

3/6/2024

Date

Minister

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.

Ken Lisowe

Signature of Search Committee Chairperson

3/6/24

Date

Church

Name: Ebenezer United Church of Christ

Address: 44 W. Washington St.

City, State, Zip: Chilton, WI, 53014

Search Committee Chairperson or Contact Person

Name:

Address:

City, State, Zip:

Telephone:

Fax: NA

E-Mail:

March 6, 2024
Date

Minister
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: Ebenezer United Church of Christ

2. Address: 44 W Washington Street

City, State, and Zip: Chilton, WI 53014

Church Website: www.ebenezerchilton.org

3. Name of Search Committee Chairperson/Contact Person: Ken Lisowe

Address: 5809 Rockland Beach Rd

City, State, and Zip: Hilbert, WI 54129

Telephone: 920-418-0020

Email: shirleylisowe@gmail.com

FAX: NA

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

Address: W1000 Spring Grove Rd

City, State, Zip: Ripon, WI 54971

Telephone: 920-540-2586

Email: janderson@wcucc.org

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	190	260	211
b. Average attendance at worship	38	65	60
c. Average participation of children/youth in C.E.	12	21	14
d. Average weekly participation in adult education	2	8	4
e. # Members who are ordained clergy	0	-----0-----	-----

6. Profile of Congregation

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

a. Age:

<1 % ages 0 - 5
20 % ages 6-18
10 % ages 19-34
17 % ages 35-49
13 % ages 50-64
18 % ages 65-74
21 % ages 75 +

b. Education level of adults:

1 % completed less than high school
53 % high school graduates
15 % some college/vocational school
26 % college graduates
5 % graduate school

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

c. Family units:

21 % couples with children at home
26 % couples without children at home
53 % single
<1 % single parent with children at home

d. Occupation of adults:

12 % business
14 % clerical
1 % farmer/rancher
21 % laborer/manufacturing
29 % professional
18 % student
2 % tradesperson
3 % other

e. Employment:

46 % employed
10 % not currently employed
44 % retired

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

Primarily Caucasian with 3% Hispanic Indian and African-American

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	101,945	94,159	105,500
b. Interest from investment or endowments	4113	3102	2,600
c. Principal reduction (endowments or investments)	0	0	0
d. Rentals	0	3,800	2,100
e. Special Fundraising	0	0	0
f. Other	0	0	17,149

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

Goal: \$0 Pledges: \$ Actual Received: \$

Goal: \$0 Pledges: \$ Actual Received: \$

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget			
a. Our Church's Wider Mission Basic Support	1090	1197	6,693
b. Our Church's Wider Mission Special Support	750	650	76
c. Other gifts	0	0	0
d. Current local expenses	96,295	102,756	120,116
e. Annual capital payments	0	0	0
f. Other debt	0	0	0

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

- One Great Hour of Sharing
- Neighbors in Need
- Christmas Fund
- 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.	Hygiene Drive for Salvation Army	\$200
2.	Blessings Box	\$500
3.	El Salvadorian Family	\$2,000
4.	East Shore Humane Association	\$300

- b. What mission project has excited your church the most in the past three years? Why?
 Helping the family from El Salvadore who came with nothing to escape the hardships in their country. Our church was able to come together and donated furniture, clothing, and many other necessities for this family of 8. We gave so willingly to people who weren't members and that brought great happiness to our little church community.

11. Indebtedness

- a. Total amount of outstanding mortgages/capital debt: \$0
- b. Total amount of other debt: \$0 Describe:
- c. Are payments current? NA yes _____no

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

12. Capital Campaigns:

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

Goal: \$0

Outcome: \$

Goal: \$0

Outcome: \$

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

- Remodeled Bathrooms
- Repaired Stain Glass Windows
- Added Air Conditioning
- Sidewalk Repair

These items were all achieved through donations.

