

4/8/24

Date

Pastor

Position to be filled

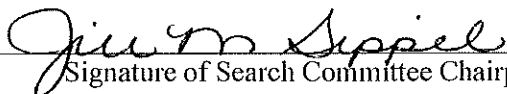
United Church of Christ

LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING NEW LEADERS

Local Church 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 a 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 opinion 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.



Signature of Search Committee Chairperson

4/8/24

Date

Church

Name: St. John United Church of Christ

Address: 2111 Church Street

City, State, Zip: New Holstein, WI 53061

Search Committee Chairperson or Contact Person

Name: Jill Sippel

Address: 2111 Church Street

City, State, Zip: New Holstein, WI 53061

Telephone: 920-418-1534

E-Mail: jksippel1534@gmail.com

4/8/24

Date

Pastor

Position to be filled

LOCAL CHURCH PROFILE
FOR LOCAL CHURCHES SEEKING NEW LEADERS

Please return the completed document to your conference or association office.

1. Church: St. John United Church of Christ

2. Address: 2111 Church Street

City, State, and Zip: New Holstein, WI 53061

Church Website: www.sjucnh.wixsite.com

3. Name of Search Committee Chairperson/Contact Person: Jill Sippel

Address: 2111 Church Street

City, State, and Zip: New Holstein, WI 53061

Telephone: 920-418-1534

Email: jksippel1534@gmail.com

FAX:

4. Conference/Association Staff Person Assisting Our Church: Rev. Jane Anderson

Address: W1000 Spring Grove Road

City, State, Zip: Ripon, WI 54971

Telephone: 920-540-2586

Email:

FAX:

MEMBERSHIP INFORMATION

5. Membership: *(as reflected in the eleven-year UCC Statistical Report for our church; "est." indicates the figure is an estimate.)*

	Last Year	5 Years Ago	10 Years Ago
a. # Church members	203	210	267
b. Average attendance at worship	40	65	105
c. Average participation of children/youth in C.E.	9	40	49
d. Average weekly participation in adult education	4		
e. # Members who are ordained clergy	1	-----	-----

6. Profile of Congregation

Estimate percentage of congregation. Each category should add up to 100%.

a. Age:

2 ___ % ages 0 - 5
 13 ___ % ages 6-18
 13 ___ % ages 19-34
 15 ___ % ages 35-49
 16 ___ % ages 50-64
 18 ___ % ages 65-74
 23 ___ % ages 75 +

c. Family units:

23 ___ % couples with children at home
 35 ___ % couples without children at home
 39 ___ % single
 3 ___ % single parent with children at home

b. Education level of adults:

___ % completed less than high school
 ___ % high school graduates
 ___ % some college/vocational school
 ___ % college graduates
 ___ % graduate school

d. Occupation of adults:

11 ___ % business
 12 ___ % clerical
 6 ___ % farmer/rancher
 38 ___ % laborer/manufacturing
 24 ___ % professional
 2 ___ % student
 4 ___ % tradesperson
 3 ___ % other

"So we who are many, are
 one body
 in Christ . . ." Romans 12:5a

e. Employment:

41 ___ % employed
 ___ % not currently employed
 59 ___ % retired

f. Describe the racial-ethnic makeup of your congregation: **Caucasian**

CHURCH FINANCES

(Figures reflect the eleven-year UCC statistical reports as well as the church's annual reports.)

	Last Year	5 Years Ago	10 Years Ago
7. Total Church Income			
a. Members offerings and pledges	68690	82239	97530
b. Interest from investment or endowments	68220	37274	49117
c. Principal reduction (endowments or investments)			
d. Rentals		50	
e. Special Fundraising			
f. Other			

If the church has conducted an annual stewardship campaign, list results for the past two years:

Goal: \$ Pledges: \$ Actual Received: \$

Goal: \$ Pledges: \$ Actual Received: \$

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget			
a. Our Church's Wider Mission Basic Support	2500	2500	3000
b. Our Church's Wider Mission Special Support			
c. Other gifts		5086	1036
d. Current local expenses	95090	88839	125983
e. Annual capital payments			
f. Other debt			

9. Identify UCC special offerings the church receives throughout the year and the amounts from last year:

273 One Great Hour of Sharing

203 Neighbors in Need

45 Christmas Fund

230 Strengthen the Church

_____ Basic Support for Our Church's Wider Mission (only if received through special offerings and not included as a regular budget item in #8 above.)

