

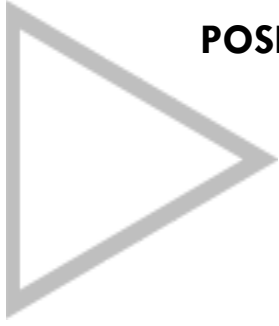
UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

LOCAL CHURCH PROFILE CONTENTS

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*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Raymond Community Church, UCC
8217 W. 6 Mile Road, Franksville, Wisconsin

Seeking Immediate $\frac{3}{4}$ time to Full time Interim AND/OR a Settled Pastor for Yoked a Position with Union Grove Congregational United Church of Christ.

Email: ugcrcc@gmail.com

Website: www.raymondchurchucc.org

Facebook: www.facebook.com/RaymondCommunityChurchUCC

Church Affiliations: Union Grove Congregational Church, Yorkville United Methodist Church, Union Grove United Methodist Church, North Cape Lutheran church, and Oak Creek Community United Methodist Church.

Conference Website: www.ucc.org

Wisconsin Conference Website: www.wcucc.org

Conference: Wisconsin Conference United Church of Christ

Association: Southeastern Association

UCC Conference or Association Staff Contact Person:

Pastor Rachel Bauman, Associate Conference Minister

Email: rbauman@wcucc.org

Phone: 608-630-2992

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 are seeking an energetic, strong preacher and communicator to continue leading us forward in sharing the good foundation we have and build on it into new territory in our community and surrounding area. Help us bring new members, relationships and more people to the love and good news of Jesus Christ.

Photographs:



What we value about living in our area (2 – 3 sentences):

Physically, our church building is in the peaceful countryside, among soybean and corn fields, in the Village of Raymond. We are a hidden gem. There's a strong sense of community here. Being just 3 miles away from the main corridor of Interstate 94 makes us accessible to many suburbs around us. There is a small town feel with something big for everyone. Pictured above is our church, our recent confirmation group with our most recent past pastor, some church members on our float, dressed for the fourth of July parade, and one of our community monthly senior luncheon group.

Current size of membership: 92 members of all ages, young families with and without children, empty nesters, retirees and grandchildren.

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

Position Title: Seeking an Intentional Interim and a Settled Pastor

Position Duration (*choose one, delete the other options listed*):

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

Intentional Interim – a called position for a temporary term of congregational preparation for a settled-pastor search, in which the minister does not typically move church membership to the congregation served or move standing to the related association

Designated-Term – a called position for a designated time period for a defined purpose, in which the pastor may move church membership to the congregation served and may move standing to the related association

Supply – a temporary position in which the pastor does not move membership to the congregation served or move standing to related association

Compensation Level (*choose one, delete the other options listed*):

¾ Time ****shared with Union Grove Congregational Church or

Full Time***negotiable

Does the total support package meet conference compensation guidelines?

Yes, along with Union Grove Congregational Church, our Yoked church.

SCOPE OF WORK

Scope of Work: Fulfill the Normal duties of a pastor including but not limited to:

- Lead and preach the congregation's worship services.
- Administer church business and oversee church staff
- Work with the congregation's governing body and committees
- Visit members who are homebound, hospitalized or in a care facility
- Conduct Funerals, and officiate weddings of members and non-members
- Perform baptisms to all
- Provide counseling and referrals as needed
- Teach confirmation classes with assistance of lay members
- Maintain a collegial relationship with the area clergy

Core Competencies: Seeking a Pastor who is energetic, organized, time-conscious and is strong in the pulpit and will:

- Be an effective preacher/speaker/communicator.
- Be a proactive leader with good administrative skills.
- Know the Bible and live according to its teachings.
- Make pastoral calls to people in hospitals and nursing homes and those confined to their homes.
- Reach out to inactive members by creating a group to contact them, and promote our church to bring in new members.
- Be effective in working with children by helping to expand activities for our children and young teens to further their relationship with God and others.
- Have a pastoral heart and show love and care for others.
- Be approachable, enthusiastic and outgoing while being compassionate, empathetic, and genuine.
- Be good with social media, including ministry.

COMPENSATION AND SUPPORT

Salary Basis *Our pastor is employed and compensated by the Raymond/Union Grove United Church of Christ Yoke. Each church shares an equal contribution to the pastor's Salary and benefit package in the UCC*

Salary plus Benefits ***** negotiable through us and our Yoked Church.

In lieu of a parsonage, a housing allowance is provided. The pastor will maintain an office at each church and will split their work week between the two churches.

Comment on the residential/commuting expectations for your next minister. Negotiable and can discuss with candidates as needed.

Other incentives we offer include but are not limited to: An allowance for continuing education, travel reimbursement, books and resources, vacation and sick leave and personal time are offered.

The Wisconsin Conference has a great support staff, workshops and training to support the needs of our incoming pastor as needed, and the support of two strong Council's and a Parish Relations team.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: if selected, being $\frac{3}{4}$ or full time and using good time management skills a candidate is allowed the flexibility for other passions or interests.

