

**Name of Church**  
Saint Paul & Saint Luke UCC

**Address**  
PO Box 214  
Alma, WI 54610

**Conference:**  
Wisconsin

**Association:**  
Northwest

**Title**  
Pastor

**Start Date**  
n/a

**Description**  
Pastor

### Church Contact Information

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No contact information has been added to this profile.

### Listing Information

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#### Web Presences

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<https://www.facebook.com/profile.php?id=100064568836451> *Type: Other*

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#### Additional Formal Ecumenical Affiliations

None

#### UCC Conference or Association Staff Contact Person

**Name:**

Michael Jones

**Title:**

Associate Conference Minister

**Phone:**

608-419-7509

**Email:**

mjjones@wcucc.org

## Summary Ministry Description

St. Paul and St. Luke UCC is a small church that has served the community of Alma and surrounding area for almost 165 years. Alma is a small Swiss settled community nestled in the bluffs surrounding the Mississippi River in West Central Wisconsin. We worship in a building that was constructed in 1871, with an addition added several years ago to make it more accessible. We also own a country church building (Tell UCC) that we move worship to in June and September. We are rooted in tradition, yet acknowledge the need to look toward the future to remain active in the community. We feel like a ship adrift and are looking for a pastor who will work with us as we seek answers to the questions, "Who are we in this time and place and how do we ensure a future for St. Paul and St. Luke UCC in the Alma community?" We are looking for a part-time pastor. St. John's Lutheran Church (ELCA) in Alma is also seeking a pastor. We have been in conversations with them about sharing a pastor, and both congregations are open to sharing a pastor if the candidate is interested in full-time. While both congregations are dedicated to retain their identity with their respective affiliations (UCC and ELCA) we are open to sharing a pastor and the ecumenical opportunities that it will provide.

## Church pictures



## What we value about living in our area.

Alma is a community with a population of 717 people. The first Swiss settlers arrived in 1848 and Alma officially became a village in 1868. It sits between the bluffs of the Driftless Region and the Mississippi River and is two blocks wide and seven miles long. Many of the "side streets" are sets of steps to allow foot traffic to easily move from Main street to 2nd street. Hike or drive to the top of the bluff to Buena Vista Park for the most spectacular view of the Mississippi and area you can see. The Great River Road (which is Main Street in Alma) runs along both sides of the river offering opportunities to discover quaint river towns, enjoy a variety of dining experiences including pizza farms, visit museums, attend music and art festivals, shop at farmer's markets, enjoy breathtaking scenery and participate in outdoor recreation including camping, hiking, fishing, boating, canoeing, migratory bird and eagle watching, and kayaking.

We are located approximately an hour from LaCrosse, Eau Claire and Rochester, all of which provide shopping, entertainment, world class medical facilities, and higher education opportunities.

The Alma Area School District exceeds expectations in all four areas assessed by Wisconsin Department of Instruction: Achievement, Growth, Target Group Outcomes, and On-Track to Graduation.

## Current size of membership

*No response*

## Average in person attendance

*No response*

## Does your church hold virtual worship services?

*Yes*

## Choose platform type(s) and number for virtual worship.

**Video Hosting Platform**

On average, how many views are received per service?

60

Languages used in ministry

English

Position Title

Pastor

Position Duration

Settled

Compensation Level

1/2 Time (approximately 20-22 hours/week)

Does the total support package meet conference compensation guidelines?

No

Scope of Work

Some fields reference [The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ](#).

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the [Call Agreement Workbook](#).

No response

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

We are looking for a pastor with leadership skills to help us discover who we are and where we want to be. We are an aging congregation but would like to reach out to young individuals and families in our community and make them feel welcome. We value our past but are looking for guidance as we move into the future and address the changing needs of our current members and potential new members.

Second:

We are looking for a pastor that is sociable and welcoming. They show they care about the congregation by visiting shut-ins, those hospitalized and those requesting a visit. We would value leadership in developing a lay visitation program.

Third:

We are looking for a pastor that is community minded, collaborates in ecumenical activities, is aware of the needs of the community (both church and broader communities in which we reside) and leads the congregation in activities to meet those needs.

Compensation and Support

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE (IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 0			
Pension/Annuity	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>

If needed, please comment further on your church's salary and benefits for the minister.