10. Mission

- a. Beyond your contributions through the UCC, name the most significant local or global missions/ministries or agencies that were financially supported by your local church last year and the amount of support:

	Name	Amount
1.	Salvation Army Food Bank	non-monetary
2.	El Salvadorian Family	\$110.00 and clothing
3.	Church World Service Blanket Fund	\$810.00
4.		

- b. What mission project has excited your church the most in the past three years? Why?

The clothing drive for the El Salvador family. Some of the members were able to meet the children, & seeing how happy & grateful they were was priceless. It felt good to know our little church family could help make an impact on this family.

11. Indebtedness

- a. Total amount of outstanding mortgages/capital debt: \$0
- b. Total amount of other debt:
\$0 Describe:

c. Are payments current? _____yes _____no

12. Capital Campaigns:

a. If the church has had capital campaigns in the last ten years, note goal and results:

Goal: \$36,141

Outcome: \$8,545

Goal: \$

Outcome: \$

b. What projects were undertaken as a result of your capital campaign?

- Remodeled Bathrooms

c. Was there a mission or outreach component to the campaign? _____Yes X_____No

d. If a capital campaign is underway or anticipated, describe it:

Goal: \$

Beginning Date:

Purpose:

"God is able to provide you with every blessing in abundance."
II Cor. 9:8a

13. Assets held by the Church:

a. Reserves (savings): \$56,681

b. Endowments/Investments: \$656,958 Most of these accounts only interest can be used for non-operating expenses

c. Describe buildings and property of your church except the parsonage:

The church, built in 1955, is a beautiful cathedral beamed ceiling, brick structure with seating capacity for about 230. There are separate air conditioned offices for the pastor & the secretary. The windows are stained glass depicting Biblical stories. There is a lounge with kitchen facilities off the narthex, as well as a large fellowship hall downstairs that also has a large kitchen. In the education wing are a number of Sunday School classrooms, a room for nursery, a music room, and a library.

d. Is the church building (including sanctuary and offices) handicapped accessible?

Yes _____ Partially (specify) Sanctuary, Narthex, & Lounge are _____ No _____

Is the pulpit handicapped accessible? Yes _____ No X

e. If a building program is projected or underway, describe it, including estimated date of completion:

f. If the church owns a parsonage, describe it:

Address:

City, State, Zip

Number of Rooms:

Number of Bedrooms

Number of Bathrooms

Description:

Distance from Church

Handicapped Accessible? Yes ___ No ___ Partial ___

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

14. If your conference has compensation guidelines, do you follow them?

___ yes X ___ yes for some compensation items but not all ___ no

Does the church consider this position to be full time or part time?

X ___ Full Time ___ Part Time (specify) This is a shared ministry with Ebenezer UCC - Chilton

How will church members be supportive of a part time or bivocational pastor who may need another job to supplement the church salary?