WHO IS GOD CALLING TO MINISTER WITH US?

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

We are a growing congregation with great possibilities with the help, ideas and guidance of a strong leader. We trust that the new pastor will work with us on this journey in a partnership of faith and outreach. Together creating goals and working toward them. Also, joint efforts to assimilate new members and friends, create or strengthen associations with businesses and neighbors near and far. Our church communities seek to help others both in local ministry and needs here and across the globe.

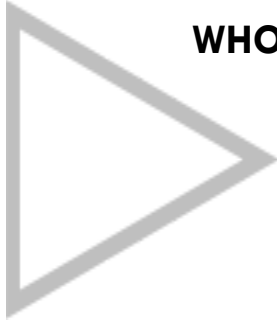
Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

As faithfully people of Christ we hope to spread the good news of his love for all. Bringing others to know Jesus and his love through the church gives hope and light for the future.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling. English is our primary language but a bi-Lingual pastor could 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.

Our church is spiritually vital and alive, willing to change to meet challenges but also enjoy engaging in sacred stories and traditions. We are welcoming, and nurturing to the local community. We hold our active membership in our UCC church identity. God can be seen in the love of our active mission work, conversations over a meal or at Christian Cafe and working together we seek a caring for all creation in a pastor.



WHO IS GOD CALLING US TO BECOME?

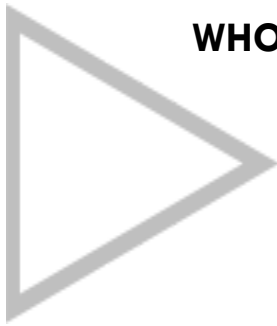
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

God continues to call us to reflect what he would say, what he would do and love like he loves. Offer grace where needed. Supporting each other at “being” the church together.

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

Losing a wonderful leader, Pastor and friend in just 4 short years after suffering through Covid-19 has been our biggest challenge. We have not really done an organized strategic plan but we do discuss budget options as we maintain our church building. We have focused on fundraising/community outreach by holding a community fall fest and concentrating on our mission and outreach. We could use help and guidance in preparing and expanding on some of these tasks.



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?

CHURCH MISSION STATEMENT:

We seek to bear witness to the good news of God's love for the church and for the World as revealed in the life, death, and resurrection of Jesus Christ.

Some of our Mission projects and programs include:

- Monthly Amazing Grays Senior Lunch in cooperation with North Cape Lutheran Church
- Union Grove Area Foodbank
- Angel Tree — Christmas gifts for children of incarcerated parents
- Heifer Project International
- Our Church's Wider Mission (OCWM)
- Neighbors in Need
- The Christmas Fund
- One Great Hour of Sharing
- Strengthen the Church
- Mission trips such as Midwest Distribution Center
- Sunday school and Vacation Bible School for all
- Bible and book studies
- Partnering with Union Grove Congregational Church, UCC, for monthly community meals

- Supporting Little Veterans Homes program in Racine

We believe in the triune God: Creator, resurrected Christ, the sole Head of the church, and the Holy Spirit, who guides and brings about the creative and redemptive work of God in the world.

We believe that each person is unique and valuable. It is the will of God that every person belongs to a family of faith where they have a strong sense of being valued and loved.

We believe that each person is on a spiritual journey and that each of us is at a different stage of that journey.

We believe that the persistent search for God produces an authentic relationship with God, engendering love, strengthening faith, dissolving guilt, and giving life purpose and direction.

We believe that all the baptized 'belong body and soul to our Lord and Savior Jesus Christ.' No matter who — no matter what — no matter where we are on life's journey — notwithstanding race, gender, sexual orientation, class or creed — we all belong to God and to one worldwide community of faith. All persons baptized — past, present and future — are connected to each other and to God through the sacrament of baptism. We baptize during worship when the community is present because baptism includes the community's promise of 'love, support and care' for the baptized — and we promise that we won't take it back — no matter where your journey leads you.

We believe that all people of faith are invited to join Christ at Christ's table for the sacrament of Communion. Just as many grains of wheat are gathered to make one loaf of bread and many grapes are gathered to make one cup of wine, we, the many people of God, are made one in the body of Christ, the church. The breaking of bread and the pouring of wine reminds us of the costliness of Christ's sacrifice and the discipleship to which we are all called. In the breaking of bread, we remember and celebrate Christ's presence among us along with a 'cloud of witnesses' — our ancestors, family and friends who have gone before us. It is a great mystery; we claim it by faith.

We believe the UCC is called to be a united and uniting church. "That they may all be one." (John 17:21) "In essentials — unity, in non-essentials — diversity, in all things — charity." These UCC mottos survive because they touch core values deep within us. The UCC has no rigid formulation of doctrine or attachment to creeds or structures. Its overarching creed is love. UCC pastors and teachers are known for their commitment to excellence in theological preparation, interpretation of the scripture and justice advocacy. Even so, love and unity in the midst of our diversity are our greatest assets.

We believe that God calls us to be servants in the service of others and to be good stewards of the earth's resources. 'To believe is to care; to care is to do.'