- 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: \$0

Beginning Date:

Purpose:

13. Assets held by the Church:

- a. Reserves (savings): \$119,776

- b. Endowments/Investments: \$326,369

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

The church building is located on the corner of Washington and Reed Streets, facing south (Washington Street). The “original” church was built over 100 years ago and is still used as the main worship center. Sidewalls and attic have been insulated. The basement and boiler room were added in the early 1900’s. The balcony and side entrance were added in the mid 1940’s. In mid 50’s saw a major addition. The Chancel was moved north and redone with a large wood cross with symbols of the apostles added. Additional pews were added with choir robe storage, kitchen, dining room (200 capacity) wing above ground and a study, Sunday School rooms, and bathrooms in the new basement area. In 1978, the exposed stairs and main entrance were removed. It has been replaced with an enclosed entrance with a handicap ramp. A large Narthex, pastor’s study, secretary’s office, lounge, bathrooms, and storage area were added. One theme both the 50’s and 70’s additions followed was the use of beautiful, natural wood. It creates a nice, warm atmosphere.

The lounge receives a great deal for small meetings, confirmation class, an immediate family gathering place for funerals, Bridal dressing room, adult bible class, baby room during service, and has an 8’ sliding door which can open during worship to allow for overflow seating and still be part of the service. The Narthex also has a balcony “upper room” that can also be used by members.

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

Yes X Partially (specify) _____ No _____

Is the pulpit handicapped accessible? Yes X No _____

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

We are currently doing an abatement in the basement of the building. Adding new flooring once complete. It is estimated to be completed by April 30, 2024.

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

Address: 118 Reed Street

City, State, Zip: Chilton, WI 53014

Number of Rooms: 13 Number of Bedrooms: 4

Number of Bathrooms: 2.5

Description: The parsonage was built in 1965. It is a colonial style, two story home.

Upstairs you will find four bedrooms and 2 full bathrooms, with an airing porch. On the first floor is the foyer with an open stair leading upstairs, living room, dining room, U-shaped kitchen with dining area/family room, large laundry room, ½ bath, and study (or 5th bedroom). It has a full basement with a new gas furnace. A large two car garage is attached with the driveway exiting into the church parking lot. The parsonage is just north of the church on Reed Street. There is a large backyard with green space and flower beds. Cedar trees planted in 1966 now provide a natural hedge for privacy. The inside has been completely remodeled within the last 10 years. A removable handicapped ramp was added outside as well as the garage.

Distance from Church 30 yards Handicapped Accessible? Yes No Partial

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

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

yes yes for some compensation items but not all no

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

Full Time Part Time (specify) _____

It is Full Time we share with another church

How will church members be supportive of a part time or bi-vocational pastor who may need another job to supplement the church salary? It is a full-time position.

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.* * moved to Shared Ministries with St. Johns

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	2019	24,150*	333	P	2024	24,150	0	P
b. Previous	2016	51,636	800		2019	51,636	800	
c. Next previous								

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

17. Salary, Benefits, and Expenses Offered

- a. Cash salary offered \$ 24,150 _____ (Negotiable)
- b. Conference recommended salary range: \$ 49,000 _____
- c. Housing: \$ _____
_____Housing allowance only _____Parsonage only Would consider offering either
- d. Customary benefits:
 - Vacation: 3 - 4 _____ 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) _____
- e. 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: 4120
- b. Describe the population by racial-ethnic category and identify the source of the information:

94% Caucasian, 5% Hispanic, 1% Other

19. Economic Factors

Identify major sources of employment/income in your community:

- a. **Industrial:** Calumet County Courthouse, Worthington Industries, KayTee, Briess Malt Co., Ascension Calumet Hospital
- b. **Agricultural:** We are a very rural county. We have a lot of Farms in the area.
- c. **Small Business/Retail:** Chilton Chamber currently has 148 members.

