practice) Group as organized by the Wisconsin Conference of the United Church of Christ.

### **COMMUNITY ENGAGEMENT**

- The Pastor will help both churches continue their respective community involvement by offering guidance as needed. He/She will seek out and develop ways for St. John's UCC and St. Paul's UCC to do joint community engagement as opportunities arise.

### **LEADERSHIP DEVELOPMENT**

- The Pastor will offer guidance to the leaders of St. John's UCC and St. Paul's UCC, and explore opportunities for continued leadership development.

### **ADMINISTRATION**

- St. John's UCC and St. Paul's UCC shall provide adequate office space and equipment as to allow the Pastor to fulfill his/her duties effectively. Items included, but not limited to, are: office, desk and chair, computer, printer or WIFI linked copy machine, WIFI or appropriate internet access, phone or personal cell phone.

### **FAITHFUL FINANCIAL DEVELOPMENT AND STEWARDSHIP**

- The Pastor will help St. John's UCC and St. Paul's UCC explore and develop appropriate stewardship options for their respective congregations.
- The Pastor will be involved in the budget process at St. John's UCC and St. Paul's UCC. He/She will help to develop the Narrative Budget at St. John's UCC as time permits.

Revised by the Joint Councils 10-22-23

## Appendix E - St. John's UCC Financial Statements

St. John's United Church of Christ Financial Statements					
2023 ACTUAL AND 2024 PROPOSED BUDGET					
	Actual	Budget	Actual	Budget	
Account Name	2023	2023	to Budget	2024	
<i>Income</i>					
Weekly Giving	114,165	110,000	4,165	120,000	
Online Giving	3,670	4,000	(330)	3,000	
Loose Offering	1,239	1,500	(261)	1,250	
<b>Envelope Offering &amp; Loose</b>	119,074	115,500	3,574	124,250	
OCWM	4,222	4,000	222	4,000	
Interest Income-General Fund	18	20	(2)	20	
Online Giving Fees Income	12	12	-	12	
Renters Income	5,025	3,900	1,125	-	
Parsonage Fund Income	3,375	4,500	(1,125)	9,500	
Bulletin Income	245	300	(55)	250	

Thrivent Choice Dollars	631	1,000	(369)	1,000		
Brat Fry Income	1,450	2,000	(550)	1,500		
Scrip Income	1,300	1,000	300	1,000		
Mano A Mano	100	-	100	-		
Stained Glass Windows	16,057	-	-	-		
Steeple Fund	3,960	-	3,960	4,000		
Cemetery Income	2,298	-	2,298	2,300		
Miscellaneous Income	1,684	1,000	684	4,000		
Memorial Income	-	-	-			
<b>Church-Use Donations &amp; Other</b>	40,377	17,732	6,587	27,582		
<b>Total Income</b>	<b>159,450</b>	<b>133,232</b>	<b>10,161</b>	<b>151,832</b>		
FICA Tax Payable	(1,731)	(2,000)	269	(1,750)		
WI Withholding	(166)	(362)	196	(200)		
Fed Withholding	(100)	(240)	140	(20)		



<b>Payables</b>	(1,997)	(2,602)	605	(1,970)		
	<b>Act/Bud</b>	<b>Budget</b>	<b>2023</b>	<b>Budget</b>		
<b>Account Name</b>	<b>2023</b>	<b>2023</b>	<b>to 2024</b>	<b>2024</b>		
				St John's		
<b>Expense</b>				70% Share		Total Comp
Pastor Salary	32,900	32,900	-	32,900	14,100	47,000
Pastor SS Offset	3,374	3,374	-	3,374	1,446	4,820
Pastor Housing Rent Costs	11,200	11,200	-	11,200	4,800	16,000
Pastor Insurance Pkg	9,268	9,223	45	9,509	4,075	13,584
Pastor Pension	7,525	7,497	28	7,497	3,213	10,710
Pastor Professional Exp	212	700	(488)	245	105	350
Pastor Dental Insurance	374	371	3	386	166	552
Pastor Life Insurance	664	662	2	662	284	945
Pastor Mileage	2,018	1,750	268	2,000	750	2,750
Sabbatical Leave	-	-	-	-		
Organist Salary	3,900	4,125	(225)	4,125		
Employer FICA Tax-Worship	2,327	2,435	(108)	2,350		

Supply Pastors	1,200	900	300	4,375		
Copyright License	234	320	(86)	250		
Other Worship Expenses	2,131	1,550	581	2,250		
Miscellaneous Expenses - Worship	2,098	-	2,098	3,000		
<b>Worship Expense</b>	<b>79,425</b>	<b>77,007</b>	<b>2,418</b>	<b>84,123</b>		
Admin. Asst. Salary	10,568	12,285	(2,378)	8,190		
Treasurer Salary	4,320	4,320	-	4,320		
Employer FICA Tax - Admin	1,351	1,511	563	1,914		
Postage Expense	189	350	111	300		
Paper Supplies	226	200	4	230		
Copier Expense	603	475	12	615		
Other Office Expenses	612	475	88	700		
Special Bulletin Covers	-	75	30	30		
Offering Envelopes	580	650	20	600		
Online Giving Expense	277	300	3	280		
Church Windows Support	529	345	1	530		
WI Withholding	251	600	24	275		
Miscellaneous Expenses	22	100	28	50		
<b>Administrative Expense</b>	<b>19,528</b>	<b>21,686</b>	<b>(1,494)</b>	<b>18,034</b>		
Reineck Scholarship Awarded	-	750	750	750		
School - Curriculum	39	400	211	250		
School - Supplies	202	150	98	300		
School - Gifts	142	150	(17)	125		
Miscellaneous Exp-Youth	11	100	39	50		
<b>Sunday School &amp; Scholarship</b>	<b>395</b>	<b>1,550</b>	<b>1,080</b>	<b>1,475</b>		
Janitor Salary	3,835	3,835	65	3,900		
Employer FICA Exp - Building	288	294	52	340		