We believe that the UCC is called to be a prophetic church. As in the tradition of the prophets and apostles, God calls the church to speak truth to power, liberate the oppressed, care for the poor and comfort the afflicted.

We believe in the power of peace, and work for nonviolent solutions to local, national, and international problems.

We are a people of possibility. In the UCC, members, congregations and structures have the breathing room to explore and to hear ... for after all, God is still speaking ...

Describe several strengths or positive qualities of your congregation:

We support all of the above and feel these are our strengths and positive qualities and our warm welcoming of all.

Describe what worship is like when your congregation gathers:

We are like a large family and many are truly family. Chatty, hugs and welcomes.

We had the pleasure of witnessing a youth being dunked in a small pool for her baptism inside the Narthex of the church, she wanted the full experience. Her joy covered us all. On the first Sunday of each month, we have Christian Cafe that allows us to gather together over a table, share stories, enjoy sweet treats, coffee, and juice, and warmly welcome visitors, and members.

Our sermon content expectations are to be relevant and biblically based, reflective of our spiritual, social and emotional issues that challenge Christian's every day. We look to be guided in our thinking and prayer life to spread the word of Christ's boundless love. We celebrate with a variety of traditional and current music played and/or recorded by our exceptional organists, as well as special vocalists and musicians from our church and community. We hold special joint services with several of our neighboring churches on key days, i.e., Ash Wednesday, Maundy Thursday and Good Friday, to name a few.

Our worship services can include both pastoral and lay/member participation providing scripture readings. We may hold a special service led by members of the church in the absence of our pastor, saving us the costs of hiring a supply pastor.

During the COVID-19 pandemic, we added online (Zoom) services, so when our church was closed, we could continue to have services. We continue to offer Zoom services as an option, so people that cannot make it to church still have the opportunity to worship with us. We have made upgrades to this service that have improved the quality of sound for those who are joining online to hear the service and music more clearly.

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

Our Sunday school children, confirmands, as well as members help lead some parts of Sunday services. We have a wonderful Sunday class of varying ages 3 to teens, 4 to 12 kids. Some confirmed youth assist the teachers. We also offer adult bible study on zoom on Wednesday evenings, topics are varied, attendance 8 to 12.

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?
This varies by committee and activities in action.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

We have a calling tree to reach our members quickly if needed, i.e. church service being canceled due to inclement weather or a sudden death of a member and how we gather together for what's needed.

● 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 - The Yoke Covenant and Annual report, which has all committees and volunteers in it, can be provided.

- Our committees are formed by volunteering to be on them or we ask them. Committee members share the need for new members and what the committee entails. Some members assist with an event but do not have to join the committee.
- Our church as most churches struggle with the same people doing all the work over and over again. Members with children in sports have pulled away from church to accommodate their child's desire to participate. With all of our transitions and Covid-19 some members have not returned but still remain listed as members, instead of friends of the church. We struggle in letting go.

11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and the ARDA-Association of Religion Data Archives)

Will need an updated copy. Our copy stopped in 2022. See back page attachment.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

| | | <i>Is this number an estimate? (check if yes)</i> |
|--|----|--|
| Number of active members: | 35 | Regulars less in the summer with more traveling and kids out of school |
| Number of active non-members: | 5 | Regular zoom attendees |
| Total of church participants (sum of the numbers above): | 40 | Out of 92 members 56 households |

Percentage of total participants who have been in the church:

| | | <i>Is this number an estimate? (check if yes)</i> |
|----------------------------------|----|---|
| More than 10 years: | 75 | Yes |
| Less than 10, more than 5 years: | 10 | Yes |
| Less than 5 years: | 5 | Yes |

Number of total participants by age:

| 0-11 | 12-17 | 18-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65-74 | 75+ | <i>Are these numbers an estimate? (check if yes)</i> |
|------|-------|-------|-------|-------|-------|-------|-------|-----|--|
| 4 | 3 | 6 | 2 | 2 | 4 | 4 | 4 | 11 | Yes, the majority of those that don't come are in the last 3 groups. |

Percentage of adults in various household types: did as number of members vs percentages

| | | <i>Is this number an estimate? (check if yes)</i> |
|------------------------------|----|---|
| Single adults under 35: | 4 | Yes |
| Joint household with minors: | 12 | Yes |

| | | |
|---------------------------------|----|-----|
| Single adults age 35-65: | 1 | Yes |
| Joint household with no minors: | 16 | Yes |
| Single adults over 65: | 7 | Yes |

Education level of adult participants by percentage:

| | | <i>Is this number an estimate? (check if yes)</i> |
|-------------------------|--|---|
| High school: | | We did not have enough feed back in this area. |
| College: | | |
| Graduate School: | | |
| Specialty Training: | | |
| Other (please specify): | | |

Percentage of adults in various employment types:

| | | <i>Is this number an estimate? (check if yes)</i> |
|------------------------------------|----|---|
| Adults who are employed: | 7 | |
| Adults who are retired: | 24 | |
| Adults who are not fully employed: | 9 | |

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

We have retired professionals, farm and dairy workers, general laborers and stay at home moms.