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

- a. Describe three distinctive attributes of your community:
 1. **Generous/Donation**
 2. **Caring**
 3. **Industrious**
- b. Identify major trends you envision in your community during the next five years:
 1. **Continued Economic Growth**
 2. **Increase medical services through expansion of the local hospital.**
 3. **Growing diversity in the community**
- c. List three or four problem areas confronting your community that members feel your church should address:
 1. **Lack of youth activities**
 2. **Ecumenical unity**
 3. **Increasing Elderly Population**
- d. Indicate Mission Activities
 1. In which your church participates as a part of its mission in the community:
 - Our Sunday school chooses a mission project annually.
 - We run a donation drive for the Salvation Army and East Shore Humane Association
 - We offer a Blessings Box outside our church- a free will food pantry & hygiene items
 2. In which your church expects the leader you are now seeking to participate:
 - Ecumenical Communication/unity
 - Community involvement
 - Service Clubs
- e. Describe how your church building is now being used by the community:
 - We had a preschool that utilized the church but they closed in 2023 due to lack of enrollment it was there for over 25 years.
 - Girls / Boy Scouts backup location
- f. Indicate the number of school districts from which members of your church are drawn:
_____one _____two X_____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

- Increase membership. ***
- Family community involvement ***
- Membership participation / volunteerism
- Enhanced music programs (bells/choir)

22. Planning

- a. All churches do planning. How would you characterize the way planning is done in your church?
- Ideas brought to council members.
 - Large items require congregations' approval.
 - Individuals or committees act.
- b. What expectations do you have of the person you are seeking in relation to the planning that takes place?
- Input and support.
 - Work with committee and members.
- c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way?
- 2012**
- d. What were the outcomes of your intentional long-range planning?
- Better communication
 - Creation of mission statement
 - Creation of Vision Statement
 - Revised position description
 - Improved relationship among members
- e. Does your church have any plans to undertake a period of intentional long-range planning in the future?
- Not at this time

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. Covid Worship service at the Drive Inn Theater	2020
2. Co-op Ministry with St. John	2019

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 in 2020 has a huge effect on our church. We lost members due to illness and due to loss of interest when allowed to return. We also moved to a live streaming of service so many chose to watch from home.
- Terminal illness of Pastor’s wife. Pastor was distracted with his wife’s illness. Much grace was given during this time, but it also caused the church to see more decline in members.
- We have also re-established a Pastoral Relations Committee.

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

- Fill the needs of our current members.
- Build our membership.
- Stretch our missions to the community.

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

- Meet with congregation members (small group settings?) and reach out to non-active members (cottage meetings)
- Encourage to be 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: We are open to new ideas.

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:

Melissa Kuhn is the Sunday School Director and the Christian Education Committee decides on the curriculum used. The curriculum used was True Way Kids for the young kids, for 2nd and 3rd grade kids we use Spark bible. We are interested in changing the curriculum and would be willing to get the new pastors input .

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

- **“My Confirmation” is used for the Confirmation Class – selected by Pastor**

Are there educational opportunities for all ages?

- Wired Word is for Adults

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?)

Attachment: Safe Church Plan



Ebenezer Safety
Plan.pdf

- g.** Describe how the church expects the person you are seeking to participate in the congregation’s educational programs:
1. Confirmation
 2. Start a Bible Study
 3. Would like to possibly start a youth group
- 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.)
1. Perseverance
 2. Problem Solvers
 3. Church Family
 4. We feel we are friendly and welcoming, but visitors/outsideers have stated the opposite.
 5. We have a Sat Chat which is an email chat group that allows members to give an update or ask for prayers if needed.
 6. Send cards for Birthdays and Anniversaries.

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
Search Committee	Find a settled pastor	4	Weekly	3
Church Council	Manage affairs of the church	7	Monthly	2
Mission Committee	Raise money for OCWM and Salvation Army and other mission projects	3	Bi-monthly	3
Property Committee	Oversees church properties and grounds	2	As needed	3
Worship & Christian Ed Committee	Provide guidance/support to pastor in planning church approach to worship and other special church events related to Worship. Also provide opportunities for congregation to grow in Christian faith and knowledge	6	As needed	3
Evangelism Committee	To promote growth of our church, provide hospitality and get church community involvement	3	As needed	3
Pastoral Relations	Discuss concerns between the congregation & pastor	4	Yearly	2
Ongoing Small Groups	Purpose	# Members	Frequency	Leadership
Women's Guild	Enhance relations of women in the congregation	All female members	Monthly	3
Men's Breakfast	Enhance relationship of men in the congregation	All male members	Monthly	3
Wired Word	Bible Study open to men and women. Combined with both churches	7 – 8	Weekly	1
Bell Choir	Provide musical enhancement/public relations	8	Weekly	3

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

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

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

C 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 emphases such as healing services, contemporary worship, etc.)