This is a full time position with ½ time at Ebenezer UCC and ½ time at St. John UCC

15. Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers' tenure. Do not include interim positions. If a parsonage is provided, insert the letter "P" in the space provided. *Provide information for the last 3 leaders or the last ten years.*

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	2018	23,000	8,000		2023	23,000	8,000	
b. Previous	1995**	25,000		P	2016	41,100		P
c. Next previous	**This pastor was full time							

16. During the above period, has your church ever failed to fulfill its financial obligations to its pastor? ___ yes X ___ no If yes, please comment:

17. Salary, Benefits, and Expenses Offered

- a. Cash salary offered \$ negotiable _____
Conference recommended salary range: \$ _____
- b. Housing: \$ _____
 Housing allowance only _____ Parsonage only _____ Would consider offering either
- c. Customary benefits:
 Vacation: _____ weeks annually
____ Maternity/paternity leave
 UCC Retirement Annuity (14 % of salary and housing)
 UCC Life and Disability Insurance Benefits
 UCC Health Benefits (_____ other health benefits)
____ UCC Dental Benefits (_____ other dental benefits)
 Social Security/Medicare Offset
____ Continuing Education Funds
____ Continuing Education Time
____ Sabbatical Leave
____ Other benefits (specify) _____
- d. Ministry Expenses
 Travel Reimbursement
 Meeting Expense Reimbursement
 Books and Periodicals
____ Reimbursement of Criminal Background Check Fee
____ Moving Expenses

COMMUNITY CHARACTERISTICS

18. Population

- a. Population of total city or town in which your church is located: approx.. 3000
- b. Describe the population by racial-ethnic category and identify the source of the information:
2010 Census - 92.4% white
.3% African American
.3% Native American
1.8% Asian
3.7% Hispanic

19. Economic Factors

Identify major sources of employment/income in your community:

- a. Metko
- b. M-B Company
- c. Milk Specialties

20. General Description *(Add *** if the information came from a survey of the congregation)*

- a. Describe three distinctive attributes of your community:
 - 1. Excellent recreational facilities and parks
 - 2. Small municipal airport
 - 3. Located within 30 miles of 4 large cities – Sheboygan, Fond du Lac, Manitowoc, and Appleton

- b. Identify major trends you envision in your community during the next five years:
 - 1. Promoting city in hopes of getting new business to move to our community

 - 2. Encouraging current businesses to grow & flourish in our community

 - 3. More diverse population

- c. List three or four problem areas confronting your community that members feel your church should address:
 - 1. Attracting & keeping young people interested in church

 - 2. Homelessness and poverty

 - 3. Alcohol & drug abuse by adults as well as youth

- d. Indicate Mission Activities
 - 1. In which your church participates as a part of its mission in the community:
 - Brat fries
 - Visiting nursing homes & shut-ins

 - 2. In which your church expects the leader you are now seeking to participate:
 - Get involved in community
 - Visit shut-ins
 - Conduct worship services at nursing homes

- e. Describe how your church building is now being used by the community:
 - We are the evacuation center for local elementary school

- f. Indicate the number of school districts from which members of your church are drawn:
 - _____one X_____two _____three or more

CONGREGATIONAL LIFE

*(Add *** if the information came from a survey of the congregation)*

21. Identify major trends you envision in your church in the next five years

***Add new members & inspire current members to become more active

As a church we need to become more involved in the community

Establish a strong active youth group

22. Planning

- a. All churches do planning. How would you characterize the way planning is done in your church?

Church council or committee

- b. What expectations do you have of the person you are seeking in relation to the planning that takes place?

To participate and give us insight

- c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way? 1989/1990

- d. What were the outcomes of your intentional long-range planning?

Many suggestions were made but never followed through

- e. Does your church have any plans to undertake a period of intentional long-range planning in the future? No

23. Reflections on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. If more space is needed, use additional pages. *(Add *** if information came from a survey of the congregation.)*

- a. Identify the three most important faith experiences or events in the history of your church and the year each took place:

<u>Event</u>	<u>Year</u>
1. 150 th Anniversary celebration	2015
2. Northeast Assoc. held annual meeting here	1990
3. Present church was built	1955

- b. Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it:

Covid – We learned to adapt – we had church services at a local drive-in theater. We were able to broadcast our services over the radio.

- c. What is God calling your church to do/become over the next few years?