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?

We are fairly mono-cultural with a little diversity, of a few mixed families among us, and this supports our close neighboring areas as well.

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: We open our doors as Jesus would, everyone is welcome here. We have not held any formal training.

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 | 8-10 | Lay members and pastor. Zoom Bible/book studies |
| Baptisms <i>(number last year)</i> | 4 | Pastor and Faith Development |
| Children's Groups or Classes | 4-12 | Sunday School, 1st Fridays, Vacation Bible school |
| Christmas Eve and Easter Worship | 78/68 | Pastor, Lay leaders, Organist and music committee |
| Church-wide Meals | Annually | Annual meeting, Women's Reflection Breakfast |
| Choirs and Music Groups | 4 | Members sing or play an instrument |
| Church-based Bible Study | Weekly | Above |
| Communion <i>(served how often?)</i> | 1 x month | 1st Sundays, plus special Christmas and Easter etc. |
| Community Meals | 50-100 | Monthly senior luncheon or community meal with our Yoked church |
| Confirmation <i>(number confirmed last year)</i> | 5 | A combined class with Union Grove Congregational our Yoked church |
| Drama or Dance Program | 0 | |
| Funerals <i>(number last year)</i> | 1 | |
| Intergenerational Groups | 0 | |
| Outdoor Worship | 1-2 | Again combined with Union Grove Congregational Church |

| | | |
|---|----------------|--|
| Prayer or Meditation Groups | 1 | Prayer Blankets |
| Public Advocacy Work | 0 | |
| Retreats | 0 | |
| Theology or Bible Programs in the Community | 1 | |
| Weddings (<i>number last year</i>) | 2 | |
| Worship (time slot: _____) | 9 am currently | We swap 1st Sunday in June with our Sister church 1045 |
| Worship (time slot: _____) | 700 p.m. | Special services like Ash Wednesday |
| Young Adult Groups or Classes | 0 | |
| Youth Groups or Classes | 0 | |
| Other | | |

Additional comments: We have no ordained clergy as members.

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) |
|------|--|------------------|-----------------------|----------------------|
| | | | | |
| | | | | |
| | | | | |

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 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 |
|--------------------------|----------------|--|---------------------------|--|
| Organist | Self/pastor | Pd per service | Pastor & member feed back | 30 plus years |
| Administrative Assistant | | Part time split with Yoked church | Pastor & Parish Relations | 2 yrs |
| | | | | |

REFLECTION

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

We have a good number of members but too many non participating or non attending. Not sure why this is, they just want to stay on the membership list.

CHURCH FINANCES

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

| Source | Amount |
|---|------------|
| Annual Offerings and Pledged Giving General Funds use | \$46,734 |
| 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 | \$3,358.95 |
| Gifts Designated for a Specific Purpose - zoom equipment | \$2,595.75 |
| Grants conference toward our mission work | \$500.00 |
| Rentals of Church Building | \$50 |

| | |
|--|---------------------|
| Rentals of Church Parsonage | \$N/A |
| Support from Related Organizations (e.g. Women's Group) | \$ |
| Transfers from Special Accounts purchased a copy machine | \$3,700.00 |
| Other (specify): items needed donated by members | \$4,047.50 |
| Other (specify): | \$ |
| TOTAL | \$57,235.75+ |

Current annual expenses (dollars budgeted for most recent fiscal year): \$69,600

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

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

Approximately 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

ALL OF THE ABOVE

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

Member donations and church paid as able.

What is the church's current indebtedness?

Total amount of loan debt: 0

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.

0

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

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

If a capital campaign is underway or anticipated, describe:

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

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

Does your church have an endowment? No

What is the market value of the assets? N/A

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

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

N/A

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

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$12,153 and a short term CD \$10,000

Investments (other than endowment): \$53,045 long term CD

Does your church have a parsonage? No

Describe all buildings owned by the church: Just our beautiful church and the attached old Sanctuary hall which is now our space for rummage sales, community gathering, senior luncheons, etc.

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

Which spaces are accessible to wheelchairs?

All church access and rooms are wheelchair accessible, however, the church pulpit is not, we can provide microphones on all levels.

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

During Covid-19 we invested in online worship through Zoom like many other churches. Most of the equipment and needs for doing zoom were donated by members, and a quilt fundraiser. We also improved our church walkway and grounds, again donated labor and member driven. Our budget is set by our expenses and what's needed to keep the lights on and the Lord's word flowing. Volunteers do all the lawn care and building maintenance and cleaning to keep our church welcoming and safe. Committee members help with input of their projections of upcoming expenses and how they fit into our annual budget. It's a church effort.

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.

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

Welcoming a new pastor after having the same pastor for 23 years. We have a strong core group of members and we make the transitions work.

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 value family, grace and forgiveness. We all try to talk to each other to resolve personal differences first. If there still is an issue we ask the pastor to help, or we go to our Faith Development committee or moderator to hear the conversation and issue. Usually together it is worked out. Some are not.