Internet Service	660	660	-	660		
Maintenance/Janitorial Expense	45	200	105	150		
Snow Removal/Lawn Care	3,538	2,000	463	4,000		
Telephone	1,327	1,314	(7)	1,320		
Electricity	3,062	2,800	188	3,250		
LP Gas	6,849	7,200	(349)	6,500		
Parsonage-Maint. & Supplies	2,239	300	(739)	1,500		
Church Insurance	5,872	7,000	2,878	8,750		
Outside Flowers	38	100	37	75		
Building Maintenance	8,487	1,000	1,513	10,000		
Miscellaneous Expenses	159	175	16	175		
<b>Building &amp; Grounds</b>	<b>36,398</b>	<b>26,878</b>	<b>4,222</b>	<b>40,620</b>		
Association Dues	725	800	76	800		
Evangelism & Growth	484	250	16	500		
Family Service Fest	149	100	1	150		
NEA/Conference Meeting	500	350	75	575		
Fundraising Expenses	-	400	400	400		
OCWM Expense	5,212	4,000	(712)	4,500		
<b>Mission Expense</b>	<b>7,070</b>	<b>5,900</b>	<b>(145)</b>	<b>6,925</b>		
<b>Total Expense &amp; Liabilities</b>	<b>140,819</b>	<b>130,419</b>	<b>6,686</b>	<b>149,207</b>		
<b>Gain or (Loss)</b>	<b>18,631</b>	<b>2,813</b>		<b>2,625</b>		

This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

*"Jesus answered them, 'Have faith in God!'/Mark 11:22*

**UNITED CHURCH  
OF CHRIST**

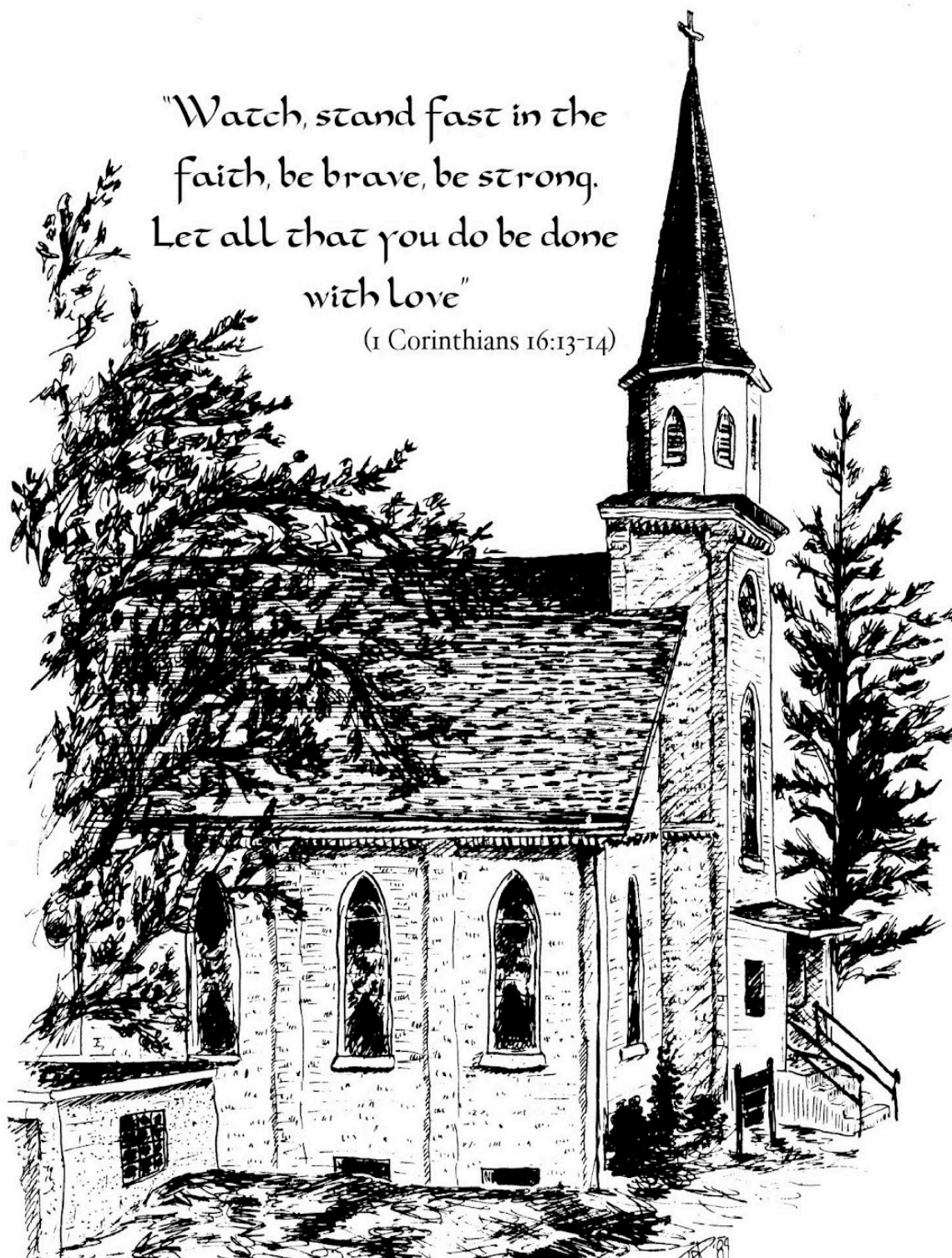


# ST. PAUL'S UCC

Malone, WI

*"Watch, stand fast in the  
faith, be brave, be strong.  
Let all that you do be done  
with love"*