*No response*

The expected living situation for our next minister.

Housing allowance. Live where would like, commute as needed.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

Church has no parsonage.

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

Our church will be supportive of conversations and flexible around how a pastor with another job will set their schedule with it.

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Reimbursement for use of personal vehicle.

Conference and/or Association meeting registrations

Other meeting registrations (or educational requirement registrations).

Criminal background checks.

Peer and professional supports available for ministers in our association/conferences.

The Wisconsin Conference UCC offers opportunities for ministers to join a community of practice.

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## Who Is God Calling to Minister with Us?

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**The ministry goals we envision our next minister collaborating with the congregation to achieve.**

We envision a new pastor collaborating with us to grow our congregation, helping us increase opportunities for faith growth within our church, increasing engagement by our members and fostering a sense of community. We look for leadership as we create an environment where people feel safe to express themselves and be accepted, and create a culture of service and generosity. We are looking for a leader who is open to new ideas and strategies and leading the congregation to be willing to take risks and be proactive in problem solving. We value open communication and look for a leader who will help us to enhance communication skills among ourselves and into the community.

**How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.**

The minister we are seeking should have the ability to help us determine what the needs are beyond our walls and to inspire and motivate the congregation to use our gifts and talents to create a positive impact in the world around us. The minister should be a passionate leader with a vision for the future. They will be able to inspire and motivate the congregation to reach our full potential and make an impact in our community and beyond. They will have creative ideas and strategies to help the congregation grow and become a beacon of hope.

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

There currently are no language requirements or culturally-specific capacities preferred in our next leader. We are a tradition based congregation and look to a leader that can provide spiritual guidance and leadership that resonates with the congregation and be able to relate to the congregation and build relationships that are rooted in trust and respect.

**Based on what we have learned about who our church is, who our church's neighbor is, and who God is calling the church to become, these are four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that our next minister will display to further equip the congregation's ministry in these areas.**

Exhibit a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives.  
Leading faith formation effectively across generations. We are looking for a pastor to help us develop opportunities to develop our faith through Christian education opportunities, working groups, and congregational discussions.  
Demonstrating an appreciation for and participation in the ecumenical and interfaith partnerships of the United Church of Christ. We have some ecumenical activities with the other churches in our area and seek a pastor who will continue that partnership and lead us in new opportunities.  
Understanding and ministering to stages of human development across the lifespan.

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## Who Is God Calling Us to Become?

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"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 God is calling us to become as a congregation.**

We are rooted in tradition and look to provide experiences for families like we experienced as we grew and raised our families in the church. We recognize that people are not coming to church as often, nor being as engaged in church activities. We are seeking a minister that will guide us to discover new ways to reach out to inactive members, to reach into the community, to reach prospective members. We are seeking leadership in discovering who we are and where we need to grow, while honoring the traditions we value.

**How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.**

We strive to be a welcoming and inclusive congregation, open to people of all ages, backgrounds, and beliefs. We strive for opportunities to reach out and meet the needs of the community in which we live. We strive to foster a sense of belonging and connection among our members, both through in-person events and virtual interactions. We strive to create an environment that is conducive to spiritual growth and ministry.

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## Congregation Reflections

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**We would describe our congregation's life of faith as...**

Our membership vows are taken from The New Century Hymnal. When joining, we took the vow to grow in the Christian faith and be a faithful member in the church of Jesus Christ. We also promised to participate in the life and mission of the family of God's church, sharing regularly in the worship of God and enlisting in the work of the local church. The members welcomed us and promised friendship and prayers as we share the hopes and labors of the church. As with many congregations, we have a core of members who are committed to the church through service to each other and the community. We feel the Holy Spirit with us as we worship and work together: as we meet in worship, as we work to clean a closet, as we meet to make decisions, as we sew together to assemble a quilt for a graduating senior, as we celebrate a baptism, as we meet in fellowship after worship, as we provide treats and bingo for nursing home residents, as we celebrate the life of a member. We look for ways to encourage all members to participate in the life of the church in any way they are able.

**Strengths or positive qualities of our congregation.**

Our congregation is inviting and welcoming. We care about our members and their families and those in the community. We demonstrate our giving through monthly donations to the food pantry and collections for the local school and an agency that deals with misplaced families. We are accepting and composed of "good people".