In the recent past, we had a larger issue that happened between a couple and a group of our members. A variety of interpersonal quarrels began to fester because of the actions of one or both of these said members with multiple people from the church. Pastor and many other members met with them hoping for a resolution. One individual of the couple, did not wish to budge or take ownership for change and kept up the behavior. This created more issues with more members, many untrue things were said and spread. Their final incident created an altercation on the church property, where both of the couples created an altercation on church property, the police had to intervene. One of them was cited by the officers present. Pastor was present. After a few days, she called a church council meeting where the police report was shared and discussed with the group. This allowed all to hear the facts and not gossip. She asked us to go home and discern what we heard, and what had happened and we would come back together to vote. A follow-up meeting was held a few days later to discuss the options and vote. The full council voted and the pastor abstained, staying a neutral party. We supported her in all of her actions and she did not have to go through this on her own. The vote was to meet with the couple to ask them to leave the church. When the couple came to meet with the Pastor and Moderator, they asked to leave the church and withdrew their membership before they spoke. Their withdrawal was accepted, and they left.

This is a very rare occurrence. But, we found strength together for the good of the church.

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

| Staff member's name | Years of service | UCC Standing (Y/N) |
|---------------------------------|------------------|--------------------|
| Kelsey Beebe | 4 | Y |
| Pastor Christine Wilke, Interim | Approx. 1 | Y |
| Pastor Manda Stack | 23 | Y |
| Rev Glen Halbe | 2 yrs | |

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

We have learned many things from each and everyone of these wonderful providers of pastoral support. All share different gifts. Change can be very good for a church, like a deep spring cleaning. We can adapt and grow within it.

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

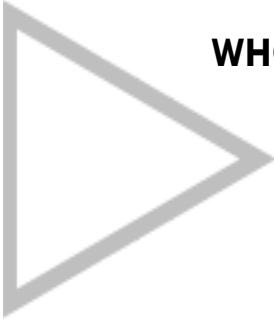
No

Has your church been involved in a Situational Support Consultation?

I believe we have a few years ago with guidance and a vote to have 2 members leave, they voluntarily left on their own.

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

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?

Every quarter we do a mission project to support an organization in need. At Christmas we sponsored 4 little angels and purchased them items they needed like snow pants, clothes and a baby doll. The sound of a child's laughter and Joy transforms our church.

We support our conference financially in our church's wider mission and we have some members who volunteer for a few days to a week with the Oak Creek Community United Methodist Church group at Midwest Mission center in Springfield, Illinois that sends items like dignity kits, flood buckets, Rice meal packs and school desks near and far.

We have volunteers attend the Wisconsin Conference of the United Church of Christ annually to learn through break out sessions and bring back new ideas to share in our yoked churches.

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.

Accessible to All (A2A)

God Is Still Speaking (GISS)

Creation Justice

Border and Immigrant Justice

Economic Justice

Inter-cultural/Multi-racial (I’M)

Faithful and Welcoming

Just Peace

- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Designations from other denominations

None formally, but information is shared with the congregation on these groups, after attending the annual conference, in a verbal report.

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?

There might be an opportunity in the future but at this time all of our energy and resources are in helping the hole in our church, needing a leader to keep our church strong, and we can continue helping others.

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

The Midwest Mission trip is a joint effort with Oak Creek Community United Methodist Church. We also alternate with North Cape Lutheran church, in serving our seniors a luncheon on a monthly basis. We serve all faiths and ethnic groups here.

During confirmation, Pastor invited a group of church members to attend a service with the confirmands at a Synagogue Temple in Kenosha. It was eye opening and wonderful. We also toured the Basilica of Saint Joseph at. Breathe taking for us all.

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.

We feel we try to meet our mission statement in a variety of ways. Meeting and greeting every visitor as they were Jesus. All are welcome here no matter where they are on their faith journey.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation’s expectations on their time? We encourage our pastor to be active in our Wisconsin Conference activities as well as community wide ministries of need. Hopefully joining some of our church folks.

The ARDA (Association of Religion Data Archives)

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

We have had a lot of development in and around our church neighborhood. In past times we left flower and vegetable seed packets on the front door, with a note to welcome them to our community and asked them to "Come Grow in Faith with us, you are welcome here", providing our church information and service times.

Our area's growth could be trending some big opportunities for us for growth, perhaps by visiting our church Fall Fest or attending a Community meal they will visit us on a Sunday.

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?

Younger households Percentage wise, we have an aging population but have seen a few more younger families attending services, with the help of our younger energetic outgoing pastor. We hope to keep them coming and then staying, with the help of God and the right new pastor.

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

We have seen a pulling back and moving away from the church and organized religion. Churches that have the big bands, and large TV screens seem to be thriving or those with Christian education with schools seem to be growing.

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

Senior luncheons, outgoing support to area resources like Street Angels, Women's Resources and those in need of food. We are active in our area's Food Bank in Union Grove. We share Christ across the table and we do food well.

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

Family or friends have introduced them to our church or they received support through our pastor and members from our church to come again. We have provided return visitors with a candle and prayer and invite them to use the candle to light their way back to us.