*(1 Corinthians 16:13-14)*



St. Paul's United Church of Christ  
N10362 St. Paul's Rd. Malone WI 53049

Share Ministry 30% Position

Wisconsin Conference UCC  
Northeast Conference 2024

## LOCAL CHURCH PROFILED CONTENTS

Posting

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

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

*(2 Corinthians 9:8)*

## POSITION POSTING

LISTING INFORMATION  
SCOPE OF WORK  
COMPENSATION & SUPPORT  
WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

Church name: St. Paul's United Church of Christ  
Street address: N10362 St. Paul's Rd Malone WI 53049  
Supplemental web links: Facebook

Conference: **Wisconsin Conference UCC**

Association: **Northeast Wisconsin Association UCC**

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

**Rev. Jane Anderson, Associate Conference Minister. 920-540-2586**

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

Summary Ministry Description:

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

**We see St. Paul's as a growing vibrant congregation continuing to reach out within our congregation and in the wider community while also embarking on a new vision and ministries. We are seeking a pastor who shares our vision and will join us on the journey with enthusiasm and new ideas.**



What we value about living in our area:

There are many wonderful reasons to live in our area such as; a close knit community, families who are friendly, hardworking, and down to earth. Neighbors who are ready to lend a helping hand when needed and the close proximity to larger cities and towns that have many amenities.



Current size of membership: 51

Position Title:

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: 30% of salary package

Does the total support package meet conference compensation guidelines? Yes

## SCOPE OF WORK

Core Competencies:

Our ministerial core competencies include but are not limited to; mission minded, willing to go the extra mile if needed, exudes a warmth and caring for his/her congregation.

## COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$ 18,900 (with a salary of \$14,100 and housing allowance of \$4800)

Benefits (*choose one*):

Salary plus Benefits \$26,809 which includes health, dental, life insurance, disability, pension and professional

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)? **Housing allowance**

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

The residential commuting arrangements will be determined by the minister in consideration of the two church locations.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): **NA**

Describe peer and professional supports available for ministers in your association/conference: **See attachment pertaining to Professional Development Support (page 29)**

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

## WHO IS GOD CALLING TO MINISTER WITH US?

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

The following list of goals has been gleaned from our congregational questionnaire:

1) Effective Preacher/Speaker, 2) Minister's concern in a crisis, 3) Make Pastoral calls to hospitals, nursing homes and those confined to home, 4) Help people develop spiritual life, 5) Compassionate and caring, 6) Reaches out to inactive members, 7) Active in ecumenical relationships, 8) Accepting of people with divergent views, 9) Encourages other to assume and carry out leadership roles.

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

We envision our new minister working along with our congregation in bringing in new members.

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

Being bilingual in English/Spanish would definitely be a plus

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.

We are looking for someone who believes in caring for all God's creation, engaging sacred stories and traditions. Someone who believes in working together for justice and mercy and strengthening inter-and intra-personal assets.

## **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 believe God is calling us to become a growing, vibrant congregation, building on the base of our love, warmth and compassion for each other and those beyond our walls as reflected in our surveys.

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

*For example, describe two experiments your congregation has initiated or engaged in the past year; what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

Our church family saw a need for a food pantry in our area. We brought together community organizations to support and build with us a center in our former parsonage to meet the food insecurity problem in the community. We also implemented programs to minister to the larger community through Backpacks and School Supplies events, Family Christmas gift giving and many more. In collaboration with the local library, we are working on a Catalyst Grant to provide services to new migrants coming to our area.

## **WHO ARE WE NOW?**

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

## **CONGREGATIONAL REFLECTIONS**

Describe your congregation’s life of faith.

*For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?*

God is often described in the real life stories told in worship liturgy and in the centering messages in music videos shown at the start of services. We feel the Holy Spirit in our midst in the willingness of our congregation to always reach out to those in need and during our fellowship time before and after service.

Describe several strengths or positive qualities of your congregation.

Our church has a long-standing reputation of being friendly, caring, generous, and a strong community of members. We are very welcoming to diverse backgrounds, possess a "let's do it" attitude and we care deeply about each other and those in our community. We tend to socialize before, after and outside of our church walls. Our members have found the sermons to be relatable to real life. And most important, the ability to persevere during the difficult times of life.

Describe what worship is like when your congregation gathers.

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

Worship has taken place inside church and outdoors during the summer. Our service is based on the church lectionary. Good preaching interprets God's word for daily living and challenges us to grow in our faith.

Describe the educational program/faith formation vision of your church. *For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?*

Children and young people are offered the opportunity to participate in the service and confirmation. People continue to form their faith by coming to church and being involved in church life and faith formation so that it becomes part of their daily life. There is also the opportunity to join a Bible study each week that follows the lectionary and other programs.

Describe how your congregation is organized for ministry and mission.

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

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

Our church council meets once a month. There are also meetings for Women’s Fellowship and Mission Committee once a month with breaks for winter months.

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

An individual had a personal crisis and our church immediately organized a response.

- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance? [Yes/No] **Yes**

## 11-YEAR REPORT

See attachment for 11 Yr. Report (page 34)

## ONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	41	<b>Yes</b>
Number of active non-members:	1	<b>Yes</b>
Total of church participants (sum of the numbers above):	42	<b>Yes</b>

Number of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	28	Yes
Less than 10, more than 5 years:	3	Yes
Less than 5 years:	6	Yes

Number of total participants by age:

0-1	12-1	18-2	25-3	35-4	45-5	55-6	65-7	75+	<i>Are these numbers an estimate? (check if yes)</i>
1	7	4	4	4	4	4	4	1	
3	8	4	0	8	1	7	17	10	Yes

Number of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	6	Yes
Joint household with minors:	6	Yes
Single adults age 35-65:	1	Yes
Joint household with no minors:	8	Yes
Single adults over 65:	14	Yes

Education level of adult participants by number:

		<i>Is this number an estimate? (check if yes)</i>
High school:	2	Yes
College:	18	Yes
Graduate School:	9	Yes
Specialty Training:	NA	
Other (please specify):	NA	

Number of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	23	Yes
Adults who are retired:	17	Yes
Adults who are not fully employed:	NA	

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

Including but not limited to; teachers, business, doctor, agriculture, clerical, mental health worker, nursing, business owners, students, those who are retired, etc.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

The background of our congregation is primarily German



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. Comment after the exercise: **NA**

## PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	_____	
	_____	
Children's Groups or Classes	X	Parent
Christmas Eve and Easter Worship	X	Pastor
Church-wide Meals	X	Women's Fellowship
Choirs and Music Groups	_____	
Church-based Bible Study	X	Congregant
Communion (served how often?)	X	Once a month - Pastor
Community Meals	_____	
Confirmation (number confirmed last year)	1	Pastor
Drama or Dance Program	_____	
Funerals (number last year)	1	Pastor

Intergenerational Groups	_____	
Outdoor Worship	X	Pastor
Prayer or Meditation Groups	_____	
Public Advocacy Work	X	Mission Committee
Retreats	_____	
Theology or Bible Programs in the Community	_____	
Weddings ( <i>number last year</i> )	0	
Worship (time slot: 10:30)	Yes	
Worship (time slot: _____)		
Young Adult Groups or Classes	_____	
Youth Groups or Classes	_____	
Other	_____	

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired?  (Y or N)
NA				

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: NA

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson 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
NA				

**REFLECTION**

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

We are an aging congregation and we have a strong sense of mission to our community and beyond.

**CHURCH FINANCES**

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

Source	Amount
Annual Offerings and Pledged Giving	\$74,515.51
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$347.97
Endowment Draw <i>(beyond what is permitted by spending policy, “drawing down the principal”)</i>	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$3060.00
Grants	included above
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations <i>(e.g. Women’s Group)</i>	\$NA

Transfers from Special Accounts	\$NA
Other (specify): <b>flowers, mission, misc.</b>	\$2,455.00
Other (specify):	\$0
<b>TOTAL</b>	<b>\$80,279.48</b>

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

**See attached 2024 budget (page 35)**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **62%**

Has the church ever failed to pay its financial obligations to a minister of the church? **No**

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

Our Church’s Wider Mission (OCWM – Basic Support)

One Great Hour of Sharing

Strengthen the Church

Neighbors in Need

Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of the operating budget, what is that percentage? (*recommended 10%*) **10%**

What is the church’s current indebtedness?

Total amount of loan debt: **None**

Reason for debt:

Are capital and other payments current?

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. **No**

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

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

If a capital campaign is underway or anticipated, describe: **NA**

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

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

Does your church have an endowment? **Yes**

What is the market value of the assets? **\$113,558.00**

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

**Certain circumstances**

What is the percentage rate of draw (last year, compared to 5 years ago)? **\$0**

Describe draw on endowment to meet operating budget expenses for the recent **\$0** year:

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

Please comment on the above calculations or estimates: **NA**

**Other Assets**

Reserves (savings): **Money Market Account**

Investments (other than endowment): **See attached 2024 budget**

Does your church have a parsonage? **Yes**

Fair market rental value of the parsonage: **NA**

How is the parsonage used? **Congregation meetings and archives**

Street / City / State / Zip: **N2327 St. Paul's Rd Malone WI 53049**

Number of Bedrooms, Number of Bathrooms: **3+ bedrooms 2 1/2 baths**

Assessed real estate value: **\$155,000**

Available for minister residence: Y/N **To be discussed**

Expected minister residence: Y/N **Not at this time**

Condition of structure, systems and appliances **Sound structure, good systems, no appliances**

Entity in the church responsible for review and needed repairs **Terry and Nancy Beckman**

Describe all buildings owned by the church: **church, parsonage and garage**

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

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) **All are accessible with the exception of 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?

*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?* **The budgeting process is done annually by the church council.**

## 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.

**German dinners, Holyland Food Pantry and Shared Ministry**

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

**Shared Ministry with St. John's UCC**

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?)*

Dealing with Covid was difficult in our church but we came through with respect for each other while having differing opinions. There are different ways of worshiping and technology has played an important role.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Melinda Feller	5	Y
Rev. Daniel Schultz	2	Y
Rev. Keith Weiland	17	Y
Rev. Sharon Stewart-John	2	Licensed lay Pastor
Rev. Barbara Doerr Peacock	9	Y
Rev. Richard Doerr Peacock (husband of Rev. Barbara D. Peacock)	Served alongside his wife, and an additional 3 years added.	Y

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

We, as a congregation, need to adjust to ministerial styles of leadership.



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

Y/N/A No. We had a leader whose values did not match St. Paul's expectations. If more information is required, please ask us about it.

Has your church been involved in a Situational Support Consultation?

Y/N/A Yes. Please ask us about this

Has a past pastor been the subject of a Fitness Review while at your church? Y/N/A No

## WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

## COMMUNITY VISION

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

*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?*

Our church has participated in KIVA, OCWM, NE Assoc. Support, a Catalyst Grant (i.e. WI UCC conference grant to do activities for the betterment of the Hispanic community which will be held in their neighborhood). To see a complete list of all our endeavors, see the attachment describing the good works of our Women's Fellowship and Mission Committee. We are always watching current events in our world and respond quickly and generously to needs.