- 1 English Service Sunday at 8:45 am
- Communion 1st Sunday of each month
- Communion during special occasions
- Childrens worship 1 Sunday a month

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

- Hearing Impaired and Visually Impaired

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

____ by a worship committee

X ____ by the pastor

X ____ by the pastor in consultation with the church musician

____ other – specify:

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

- *We prefer the style of being talked to from the heart, not preached at from the pulpit. We value real life examples, and would prefer the continued involvement of the children in the sermons. We prefer to be talked to at our level.

- e. Describe the role in worship of the person you are seeking:
 - Planning and leading the service and delivering the sermon.
- f. What hymnal(s) are currently used by your congregation in worship?
 - New Century Hymnal
- g. Have you considered using another hymnal?
 - Yes
- 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 at all an issue, but would prefer traditional

WIDER CHURCH CONNECTIONS

27. United Church of Christ

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

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 and Annual meeting and other Association and Conference events for sure. Other denominational events as recommended by the 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:

- We currently only have 1 Lay Leader in our Church

28. Ecumenical and Interfaith Activities

- a. Describe ways your church participated in ecumenical and interfaith activities during the past three years:
 - Ecumenical: Good Friday, Century Ridge, Online Services, Willow Dale
 - Covid eliminated most activities and they have not be reestablished to date.

- b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:
 - Strongly participated based on activity/ time commitment – Have not been able to do any other ministries or faith activities since Covid. Noting has been reestablished to date.

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: We have 1 Lay Leader

- 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. Michael Kennedy-Safford	2016	2024
2. Kathy Gloff	1999	2011
3. Gerald Bertsch	1988	1997

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:

- NA

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:

- Emotionally
- Sabbatical

e. Involuntary Terminations:

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

X ___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."*

X ___conflict of personalities in the church

X ___inadequate performance

NA ___pastoral style inappropriate for this church

NA ___ethical issues or issues of fitness for ministry

NA ___financial stresses

X ___other. Specify: Indecisive to end ministry in a timely manner

- 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.*

X ___civil ___kind

___compassionate ___supportive

___harsh X ___indifferent

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

- Communicate and listen better (to congregation & minister), Compromise between congregation and minister, address issues with mutual respect.

30. Does the church have a Pastoral Relations Committee? X ___yes ___no

If yes, describe its purpose, functions and how often they meet:

- Purpose to discuss congregation concerns or ideas with the Pastor. There are 4 persons on this committee and they meet as needed or every year.

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:

- No

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. _____ 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. _____ 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. <input checked="" type="checkbox"/> is effective in working with youth |
| 9. <input checked="" type="checkbox"/> is a helpful counselor | 32. _____ organizes people for community action |
| 10. _____ 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. <input checked="" type="checkbox"/> is a good leader | 36. _____ is accepting of people with divergent
views |
| 14. <input checked="" type="checkbox"/> is effective in working with children | 37. _____ encourages others to assume and
carry out leadership |
| 15. _____ 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. <input checked="" type="checkbox"/> 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. _____ 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. * ATTACHED

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: Administrative Assistant	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title: Maintenance	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title: Music/Organist	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title:	<input type="checkbox"/> PT	<input type="checkbox"/> 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.	Jane Anderson	920-540-2586	Conference Staff
b.	Jodie Ecker	920-418-5773	Patron of facilities
c.	Daniel/Wayne (Bud) Wieting	920-849-4941	Funeral Service Directors

38. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?

- Search Committee, Council Representative

**Conference or Association
Descriptive Reference**

Church Name: Ebenezer United Church of Christ

Location: 44 W. Washington Street

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