We have a strong history of serving Alma and the surrounding community dating back to 1859.

We are debt free and maintain our church building to be clean and well kept.

#### **A growing edge for our congregation and what we plan to strengthen as a congregation**

- We have deep roots in our community going back 165 years.
- How do we continue to honor those roots, yet grow to meet the changing needs of members and the community?
- How do we continue to do God's work with a small congregation?
- How do we financially sustain ourselves without depleting funds?
- How do we discern what God is calling us to become?
- How do we better communicate with our members?

#### **What worship is like when our congregation gathers.**

Our worship services are based around the three-year liturgical calendar. The service is planned by the pastor with music planned in collaboration with our pianist. We are a small congregation so worship is intimate and friendly. We start with announcements and prayer concerns. We celebrate life milestones. We are a caring and friendly congregation. We love a good joke and laugh and joke back right along with the joke teller. We cry with those who are sad. We pray for those in need of prayer. We appreciate good music during our service and welcome members and guests who share their musical talent with us during worship. Our worship tends to follow a traditional style, yet we're open to new ideas and ways of worshipping.

Sermons are relatable through stories and experiences, and teach how the word of God relates to our personal lives. A good sermon is thought provoking, doesn't always give us the answers but makes us wonder and want to know more. It touches the heart and teaches the truth of scripture from the word of God and is spoken with grace, love and inspiration from the Holy Spirit, which encourages us to come back next week.

#### **The educational program/faith formation vision of our church.**

This is an area that needs growth in our church. We have had Sunday School in the past but currently do not. We talk about the need, but aren't sure if the need is expressed by the families who have young children or those of us who were raised with Sunday School and see it at a ritual that a church should provide. How do we address the needs of young families today? We currently do not have any adult education/faith formation opportunities in our church. In the past several years, we did have a study on God and Nature and it was well received by those who attended. We are looking for a pastor who will help guide us as we discover what the needs of our congregation are in the area of faith formation and help us develop effective programming.

#### **How our congregation is organized for ministry and mission.**

Our leadership is provided through our Consistory. Various committees have been formed, but there has not been leadership in developing them further. Consistory meets monthly and minutes are posted on a bulletin board. Monthly budget is also posted. A newsletter has recently been established and mailed every three months. The newsletter contains a synopsis of consistory meetings, a message from our pastor pro tem, a calendar of upcoming events, and highlights of activities the UCC ladies are engaged in. Congregational meetings are held if a decision needs to be made that consistory feels the need for congregational input.

We have a Facebook page that is used to broadcast Sunday services and post information to the public about any upcoming events both in our church and community. We are working with our computer consultant to develop and maintain a website.

#### **When it comes to decision-making, 2 hours are spent in meetings per month.**

#### **Is the pastor expected to attend all church meetings?**

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

Our recent pastor left to move on to another position putting her closer to family, giving minimal notice, with consistory approval. Key leaders were consistory members in conjunction with our Wisconsin Conference UCC Association Pastor. A former (retired) pastor was contacted, who agreed to serve as an interim. In the weeks leading up to his start, we had a series of supply pastors. Throughout this time, the congregation showed flexibility and stepped up to fill roles the pastor typically would.

#### **A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance**

[Bylaws.pdf](#)

#### **11-Year Report**

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Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[Download 11-Year Report](#)

#### **Congregation Demographics**

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Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	41
NUMBER OF ACTIVE NON-MEMBERS:	8
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	49

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	60%
LESS THAN 10, MORE THAN 5 YEARS:	18%
LESS THAN 5 YEARS:	22%

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	0
12-17	0
18-24	0
25-34	0
35-44	0
45-54	0
55-64	8
65-74	20
75+	21

ARE THESE NUMBERS ESTIMATES?

No

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	0%
HOUSEHOLDS WITH MINORS:	0%
SINGLE ADULTS AGE 35-65:	10%
JOINT HOUSEHOLDS WITH NO MINORS:	85%
SINGLE ADULTS OVER 65:	5%

ARE THESE NUMBERS ESTIMATES?