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

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.

- Accessible to All
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Border and Immigrant Justice
- Inter-cultural/Multi-racial (I'M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:

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 congregation is very interested, and as a small congregation in a rural community, we are known by our good works.*

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

*We work with the local Catholic Church and our sister church on Back to School, Christmas families and many other mission minded projects.*

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. **NA**

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?

*As indicated by the responses from our congregation in the survey, community ministry is very important.*

## The ARDA (Association of Religion Data Archives)

Due to our rural community, the ARDA report would not be beneficial.

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? **NA**

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

Our ministry is in large part shaped by our rural (and immigrant) population.

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

Our church has the reputation of being generous and having a friendly spirit.

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

We are told it is the friendliness of our church members and their encouragement that help to foster the involvement of new people.

## CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VAL

### CLOSING PRAYER

*Philippians 4:13*

***"I can do all things [which God has called me to do] through God who strengthens and empowers me [to fulfill God's purpose-I am self-sufficient in Christ's sufficiency; I am ready for anything and equal to anything through God who infuses me with inner strength and confident peace.]***

### 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 church council member and two at large members.**
2. Additional comments for interpreting the profile: **See pages 30-33 for reference letters.**

Signed:

Beth Miller, Church Council member

Barb Mills

Mary Sattler

## 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: March 7, 2024



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*

# *Profile Attachments*

## *St. Paul's Women's Fellowship 2023*

- Donated items and financially supported mission projects: Holyland Food Pantry, Christmas Gifting, Shoe Collection/Competition
- Made and distributed Mother's Day and Father's Day gifts in our congregation and in the community
- Sent 'Gratitude' cards to 37 friends and members of St. Paul's
- Gained an understanding of the Just Fare Market (and shopped)
- Participated in Souper Bowl Sunday, collecting thirty-three cans of soup and \$165.00 in monetary donations for the St. Katharine Drexel Homeless Shelter in Fond du Lac.
- Conducted a joint mission project with St. John's UCC titled Soles for Souls Shoe Drive. St. Paul's UCC collected 78 pairs of shoes and St. John's UCC collected 93 pairs of shoes bringing the total pairs of shoes collected to 191 pairs.

## St. Paul's UCC Mission Committee 2023

Continued overseeing and making KIVA loans to people around the world. Church members making loans included both youth and adults. Since loans are paid back, our original investment of about \$2,000.00 in 2010, has allowed St. Paul's UCC to make 1,336 loans totaling \$33,400 to individuals in 80 countries.

Completed a personal hygiene drive collecting 127 sticks of deodorant which were gifted to the Salvation Army of Calumet County.

Participated in Calumet County Adopt-A-Highway project. Church members picked up and disposed of collected trash in spring and fall of 2023.

Back to School Supply & Backpack Drive - Collected and supplied backpacks stuffed with school supplies to 59 children in need, of which 14 were high school students and 45 children were ages 3-15. Continue to explore applying for a Catalyst Grant through the Wisconsin Conference UCC in 2024. A member has been working with community leaders on how best to assist and support our Hispanic community in their integration into our community.

Participated in the Day of the Dead Celebration held at the Chilton Public Library which is an annual holiday in Mexico. The Chilton Public Library sponsored the event. A member of St. Paul's assisted in planning and hosting the celebration plus members attended the event.

Church members donated 38 pumpkin pies that were gifted to the annual Thanksgiving Express sponsored by the Chilton Lions Club. Thanksgiving Express volunteers prepared and delivered traditional Thanksgiving dinners to over 450 Chilton residents and the surrounding area in 2023.

Adopt-A-Family at Christmas - St. Paul's UCC adopted nine families with seventeen adults and seventeen children receiving an array of gifts, cleaning supplies, and gift cards.

St. Paul's held six special mission focused offerings in 2023 in conjunction with the Wisconsin Conference United Church of Christ. Donations from St. Paul's UCC members were as follows:

\*One Great Hour of Sharing \$265

\*Strengthen the Church \$250

\*Maui Fire Relief \$1000

\*Neighbors in Need \$355

\*Humanitarian Aid to Gaza \$1000

\*Christmas Fund \$125



## **Peer and Professional Support for Ministers**

\*Communities of Practice (COP) is a safe and supportive peer group, facilitated by a seasoned pastor or experienced therapist. Each COP is organized by the Wisconsin UCC Conference, meets monthly for a 2 ½ hour session, September through May. Its focus is on the practice of ministry and the pastor's vocation as leader, encouraging peer support, care, and reflection.

\*The Damascus Project, sponsored jointly by both the body of Christ by transforming the people of God through theological study and equipping them for effective leadership within their congregations and communities.

\*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 each fall.

\*Boundary Training: is offered regularly to meet the UCC Manual on Ministry requirement.

\*In addition, Lakeland University, which is located only a few miles from St. John's, offers classes in Religion and Social Justice Studies.

Names: Rick and Mary Stellick

Phone: 920-585-3099

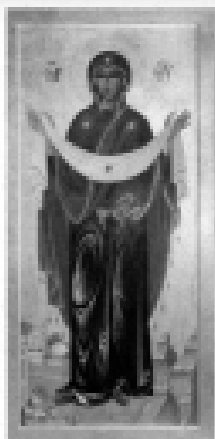
Relationship to congregation: Members for over 20 years until 2022, when we moved to another part of the state.