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 Letter of Recommendation for
Raymond Community United Church of Christ and
Union Grove United Church of Christ
February, 2024

During our six years of retirement we have led the worship services at Raymond and Union Grove numerous times. The members of both congregations are warm and welcoming, and they have built-up church communities where those present are known and loved by all who gather there. This is not to say that these churches are somehow isolated from the communities around them—far from it! Both congregations take their call to discipleship seriously and have a number of long-term outreach ministries that touch people beyond the four walls of their buildings. Members of both congregations have been involved in broader Wisconsin Conference UCC ministries. They not only financially support their own congregations but also the larger United Church of Christ.

We have come to refer to the kinds of people who make up these congregations as “salt of the earth” people. They are the people you would want as neighbors. They have strong characters you can depend on when situations are difficult. They are inquisitive and joyous about their faith. They are open to new ideas and possibilities nurtured in gentle and faith-filled ways. They have had a long-term clergy followed by another who left only to be closer to family out west. Both of these ministers were beloved by these churches. They have been through times of uncertainty and have come out on the other side with a realistic view of life and a faithful hope that carries them forward. These disciples intend in their church and daily living to follow the Way of Jesus Christ to the best of their abilities. We would whole-heartedly recommend these congregations to Pastors who are in the midst of a Search process.

Rev. Deborah Payden
414-708-1205
dpayden@gmail.com

Rev. Thomas Payden
414-708-0285
tompayden@gmail.com
Past and current Pulpit Supply

REFERENCE Letter of Recommendation for Raymond Community Church, United Church of Christ

Carol Jopek
Friend of the church
414-543-2342
cjopek@wi.rr.com

February, 2024

I have been a “Friend” of Raymond Church for many years. And am currently planning on continuing that status for now.

I was raised, confirmed and taught Sunday School and Vacation Bible School as a member of a Lutheran Church, Missouri Synod, until I married in 1965 and moved to a new community. The church at that time was in the process of constructing a new bigger and better building. The membership had grown to be a lonely place for anyone who wasn’t new to the church. Dysfunctional is what they became. I had a loss of faith.

That said, I started looking for a new community of Christians who shared my values, morals and need for friendships. I attended several church buildings of all faiths and could not find what I was missing in my heart and soul. I was encouraged to attend services, as I was able, at Raymond Church. Even though I was not planning on becoming a member. I was then and am now still treated as a member of these church families. When Covid came. I was able to attend church services and bible study on-line. Even though we were in little boxes, we shared our faith. We told stories of joy and grief. We studied the bible with our pastor and leader. I found what I was looking for in this congregation. It was the feeling of finding the faith I thought I had lost and receiving God’s love that I needed. It was not a building. They have supported me in good and not so good times over the years. As they do all their members.

I try to do my part as best as I can to be of assistance, whether financially or physically helping out. And I pray that whomever the interim or new pastor is, they will work with both congregations to share the goals and mission of this church. That person will be greatly received and loved by these congregations.

They practice that “No matter who you are or where you are on life’s journey you are welcome here”.

Respectfully,
Carol Lee Jopek

REFERENCE 3

Linda Waldron, North Cape Lutheran Church
262-835-2206, northcapelutheran.org

North Cape Lutheran Church joined Raymond Community Church in an outreach for our senior community meal and social time together over 12 years ago.

To Whom it May Concern:

RE: Amazing Greys Social Club

As a combined group of members from Raymond Community Church and North Cape Lutheran Church we offer a free meal & entertainment for seniors. Each group supplies the meal (including gluten free) and entertainment (singing groups, comedians, bands, etc.) every other month from Sept. through May serving between 50 & 120 people each month (including shut-ins if requested) with each Pastor helping with announcements and prayer. Each church has offered a rent free space & the use of the kitchen to hold each meal. A free will offering is accepted but not required.

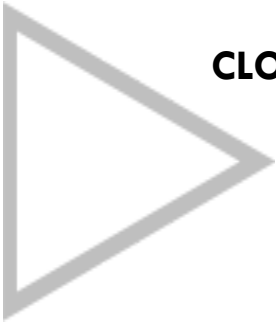
As a group we are so grateful we can offer this allowing those that can't afford it a place to get a good meal be entertained and socialize with friends.

Sandy is a member of Raymond Community Church & Raymond's Amazing Greys Social Club.

Respectfully yours,

Linda Waldron & Sue Klaus

co-leaders North Cape Amazing Greys



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

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:

Heavenly Father, God, who is Mother of us all, we thank you for your past blessings of our pastoral leader, guide, and friend. She was a wonderful miracle in our time of need. We are at your door, once again seeking that special someone to help keep us focused on you. A fun down to earth team player who can read the needs of our churches, can support where we are, our traditions, and help move us forward on our journey for your will. We thank you for our differences and strengths and also our weaknesses as we humble before you in your grace, trust and love. Bless all those who read this prayer and are in discernment, to see if these churches are where you are leading them. In his holy name we pray. Amen.

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

The Search committee team of 6 members as well as our council member support, with input from our members.