No

**Education level of adult participants by percentage:**

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	20%
COLLEGE:	40%
GRADUATE SCHOOL:	30%
SPECIALTY TRAINING:	10%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

No

**Percentage of adults in various employment types:**

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	30%
ADULTS WHO ARE RETIRED:	65%
ADULTS WHO ARE NOT FULLY EMPLOYED:	5%

ARE THESE NUMBERS ESTIMATES?

No

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

The members of our congregation have a wide variety of occupations: education, health care, legal, farmers, public service, business owners, construction, mechanical/industrial, accounting, custodial and retail.

**The mix of ethnic heritages in our congregation, and the overall racial make-up.**

The church's background is Swiss and German. Our congregation members are Caucasian.

**What diversity means in our context?**

Our congregation is Caucasian and come from different faith backgrounds. We are a mix of members who have grown up in the church and others who have joined when they moved into the community, or married a member. When the Methodist Church in our community closed, we gained several members from that congregation. Our members are primarily Western European descendants. We draw members from both the Alma community and outlying areas.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

No

**Participation and Staffing**

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## Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Baptisms (number last year)	3	Pastor
Christmas Eve and Easter Worship	50	Pastor
Church-wide Meals	25	Ladies Group
Communion (served how often?)	25	Pastor/Served monthly
Funerals (number last year)	3	Pastor
Weddings (number last year)	1	Pastor
Worship (digital / online / livestream)	60	40-80 watch on regular basis
Other	65	Tell Services in June and September

## Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Sunday Morning	25	Pastor

## Additional comments:

Worship service time is flexible to accommodate the schedule of our interim pastor. In June, the first Sunday of July, and September we move worship services to Tell UCC. Attendance at these services averages about 65. In the fall we plan to move worship to 9:30 A.M.

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

*No Response*

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

*No response*

## List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Contracted Accountant	No	part	Consistory	4 years
Secretary	No	part	Consistory	8 months
Interim Pastor	No	part	Consistory	8 months
Treasurer	No	vol	Consistory	6 months
Musician	No	part	Consistory	6 years

## Reflection: What this information reflect about our congregation's overall ministry:

We are an aging congregation and concerned that there are not younger members involved in our ministry. How can we ensure that St. Paul and St. Luke has a future in our community? We are a small congregation and do not have the numbers to support a variety of programs/events. How can we assure we are meeting the needs of our members?

## Church Finances

### Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	32297
Total	32297

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

58520

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.

[Download church budget](#)

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

48

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)

In what way is OCWM (Basic Support) gathered?

Budgeted as a flat amount

If calculated as a percentage of operating budget, this is the percentage?

*No response*

Total amount of loan debt:

*No response*

Reason for debt:

*No response*

Are capital and other payments current?

No

### Capital Campaigns

Description of any building programs projected or underway.

*No response*

## Pictures



### Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

### Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

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

NA

### Does your church have an endowment?

No

### Other Assets

Real estate, CDs, investments at Wisconsin UCC foundation

### Reserves (savings):

*No response*

### Investments (other than endowment):

550000

### Does the church have a parsonage?

No

### Description of all buildings owned by the church:

City of Alma church: 2 story building. Fellowship hall, Sunday School/office space, kitchen, bathrooms in lower level. Elevator to 2nd level, which is the sanctuary.

Town of Alma Tell church and cemetery: Brick, one story, one room church with a balcony. Handicap access is available at rear of sanctuary. Cemetery surrounds the church.

**Description of non-owned buildings or space used or rented by the church:**

NA

**Accessibility features of our building(s):**

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance  
Accessible parking spaces  
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)

Wheelchair access in bathrooms  
Handrails on all stairs  
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)  
Curb cuts

**Which spaces are accessible to wheelchairs:**

While we have no parking lot, there are designated handicapped parking spots on the street, with curb cuts. We have a ramp to get into the church and an elevator to move from floor to floor. We do have a sound system in the sanctuary. Fellowship hall is not a large space and does not have a sound system. We do not currently have a child care space, but a room downstairs that could be used does allow wheelchair access. Tell Church is accessible through a door at the back of the church. There is no running water, so a portable toilet is provided, which is handicap accessible.

**Policies regarding financial practices of the church:**

We have a contracted accountant that manages the St. Paul and St. Luke UCC accounts. That position presents a monthly budget that is approved at Consistory meetings.  
We have a finance committee that makes decisions on investments.  
We have a member serving as Treasurer of all investment funds and the Tell Church accounts. That position is responsible to deposit offerings collected at Tell Church services, pay related bills, and manage finances as directed by the finance committee.

**Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:**

We need to be realistic in looking at our finances. We have lots of investments that we manage for long term growth but we depend on pulling from them to meet our budget needs. Our offering income does not meet the monthly expenses. How do we converse with our members about meeting the financial needs of our church? Our goal is to manage our assets so that our church has a future and is able to continue to serve our community. We do not budget for special missions, yet when asked, the congregation is generous in giving toward special offerings to benefit programs in our community.

**Historical Information****Significant happenings in the history of our church that have shaped the identity of our congregation.**

St. Paul and St. Luke UCC is an established church with a rich heritage serving the Alma community.  
In 1859, the Swiss Reformed Church was organized in Alma, meeting in member's homes until 1869. On January 1 of that year, the Swiss Reformed church and the German Reformed Church merged to form the St. Paul Evangelical German Reformed Church. The current city of Alma church building was erected in 1871.  
In 1886, the people of Trout Creek, Pine Creek, Mill Creek and Beef River valleys built a church and called it St. Luke Reformed Church. A church cemetery was established in 1888.  
In 1948, St. Luke church joined St. Paul church, which became St. Paul and St. Luke United Church of Christ in 1957. The former St. Luke Reformed Church is now Tell Church and open for worship in June, first Sunday in July, and September.

**A specific change our church has managed in the recent past.**

In 2003 the congregation made a significant investment in the city of Alma church to add an elevator and remodel bathrooms to make the building more handicap accessible. A ramp was added outside to make the building accessible. Funds were raised through donations and fundraising.

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

We are a small congregation where we all know each other in and out of church. Any conflict is quickly managed by listening and discussing in personal ways and in related meetings. Congregational meetings are held as needed, offering everyone a voice in decisions.

The most recent major conflict through which our church has navigated.

NA

**Ministerial History:**

Name: Deb Anderson

Years of service: 2

UCC Standing

Name: Jim Clausen

Years of service: 6

UCC Standing

Name: Lisa Bodenheim

Years of service: 15

UCC Standing

Name: Marcy Hall

Years of service: 5

UCC Standing

Name: interim pastors

Years of service: 2

What our church has learned about itself and its relationship with people who provided ministerial leadership.

We value a pastor that is in tune with the needs of the congregation and community in which we live. We look for a pastor who develops a personal relationship with our members and becomes part of our church family. We value a pastor that guides us as we grow.

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

Yes

Has your church been involved in a Situational Support Consultation?

No

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

No

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

**Community Vision**

How the relationships and activities of our congregation extend outward in service and advocacy.

This is an area in which we need guidance and growth.

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

None at this time.

How our church engages with the community organizing movements in our community.

- We collect a monthly cash offering for the community food pantry
- We reached out to the local school district and asked what their need was and donated mittens, hats and kleenex at their request
- We reached out to an organization that supports families in need of housing and collected goods they requested
- The UCC Ladies donated money to the community ambulance service
- We invite the community to worship with us at Tell church in June, first Sunday in July and September, offering a venue for area musicians and an opportunity for fellowship following worship
- UCC Ladies provided treats and helpers for Bingo at a local nursing home
- Cards to those in the hospital whether member or not

We are open to opportunities to engage in the community as needs arise.

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, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

None.

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

Our congregation is open to learn about the above statements of witness and exploring how they would match our congregation and community.

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

Our community has three churches: UCC, ELCA and a Catholic church. We participate in ecumenical Advent services, Lenten services, Good Friday services, World Day of Prayer. We participated in an ecumenical Live Nativity Scene last December.

St. John's Lutheran provides a Sunday Supper the first Sunday of the month and invites the community. We donate food and workers when asked.

How our mission statement compares to the actual time spent engaging in different activities.

We are in the process of updating our mission statement.

The scope of work assigned to our pastor(s). How 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 would look for a pastor to be available for community ministry on a needed basis.

## The ARDA or MissionInsite Reflection

ARDA/MI File

[Download ARDA/MI File](#)

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

The ARDA report shows that between 2015 and 2019 there was an increase in every age group in our area but those aged 25-34 and those ages 45-54.