Areas of strength: St. Paul's is welcoming and offers hospitality to all, with acceptance of divergent viewpoints within the congregation. Because of its size, we felt we were part of a family. The caring people showed toward each other was evident in the sharing of prayer concerns and requests, and how the congregation responded to those in need within the church, community, and beyond. There is a strong sense of mission and giving – to clients of the local food pantry, Kiva loans, organizing blood drives, and wider mission of the UCC.

Areas of improvement: As the membership ages, it has been difficult to attract younger generations. This partly reflects the population of the area, in that there are not as many younger families as in years past. Along with this, there are always the financial challenges that many churches are experiencing.

Significant experience: Being able to participate in meaningful worship and fellowship through several pastors is the most significant of St. Paul's ministry. We also both experienced the caring and support of the congregation during personal and health challenges.

While the congregation of St. Paul's may be small in number, they are mighty in following Jesus' commandments to love God and their neighbors. They are dedicated to ensuring that the 177-year history of St. Paul's lives on.



## Our Lady of the Holyland

Parish Office: 308 S City Hwy W • PO Box 176 • Mt Calvary, WI 53057  
920-753-8311 • ourladyoftheholylan.org

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Sister Jenada Fanetti, SDS  
105 Kommers Street  
Mount Calvary, WI 53057  
[srjenada@holylanecatholicparishes.org](mailto:srjenada@holylanecatholicparishes.org)

For the past 9 years I have had the privilege to work together with a number of parishioners from St. Paul's Parish. This has been a positive and life-giving experience.

### ***Formation of the Holyland Food Pantry***

Attending many meetings as the food pantry for this area was formulated, offered me an opportunity to meet and interact with several parishioners from St. Paul's Parish. The people with whom I encountered were concerned the poor in our rural area. They shared constructive ideas, offered assistance, and were hospitable. The gatherings were held in their church basement. Once the food pantry was established, many parishioners were involved in a variety of ways. The collaborative effort between our Catholic Parishioners and St. Paul's Parishioners began with this foundation.

### ***School Supplies for the Needy***

For the past 7 years, we have collaborated in providing school supplies for all the children whose families come to our food pantry. This has been a highly organized endeavor. A parishioner from St. Paul's obtains a list of specific school items needed for each child. She also makes a list of items our parish needs to collect. Compassion and generosity is outstanding in the hearts of all the parishioners I encountered. Working together has been a joy which has enhanced our collaborative efforts.

### ***Christmas outreach to families***

Another collaborative endeavor has been our Christmas gift giving. A representative from each of our Churches, interviews parents as they identified needs of each family member. This information is our guide as we invite parishioners in our churches to purchase items. A gentle, friendly, spirit-filled person from St. Paul's has been actively involved in every aspect of this project.

These above outreach endeavors indicated the spirit of many parishioners in St. Paul's Parish. They are truly faith-filled women and men who have taken the message of Jesus seriously. These parishioners have a deep compassion for the poor and work together in response to their needs. I am very proud and honored to know some of the parishioners from St. Paul's Church. They have been an inspiration in my life and a joy filled gift to know.

---

*Sister Jenada Fanetti, SDS*

I grew up in this area, so I've known this church all my life. I attended Sunday School there when I was a kid, around 1960. One of the members gave me my first piano lessons and taught me how to play. (she's still a church organist, at Ebenezer in Chilton). Many of the students at the country grade school that I attended were from this congregation.

Their great-(and great-great) grandparents cleared the land and farmed back in the mid-1800's. As soon as they got settled they built a church. They all believed in honest hard work, community, and faith in God. Those qualities carry on and these people are among the kindest and most considerate people I've ever met. Their guiding principle is the Golden Rule. At this stage of the game they don't feel the need to dispute doctrine.

I was enlisted as organist about 10 years ago. The old organist, a friend of mine, called me and said "Mark, we need your help..." Who can resist? I'd never done it before, but it worked out.

They'd like to grow as a congregation but they don't know how or don't have the energy. The median age of course is on the old side. There seems to be opportunity for growth. This is the scenic side of Lake Winnebago with more and more people moving out here from Fond du Lac etc., beach houses and country homes. They're used to driving to Fond du Lac for work and activities but I would think they'd like to go to a beautiful little country church in a beautiful setting overlooking a peaceful wildlife area instead of driving back into the city on the weekend. This is the only Protestant church in the area. The younger members with young families are busy all the time of course with modern life. The older members, in their 70's and 80's, are busy with their health issues and have limited time and energy. The 30% pastor doesn't seem to have extra time to work on drawing people in. Once strangers walk in the door they're greeted as friends and made to feel welcome. But how do you draw them in?

I've been attending Bible Study (I was invited) and we have lively discussions about everything under the sun, including the Bible and doctrine. That's been a good experience. Back in 1976 I was invited to direct the church choir for the summer. That was a good experience. I whipped them into shape and they sounded great. Playing keyboard for church services and associating with the church members has always been a good experience, an enriching experience to be sure.

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I'm not sure what they're looking for in a pastor --I haven't read any responses to the questionnaire. I'm sure they could get along with any decent well-meaning person: gay, straight, male, female, young, old, inexperienced, whatever... They're a mature and open-minded congregation.