Grow & be more involved in our community

- d. Describe how the church expects the person you are seeking to help your church reach these goals:

Encourage them to get involved in community

- e. Chose the statement that most accurately describes the theological/faith stance of your church: *You may check more than one.*

- We tend to be theologically conservative.
 We tend to be theologically moderate to conservative.
 We tend to be theologically moderate.
 We tend to be theologically moderate to liberal.
 We tend to be theologically liberal.
 We tend to be quite diverse theologically.
 Other

Comments:

- f. Describe the educational program of your church:

Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum/a: We do not have a current formal curriculum. We are looking for something that will keep students engaged.

Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:

Pastor is responsible for selection of resources. We are currently using "My Confirmation"
A Guide for Confirmation Instruction

Are there educational opportunities for all ages?

No, we do not have any educational opportunities for anyone working during the day

Does your church have a written Safe Church Policy?

Yes No (If No, has a group worked on this issue in the past? What was the outcome?)

We have individual written policies

- g. Describe how the church expects the person you are seeking to participate in the congregation's educational programs:

One Sunday a month gear the sermon towards youth, integrating it in with the current Sunday School theme

Bible study for working individuals

- h. Describe how programs or ministries of your church are evaluated:

By success or failure

- i. Describe the strengths or positive qualities of your church: (Add *** if information came from a survey of the congregation.)

*** Welcoming, kind, & caring for each other
We are inclusive to those who believe in Jesus
Strong base of regular members willing to help
We are a small community church

24. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity take primary initiative and responsibility; 4 = the pastor's presence is expected periodically/occasionally.

Board/Committee	Purpose	# Members	Frequency	Leadership
Church Council	Governing body	5	Monthly	2
Pastoral Relations Committee	Liaison between pastor & congregation	3	As needed	3
Outreach Committee	Community outreach, plan coffee hours, Change outdoor sign	Varies	As needed	2
Christian Education	Educate youth	12	3 Sundays Per month	2
Ongoing Small Groups	Purpose	# Members	Frequency	Leadership
Wired Word Bible Study	Bible study using modern day topics	7	Weekly	1
Women's Fellowship	Promote fellowship through missions, Social action, prayer chain, visitation to the sick & shut-ins	6	monthly	4

25. Conflict

Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: C = closely; S = somewhat; N = not at all.

S as a church, we respect and listen to each other and work things through without generating divisiveness

S as a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides

C some have left our church because of conflict

N conflict hurts our sense of unity, but we tend not to talk about it

N painful experience with conflict has been present, but it has been worked through, and we have learned from the experience

S we have had some painful experiences with conflict, and they linger in the background

N open conflict is present, and we need a minister who can help us deal with it

 other Specify:

Comment:

26. Worship

- a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special empases such as healing services, contemporary worship, etc.)

One weekly service at 10:15am. First Sunday of the month is communion & family Sunday

- b. Are your worship services or church gatherings sign language interpreted?

 Yes X No

Are there particular ministries with persons with developmental disabilities or mental illness?

Comment

- c. Identify how worship is planned on a regular basis in your church

 by a worship committee

X by the pastor

 by the pastor in consultation with the church musician

 other – specify:

- d. Describe the style and content of preaching valued by your congregation:

Sermons from the Bible – relate to everyday life

Down to earth with some fun/humor

e. Describe the role in worship of the person you are seeking:

Be a spiritual leader
Inspire & challenge our faith

f. What hymnal(s) are currently used by your congregation in worship?

Hope Publishing Worship & Rejoice

g. Have you considered using another hymnal? No

h. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as “mankind”. Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize “traditional” hymns.) How important is this issue to your church?