There has been an increase of married couples with children, single parents, other families and non families. Household income in the \$45,000 per year and up has increased, while there has been a decrease in household income less than that. 9% of our community members live at or below the poverty level.

95% of community members are White (non-Hispanic) and 92% speak English only,

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

ARDA demographics indicate that the community is comprised of 92% English only speakers, 95% white (non-hispanic). 35% have a high school diploma, 33% have some college education, 24% have at least a bachelor's degree. 20% of our community is aged 0-17, 35% aged 18-55, 45% aged 55 and up. Our congregation demographics of 100% English only speakers and 100% white (non-hispanic) compare closely to the community. Our age demographics from aged 55 and up compare closely to the community. We do not have participation in the younger age groups.

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

We have not looked at demographic data to shape our ministry but realize that Alma is becoming a community of "weekenders" (AirBNB, VBRO) and retirees. What needs arise in the community from that and how can we address them? We also realize we are not addressing the needs of families with children. We are aware of the needs of the LGBT community members and their families and are looking for ways to reach out and support them. We are aware that there is transient hispanic speaking population in our community. How can we reach out to them and meet their needs?

What we hear when we talk to community leaders and ask them what our church is known for.

We are known in the community for our summer services and musical programming at Tell Church.

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

New members (and more established members) indicate they were first drawn to our church because of the UCC denomination and it's reputation of being open, welcoming and accepting. The church is a local church serving the needs of the community in which they live. The pastor was engaging and the members were welcoming.

## References

☒ Mary Beth Scow

Completed: Friday, Jul 26, 2024

I was a member before entering the ministry as a UMC pastor in 2010. I still live near the church and maintain relationships with some members.

Personal: 715-495-4867

#### Reference Response

This church is a small congregation of mostly aging attendees. Around 2004 the church installed an elevator and additional accessibility options to accommodate those with declining mobility. They are interested in increasing their missional purpose, and in possibly sharing a pastor with the local ELCA. There is also a Catholic church in town. They are frugal with funds. This may be partly due to bequests designating specific accounts to support. Those in leadership have served off an on, possibly for decades, but they still maintain enthusiasm for the health of their church. They enjoy gifted musicians. I believe that this church would benefit by having a pastor who is willing to take a present, active leadership role in administration, education, mission, and pastoral care. These are good people who need a loving presence to give them renewed confidence and purpose.

☒ Rayna Kaasa

Completed: Wednesday, Aug 14, 2024

Be a non member reference for search committee.

Business: 614-203-2968

#### Reference Response

Requested by St. Paul and St. Luke United Church of Christ in Alma Wisconsin.

☒ James Clausen

Completed: Friday, Aug 16, 2024

Retired pastor, interim pastor

Jim had difficulty accessing the online platform so this is not his email address. It can be provided on request.

Mobile Phone: 3202673225

#### Reference Response

I am pleased to commend this church to a prospective clergy. I served this congregation for approximately 6 years and returned a few years

later to be their interim pastor. This congregation is concerned for their members and extended families, the community and the larger world. They are engaged in worship and generous in spirit. They are a welcoming and fun and God-loving group. Though their numbers are small, you will find them open to dynamic worship, appreciative of good music, and interested in Scripture, history, culture and social issues. One component of this church is the rural, historic church known as Tell, which they open for two months for Sunday worship. People come from many miles to this setting and fill the pews for special music, worship, followed by fellowship. You will find this position fulfilling with the knowledge that the Spirit of God is present in this congregation.

### Closing Prayer

We believe in the statement on the front of our bulletin: "Whoever you are, wherever you are on life's journey, you are welcome here!" This speaks for who we are and we are praying for a pastor who will feel welcomed here and engage with us as we reach out into our community and extend welcoming arms.

### Statement of Consent

#### 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.*

Search Committee: Sue Trotter, Holly Wenger, Rich Huber, Lisa Sandberg, Larry Jost, Tammy Huber

An all member/friends survey was distributed for input in this profile.

#### 2. Additional comments for interpreting the profile:

In the Historical Information section we indicated that a former pastor left by involuntary termination. One of our former pastors was asked to leave because duties were not being performed as requested by Consistory. We are happy to discuss this more during an interview.