Sincerely,

Mark Schubert

920 303-2262

markalanschubert@gmail.com

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

*God is still speaking.*  
**UNITED CHURCH**  
**OF CHRIST**



Church#: 861560  
 Assoc: 824      Schedule: 0      Saint Paul UCC      Malone      WI      53049

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	99	35	24	0	0	0	0	0	0
2013	107	33	32	2	0	9	3	0	8
2014	97	48	32	3	0	0	3	10	-10
2015	90	41	35	3	0	0	1	9	-7
2016	90	35	36	0	0	2	2	0	0
2017	90	31	35	0	0	3	3	0	0
2018	90	31	35	0	0	0	0	0	0
2019	65	30	19	0	0	2	2	25	-25
2020	65	30	19	0	0	0	0	0	0
2021	67	15	2	0	0	2	0	0	2
2022	50	20	2	0	0	2	0	19	-17

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	\$53,769	\$0	\$5,000	\$187	\$5,187	\$0	\$5,187	9.30	\$58,956	\$0
2013	\$53,769	\$3,093	\$5,500	\$130	\$5,630	\$12,975	\$18,605	10.23	\$75,467	\$59,150
2014	\$72,030	\$0	\$5,500	\$1,267	\$6,767	\$1,000	\$7,767	7.64	\$79,797	\$61,030
2015	\$71,000	\$0	\$5,500	\$5,863	\$11,363	\$1,500	\$12,863	7.75	\$83,863	\$71,000
2016	\$73,144	\$0	\$5,600	\$464	\$6,064	\$0	\$6,064	7.66	\$79,208	\$71,000
2017	\$81,000	\$0	\$0	\$166	\$166	\$0	\$166	0.00	\$81,166	\$67,300
2018	\$81,000	\$0	\$4,600	\$153	\$4,753	\$0	\$4,753	5.68	\$85,753	\$0
2019	\$75,452	\$0	\$3,700	\$317	\$4,017	\$100	\$4,117	4.90	\$79,569	\$71,630
2020	\$75,452	\$0	\$4,700	\$0	\$4,700	\$0	\$4,700	6.23	\$80,152	\$0
2021	\$76,602	\$0	\$4,312	\$125	\$4,437	\$0	\$4,437	5.63	\$81,039	\$57,750
2022	\$79,363	\$0	\$5,088	\$500	\$5,588	\$1,409	\$6,997	6.41	\$86,360	\$61,617

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-44.44	-35.48	-94.29	-33.33	533.33	-2.02	3266.27	6.40
2012-2022	-49.49	-42.86	-91.67	0.00	0.00	47.60	7.73	46.48

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.