Not important

WIDER CHURCH CONNECTIONS

27. United Church of Christ

a. Association, conference, or other denominational programs and activities in which church members participate:

Do you send delegates to association and conference meetings?
Regularly _____ Occasionally _____ Never _____

Have members of your church ever served as delegates or visitors to General Synod?
Yes _____ No _____ Not Sure _____

b. Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate: Annual Association Conference & Annual Meeting. Other Association & Conference events for sure. Other denominational events as recommended by Council.

c. Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:

_____ closely _____ moderately _____ nominally _____ other

Comment:

There is no lay leadership in our church – answer refers to our congregation as a whole

28. Ecumenical and Interfaith Activities

- a. Describe ways your church participated in ecumenical and interfaith activities during the past three years:

Due to Covid, most ecumenical & interfaith activities were halted

- b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:

We would expect them to participate in ecumenical services & would like our church to host ecumenical services

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship With Prior Leaders

- a. Characterize your church’s experience with pastoral leaders over the past 15 years.

You may check more than one response:

In general, our lay leaders have a history of strong, cooperative relationships with the church’s pastoral leadership.

We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.

We have had some tough times and things did not always work out.

Other. Specify:

Comment: Because there is no lay leadership, the answer refers to our congregation as a whole

- b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:

Name	From	To
1. Rev. Michael Safford-Kennedy	2017	Present
2. Rev. James Werner	1995	2016
3. Rev. Albert Borns	1971	1994

- c. If a previous pastor or pastor emeritus/a is currently a member of the church, describe his or her involvement in the life of the congregation:
- d. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:

Pastor was able to take a 3 month sabbatical after his wife passed away.

e. Involuntary Terminations:

Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure?

yes no: If "yes," respond to the following:

- Choose all the issues that may have contributed to the involuntary termination. *You may check more than one or indicate "not applicable."*
 - conflict of personalities in the church
 - inadequate performance
 - pastoral style inappropriate for this church
 - ethical issues or issues of fitness for ministry
 - financial stresses
 - other. Specify:

- Indicate, if you can, which of the following best describe the congregation's behavior toward that person prior to her or his leaving: *You may check more than one.*

<input type="checkbox"/> civil	<input type="checkbox"/> kind
<input type="checkbox"/> compassionate	<input type="checkbox"/> supportive
<input type="checkbox"/> harsh	<input type="checkbox"/> indifferent

- Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:

30. Does the church have a Pastoral Relations Committee? yes no

If yes, describe its purpose, functions and how often they meet: Meetings are as needed/requested. We are the liaison between the congregation and the pastor for any concerns.

31. Is there periodic assessment/evaluation of the nature of the work and of the performance of that work for the position you are seeking to fill? Describe it: We do not have anything formal. If a problem arises, it is taken to Pastoral Relations. If they feel it is a more serious concern it is presented to the council.

Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation?

No

32. Leadership Expectations

A list follows of 45 items which represent a range of qualities in the ministry of the church. Place an "X" beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

Our church needs a person who...