2. Additional comments for interpreting the profile:

Signed: Cindy Spitza, Search Committee and Treasurer

Date: 3/15/24

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. Rachel Bauman/Associate Conference Minister

Email: rbauman@wcucc.org

Phone: 608-630-2992

Date: April 2, 2024

2024 Budget

Submitted by Cindy Spitz, Treasurer

Raymond Community Church 2024 Review and Proposed Budget

Council Approved, 10-January-

| | 2023 Budget | 2023 Actual | | | 2024 Proposed Budget | | Review Notes |
|---|-----------------|-----------------|------------------|--------------|----------------------|--------------|---|
| | Annual | Actual | \$ Difference | % Difference | Annual | % Increase | |
| Yoke Expenses | | | | | | | |
| Payroll | \$40,000 | \$40,000 | \$0 | 0% | \$43,200 | 8% | 2023 Budget was estimated at \$3200/month; Actual reflects increase due to insurance offset for family plan. 2024 Budget is estimated at \$3600/month, reflecting Yoke agreement increase |
| Administrative | | | | | | | |
| Worship Exp. Pastors Visa/other worship items, Music Etc. | \$300 | \$758 | (\$458) | | \$800 | | Pastors Visa card worship items +candles, communion cups, wafers etc. Baptismal supplies |
| Office Expense-James Imaging Copier, Plus | \$2,570 | \$4,977 | (\$2,407) | 94% | \$2,600 | 1% | Envelopes, paper, copier maintenance \$264 yr+extra copies, Financial Sec. Software Annual (No more lease fees) |
| Postage/Bank fees | \$100 | \$287 | (\$187) | 187% | \$175 | 75% | Office & Treasurer Mailings, ACH Bank Fees \$60 +\$95 Deposit slips for Financial Secretary 2 yr supply |
| UCC Conference/Other Community Needs | | | | | | | |
| OCWM | \$2,000 | \$1,900 | \$100 | -5% | \$1,500 | 0% | OCWM conference and member donations Pd together and include 10 % from fundraising OCWM \$2000 for 2023 |
| Other missions, Discretionary Fund | \$250 | \$634 | (\$384) | | \$250 | | Other community mission work needs |
| SE Assoc. Dues | \$475 | \$516 | (\$41) | 9% | \$516 | 9% | Dues increased to \$6 per member (86) |
| Delegates & Other Conf. | \$500 | \$0 | \$500 | -100% | \$350 | -30% | Delegate Conference expenses. Note. members pd own expenses. |
| Insurance | | | | | | | |
| Multi Peril | \$4,453 | \$4,453 | \$0 | 0% | \$5,000 | 12% | Church Mutual-multi peril. Actual Exp./2023 Budget Actual Bill |
| Utilities | | | | | | | |
| Telephone | \$960 | \$996 | (\$36) | 4% | \$1,020 | 6% | Lingo Normally \$83/mo |
| Internet | \$900 | \$900 | \$0 | 0% | \$960 | 7% | E-Vergent @ \$74.90/mo |
| WebSite charge | \$168 | \$144 | \$24 | 0% | \$168 | 0% | SQ. Space |
| Electric and Gas | \$4,350 | \$4,716 | (\$366) | 8% | \$4,800 | 10% | WE/Electric on Budget plan increased to (\$393Mo -2023) |
| Maintenance/Resources | | | | | | | |
| Building | \$300 | \$192 | \$108 | -36% | \$300 | 0% | Well Water test \$51, Fire inspection, Cleaning supplies. Window |
| Equipment & Repairs | \$500 | \$3,574 | (\$3,074) | 615% | \$500 | 0% | Lawn Mower repair, new copier. Light bulb upgrade/dehumidifiers |
| Grounds | \$1,000 | \$25 | \$975 | -98% | \$1,000 | 0% | Snow/salt, lawn, seed, flowers, septic, Fire ext. inspection trash bags |
| Local Church Items | | | | | | | |
| Faith Development/Sunday School | \$250 | \$618 | (\$368) | 147% | \$350 | 40% | Faith Dev./S. School/new member/ baptism cakes. Xmas Candy |
| Mission & Outreach/Helping Hands | \$250 | \$748 | (\$498) | | \$150 | | Mission & Outreach/Helping Hands** rec'd grants \$250, Amazing Grays \$250 |
| Organists | \$3,550 | \$3,141 | (\$368) | 10% | \$3,500 | -1% | \$65 per Sunday + others |
| Sunshine cards/Flowers | \$150 | \$11 | \$139 | -93% | \$150 | 0% | Flowers/Plants, Funeral/hospital, Easter/Christmas member pd |
| Special Events | \$300 | \$206 | \$94 | -31% | \$100 | -67% | Music, Fundraisers i.e Fall Fest/Rummage are cvd by |
| FICA & Medicare | \$487 | \$478 | \$9 | -2% | \$487 | 0% | SS/Medicare for Organist Actual, 2023 paid 2024 |
| Storm Water Tax | \$150 | \$149 | \$1 | -1% | \$150 | 0% | Raymond Drainage Tax Bill 2023 |
| Advertising | \$200 | \$194 | \$6 | -3% | \$200 | 0% | RCBO, Special Events. 4th of July float and candy |
| Totals | \$64,163 | \$69,617 | (\$5,454) | 9% | \$68,226 | 6.3% | 2023 budget to 2024 budget |
| | | | | | \$68,226 | -2.0% | 2023 actuals to 2024 budget |