SAINT PAUL'S UNITED CHURCH OF CHRIST									
Proposed Budget for 2024 (1/5/2024) Rev 2									
INCOME		2023 Budget	Year to Date 2023		Variance	2024 Proposed Budget	Budget Increase/Decrease		
I1	WEEKLY GIVING OFFERING	\$ 60,990.00	\$ 74,516.51	\$ 13,526.51	22%	\$ 65,259.30	\$ 4,269.30	7.0%	
I4	Flowers	\$ -	\$ 394.00	\$ 394.00		\$ -	\$ -		
I5	Mission	\$ -	\$ 1,961.83	\$ 1,961.83		\$ -	\$ -		
I6	HOLYLAND FOOD PANTRY REIMBURSEMENTS	\$ -	\$ 248.14	\$ 248.14		\$ -	\$ -		
I7	SPECIAL OFFERING (NIN) (OGHS) (LENT) (STC) (Christmas Fund)	\$ 500.00	\$ 3,060.00	\$ 2,560.00		\$ 1,250.00	\$ 750.00		
I8	MISCELLANEOUS IN/OUT	\$ -	\$ 100.00	\$ 100.00		\$ -	\$ -		
I10	OTHER (BUILDING FUND, ETC)	\$ -	\$ -	\$ -		\$ -	\$ -		
<b>TOTAL</b>		<b>\$ 61,490.00</b>	<b>\$ 80,280.48</b>	<b>\$ 18,790.48</b>	<b>31%</b>	<b>\$ 66,509.30</b>	<b>\$ 5,019.30</b>	<b>8.2%</b>	
EXPENSES		2023 Budget	Year to Date 2023		Variance	2024 Proposed Budget	Budget Increase/Decrease		
D5	NE ASSOC SUPPORT	\$ 300.00	\$ 301.50	\$ 1.50	1%	\$ 225.00	\$ (75.00)	-25.0%	
D6	WIDER MISSION OCWM	\$ 3,480.00	\$ 3,480.00	\$ -	0%	\$ 3,480.00	\$ -	0.0%	
D8	CHURCH MUTUAL INSURANCE	\$ 4,749.75	\$ 5,326.00	\$ 576.25	12%	\$ 5,600.00	\$ 850.25	17.9%	
S8	HOUSING SHARED MINISTRY	\$ 4,800.00	\$ 4,800.00	\$ -	0%	\$ 4,800.00	\$ -	0.0%	
S9	SOCIAL SECURITY OFFSET SHARED MINISTRY	\$ 1,446.00	\$ 1,445.88	\$ (0.12)	0%	\$ 1,446.00	\$ -	0.0%	
S10	BASIC SALARY SHARED MINISTRY	\$ 14,100.00	\$ 14,100.00	\$ -	0%	\$ 14,100.00	\$ -	0.0%	
S11	HEALTH/DENTAL INS SHARED MINISTRY	\$ 4,112.00	\$ 4,111.68	\$ (0.32)	0%	\$ 4,112.00	\$ -	0.0%	
S11B	PASTOR'S LIFE INSURANCE/DISABILITY INSURANCE	\$ 284.00	\$ 283.56	\$ (0.44)	0%	\$ 284.00	\$ -	0.0%	
S13	ANNUITY/PENSION SHARED MINISTRY	\$ 3,213.00	\$ 3,213.00	\$ -	0%	\$ 3,213.00	\$ -	0.0%	
S14	PASTORS PROFESSIONAL (CONT ED,BOOKS, ETC)	\$ 300.00	\$ 264.62	\$ (35.38)	-12%	\$ 300.00	\$ -	0.0%	
S15	SALARY - ADMINISTRATIVE ASSISTANT (\$225.00 Per Month Gross)	\$ 2,700.00	\$ 2,493.48	\$ (206.52)	-8%	\$ 2,700.00	\$ -	0.0%	
S16	SALARY - TREASURER (\$250.00 Per Month Gross)	\$ 3,000.00	\$ 2,770.44	\$ (229.56)	-8%	\$ 3,000.00	\$ -	0.0%	
S16-A	SOCIAL SECURITY OFFSET ADMINISTRATIVE ASSISTANT/TREASURER	\$ 872.00	\$ 872.12	\$ 0.12	0%	\$ 872.00	\$ -	0.0%	
S17	MILEAGE (at IRS rate)	\$ 475.00	\$ 902.32	\$ 427.32	90%	\$ 475.00	\$ -	0.0%	
S18	SUPPLY PASTOR (\$175.00)	\$ 750.00	\$ 900.00	\$ 150.00	20%	\$ 3,000.00	\$ 2,250.00	300.0%	
M1	IN & OUT (FUND RAIS, PUB, FLOWERS)	\$ -	\$ 2,601.10	\$ 2,601.10		\$ -	\$ -		
M2	MISCELLANEOUS	\$ 2,000.00	\$ 424.96	\$ (1,575.04)	-79%	\$ 500.00	\$ (1,500.00)	-75.0%	
M3	Search Process	\$ -	\$ -	\$ -		\$ 2,000.00	\$ -	0.0%	
U1	CHURCH/PARSONAGE FUEL (BUDGET CONTRACT)	\$ 7,203.09	\$ 4,740.45	\$ (2,462.64)	-34%	\$ 7,200.00	\$ (3.09)	0.0%	
U3	CHURCH ELECTRIC	\$ 2,401.03	\$ 1,066.15	\$ (1,334.88)	-56%	\$ 1,500.00	\$ (901.03)	-37.5%	
U4	PARSONAGE ELECTRIC	\$ 1,825.73	\$ 316.44	\$ (1,509.29)	-83%	\$ 600.00	\$ (1,225.73)	-67.1%	
U5	CHURCH SEPTIC PUMPING	\$ 300.00	\$ 280.00	\$ (20.00)	-7%	\$ 300.00	\$ -	0.0%	
U7	CHURCH MAINTENANCE	\$ 3,000.00	\$ 1,508.21	\$ (1,491.79)	-50%	\$ 3,000.00	\$ -	0.0%	
U8	PARSONAGE MAINTENANCE	\$ 700.00	\$ 504.10	\$ (195.90)	-28%	\$ 700.00	\$ -	0.0%	
U9	CHURCH SNOW PLOWING	\$ 350.00	\$ 252.00	\$ (98.00)	-28%	\$ 350.00	\$ -	0.0%	
U9B	LAWN MAINTENANCE CHURCH & PARSONAGE	\$ 1,500.00	\$ 1,331.55	\$ (168.45)	-11%	\$ 1,500.00	\$ -	0.0%	
O1	OFFICE SUPPLIES	\$ 250.00	\$ 309.65	\$ 59.65	24%	\$ 250.00	\$ -	0.0%	
O6	ORGANIST	\$ 4,000.00	\$ 3,600.00	\$ (400.00)	-10%	\$ 4,000.00	\$ -	0.0%	
O10	CHURCH DELEGATE	\$ 30.00	\$ -	\$ (30.00)	-100%	\$ 30.00	\$ -	0.0%	
O11	TECHNOLOGY	\$ 500.00	\$ 20.00	\$ (480.00)	-96%	\$ 500.00	\$ -	0.0%	
O12	UCC SPECIAL OFFERINGS: OGHS,STC,NIN,CHRISTMAS FUND	\$ -	\$ 2,995.00	\$ 2,995.00		\$ -	\$ -		
O13	CONGREGATIONAL CARE	\$ -	\$ -	\$ -		\$ -	\$ -		
O15	CHURCH FUTURE FUND EXPENSE	\$ -	\$ -	\$ -		\$ -	\$ -		
E2	SUNDAY SCHOOL CURRICULUM	\$ 200.00	\$ 3.68	\$ (196.32)	-98%	\$ 200.00	\$ -	0.0%	
E3	WORSHIP EXPENSES	\$ 200.00	\$ 166.78	\$ (33.22)	-17%	\$ 200.00	\$ -	0.0%	
E5	REIMBURSEMENT FOR BULLETIN COPIES AND INSERTS - St. John's UCC	\$ 100.00	\$ 100.00	\$ -	0%	\$ 100.00	\$ -	0.0%	
<b>Total</b>		<b>\$ 69,141.60</b>	<b>\$ 65,484.67</b>	<b>\$ (3,656.93)</b>	<b>-5%</b>	<b>\$ 70,537.00</b>	<b>\$ (604.60)</b>	<b>-0.9%</b>	
Income vs Expense		\$ (7,651.60)	\$ 14,795.81	\$ 22,447.41	-293%	\$ (4,027.70)	\$ 5,623.90		

Checking Account Balance on 1/1/2023	\$ 34,201.18			
Checking Account Balance on 12/31/2023	\$ 48,995.99			
	\$ 14,794.81	Funded the Budget deficit spending		
Investments Balance on January 2023	\$ 148,454.74			
Investments Balance on December 2023	\$ 156,159.98			
Change	\$ 7,705.24	Investment gain	5.2%	
Savings Balance on January 2023	\$ 38,298.94			
Savings Balance on December 2023	\$ 38,222.42			
	\$ (76.52)	account reduction	-0.2%	

Current membership	51
Fair Share calculation	\$ 1,383.08 per membi
	\$ 2,766.16 per couple