- | | |
|---|---|
| 1. <input checked="" type="checkbox"/> is an effective preacher/speaker | 24. _____ regularly encourages support of
Our Church's Wider Mission |
| 2. _____ continues to develop his/her
theological and biblical skills | 25. <input checked="" type="checkbox"/> reaches out to inactive members |
| 3. _____ helps people develop their
spiritual life | 26. _____ works regularly in the development
of stewardship growth |
| 4. _____ helps people work together in
solving problems | 27. _____ is active in ecumenical relationships
and encourages the church to
participate |
| 5. <input checked="" type="checkbox"/> is effective in planning and leading
worship | 28. <input checked="" type="checkbox"/> is a person of faith |
| 6. _____ has a sense of the direction of
his/her ministry | 29. _____ writes clearly and well |
| 7. <input checked="" type="checkbox"/> regularly encourages people to
participate in United Church of
Christ activities and programs | 30. _____ works well on a team |
| 8. _____ helps people understand and act
upon issues of social justice | 31. _____ is effective in working with youth |
| 9. _____ is a helpful counselor | 32. _____ organizes people for community action |
| 10. <input checked="" type="checkbox"/> ministers effectively to people in
crisis situations | 33. _____ is skilled in planning and leading
programs |
| 11. <input checked="" type="checkbox"/> makes pastoral calls on people in
hospitals and nursing homes and
those confined to their homes | 34. _____ plans and leads well-organized
meetings |
| 12. _____ makes pastoral calls on members
not confined to their homes | 35. <input checked="" type="checkbox"/> encourages people to relate their faith
to their daily lives |
| 13. _____ is a good leader | 36. _____ is accepting of people with divergent
views |
| 14. _____ is effective in working with children | 37. _____ encourages others to assume and
carry out leadership |
| 15. <input checked="" type="checkbox"/> builds a sense of fellowship among
the people with whom he/she works | 38. _____ is mature and emotionally secure |
| 16. _____ helps people develop their leadership
abilities | 39. _____ has strong commitment and loyalty |
| 17. _____ is an effective administrator | 40. _____ maintains confidentially |
| 18. _____ is effective with committees and
officers | 41. _____ understands and interprets the mission
of the church from a global perspective |
| 19. _____ is an effective teacher | 42. <input checked="" type="checkbox"/> is a compassionate and caring person |
| 20. <input checked="" type="checkbox"/> has a strong commitment to the
educational ministry of the church | 43. _____ deals effectively with conflict |
| 21. _____ is effective in working with adults | 44. _____ |
| 22. _____ inspires a sense of confidence | 45. _____ |
| 23. <input checked="" type="checkbox"/> works regularly at bringing new
members into the church | |

If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet.

GENERAL

33. Does your governing body or your search committee have a well-defined policy against discrimination? Yes No Comment:

34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process? Yes No Comment:

35. Is there a position description of the pastor's role and responsibilities? Yes No If "yes," please attach a copy.

Does your church have a personnel policy covering this position? Yes No

36. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).

Title: Secretary PT FT
 Title: PT FT
 Title: PT FT
 Title: PT FT

37. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church, e.g., conference staff, person in community, neighboring pastor:

	Name	Telephone	Relationship to Your Church
a.	Tom Birschbach	920-483-0841	Ebenezer Handbell Choir member
b.	James Sippel	920-898-4300	Local Funeral Home Director
c.	Rev. Jane Anderson	920-540-2586	Association Minister

38. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation? Congregation survey, Wired Word bible study, Confirmation class, Choir, and Search Committee have contributed to this profile. Council representatives have reviewed & approved this profile.

STATEMENT ON LEADERSHIP IN MINISTRY

Using this page, and one additional page if needed, write a statement that will help a candidate better understand the relationship of clergy and lay leadership in the life of your congregation. Candidates will be interested to know whether your lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership. If your church organizational structure is based on intentional lay-led ministries, describe how that structure functions in relationship to the pastor; if your organizational structure is dependent on clergy leadership, describe what will be expected of the pastor.

If you wish, this statement can provide an opportunity for you to elaborate on the list of committees/boards/groups that you identified in Question 24. (For example, in some churches the expectation is for mutual involvement of pastor and finance committee in the financial matters of the church; other congregations have a clear expectation that the pastor will be focused on "spiritual matters" and will be excluded from settings where financial decisions are made.)

Include in the statement reflections on leadership styles that work well for your church. What do you hope/expect that your new pastor will understand and value in your particular style of lay leadership? What would a new pastor need to know in order to work smoothly with your established leaders? If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks:

St. John has a number of active members who "get things done" in the church. However, that group of individuals is aging. We are governed by a church council. The pastor is somewhat involved in financial matters, but main focus is on "spiritual matters". We are looking for a pastor that encourages participation and encourages younger families to become more involved in the life of the church.

**Conference or Association
Descriptive Reference**

Church Name: St. John United Church of Christ

Location: 2111 Church Street, New Holstein, WI, 53061

Conference: Wisconsin

Association: Northeast

Name of Staff Assisting in the Search: Rev. Jane Anderson/Associate Conference Minister

Staff Comments:

Rev. Jane B. Anderson

Signature of Staff Assisting in the Search

April 17, 2024

Date