Monthly income required to generate 2024 budgeted expenses = **\$5,686** (or) \$1,421.50 per week average

Notes:

- **Fundraisers & reimbursed expenses are not included in actual nor budgeted expenses.
- **Some expenses for 2023 were paid in beginning 2024, i.e. Storm water Tax, 1st Qtr Insurance, payroll taxes
- **Some 2024 Budget figures are purely estimates; unexpected expenses arise during the year
- **Some 2023 Expenses were covered by member donations. Not reflected here are Food Bank, 5 for 5 pass through payouts. Quilt collections pd, out for Zoom.
- **2023 Expenses in Spec. Events were covered by donations/vendor fees and are not shown here.

11-Year Church Profile Data

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



Church#: 862450

Assoc: 832 Schedule: 0 Raymond Community Church UCC Franksville WI 53126

| 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 | 114 | 45 | 18 | 7 | 0 | 2 | 2 | 0 | 7 |
| 2013 | 101 | 40 | 15 | 0 | 0 | 5 | 5 | 13 | -13 |
| 2014 | 98 | 38 | 17 | 1 | 0 | 0 | 4 | 0 | -3 |
| 2015 | 80 | 40 | 18 | 0 | 0 | 2 | 3 | 17 | -18 |
| 2016 | 77 | 42 | 24 | 0 | 1 | 2 | 3 | 3 | -3 |
| 2017 | 72 | 35 | 18 | 1 | 0 | 0 | 6 | 0 | -5 |
| 2018 | 78 | 34 | 18 | 2 | 1 | 3 | 0 | 0 | 6 |
| 2019 | 78 | 34 | 18 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2020 | 86 | 40 | 25 | 6 | 0 | 2 | 0 | 0 | 8 |
| 2021 | 79 | 35 | 23 | 0 | 0 | 2 | 7 | 0 | -5 |
| 2022 | 86 | 45 | 30 | 0 | 11 | 0 | 2 | 2 | 7 |

| 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 | \$67,488 | \$12,000 | \$3,350 | \$501 | \$3,851 | \$300 | \$4,151 | 4.96 | \$83,639 | \$67,393 |
| 2013 | \$67,847 | \$9,725 | \$3,067 | \$479 | \$3,546 | \$300 | \$3,846 | 4.52 | \$81,418 | \$60,375 |
| 2014 | \$75,009 | \$7,335 | \$4,200 | \$561 | \$4,761 | \$200 | \$4,961 | 5.60 | \$87,305 | \$56,492 |
| 2015 | \$70,810 | \$7,336 | \$2,614 | \$626 | \$3,240 | \$300 | \$3,540 | 3.69 | \$81,686 | \$52,010 |
| 2016 | \$73,313 | \$7,510 | \$1,250 | \$835 | \$2,085 | \$100 | \$2,185 | 1.71 | \$83,008 | \$52,000 |
| 2017 | \$72,410 | \$6,549 | \$2,400 | \$535 | \$2,935 | \$248 | \$3,183 | 3.31 | \$75,593 | \$51,050 |
| 2018 | \$65,671 | \$0 | \$2,450 | \$822 | \$3,272 | \$1,000 | \$4,272 | 3.73 | \$69,943 | \$56,021 |
| 2019 | \$65,671 | \$0 | \$2,450 | \$156 | \$2,606 | \$0 | \$2,606 | 3.73 | \$68,277 | \$0 |
| 2020 | \$65,418 | \$0 | \$1,767 | \$457 | \$2,224 | \$700 | \$2,924 | 2.70 | \$68,342 | \$55,151 |
| 2021 | \$53,215 | \$0 | \$0 | \$2,217 | \$2,217 | \$0 | \$2,217 | 0.00 | \$55,432 | \$56,548 |
| 2022 | \$53,215 | \$0 | \$2,966 | \$1,079 | \$4,045 | \$0 | \$4,045 | 5.57 | \$57,260 | \$63,278 |

| % CHANGE | MEMBERS | AVG WEEKLY ATTENDANCE | CHR ED/ FAITH FORM | TOTAL ADDITIONS | TOTAL REMOVALS | CURR LOCAL EXPENSES | TOTAL OCWM | TOTAL EXPENDITURE |
|-----------|---------|-----------------------|--------------------|-----------------|----------------|---------------------|------------|-------------------|
| 2017-2022 | 19.44 | 28.57 | 66.67 | 1000.00 | -33.33 | -26.51 | 37.82 | -24.25 |
| 2012-2022 | -24.56 | 0.00 | 66.67 | 22.22 | 100.00 | -21.15 | 5.04 | -31.54 |

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.

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

