

**Name of Church**

Saint Paul's UCC

Address

426 Washington St
Wausau, WI 54403

Conference:

Wisconsin

Association:

Northwest

Title

Pastor

Start Date

Jan 14, 2025

Description

Full time pastor

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<https://www.stpauluccwausau.org>

Type: Professional

<https://www.facebook.com/StPaulsUCCWausau/>

Type: Professional

Additional Formal Ecumenical Affiliations

Greater Wausau Christian Services is a community of 14 congregations that brings Christian compassion and hope to individuals and families in elder care facilities and the Marathon County Jail.

UCC Conference or Association Staff Contact Person

Name:

Rev. Michael Jones

Title:

Association Conference Minister

Phone:

608-419-7509

Email:

mjones@wcucc.org

Summary Ministry Description

St. Paul's United Church of Christ is a church with its heart in the heart of downtown Wausau. We are a church rich in tradition yet open to new opportunities. We aim to focus on revitalizing programs aimed at families and youth. We would like to once again become a thriving congregation with a renewed sense of energy, providing outreach to our local downtown community and beyond.

Church pictures



What we value about living in our area.

Welcome to the gateway of Northern Wisconsin, home of four season fun. During the winter, enjoy our downhill skiing and snowboarding venue, Granite Peak, right in your backyard. We also have miles of snowmobiling, and cross country skiing trails. If you prefer indoor winter sports, we are home to the Wausau Curling Club, a world class venue, which has hosted the Men's, Women's and National Club Championships. Springtime brings farmers markets, gardening, regional fairs and fishing. Enjoy many of our beautiful lakes and rivers in the summer with boating, canoeing, and kayaking. We have miles of wonderful road biking, mountain biking, and hiking trails through our beautiful forests. Fall brings a colorful landscape, with pumpkin and apple picking.

Wausau is also known for our arts and entertainment options. The Grand Theater, which ranks in the top 150 theatre venues worldwide according to *Pollstar*, hosts over 300 events a year. These include everything from touring Broadway musicals, concerts, comedic performances and dance. Wausau is also home to the award winning Leigh Yawkey Woodson Art Museum. Admission is free to this museum featuring a sculpture garden, and a variety of exhibitions. There are free concerts in the park every Wednesday evening on our 400 Block, Wausau's "Central Park." We also hold a number of festivals including: Taste and Glow Balloon Fest, Harvest Fest, Wausau Hmong Festival, Chalkfest, ARTrageous weekend, and Big Bull Falls Blues Fest.

If you like world class shopping, we are three hours away from the Mall of America, and 5 hours away from Chicago's Magnificent Mile. We offer educational opportunities through our two year college-UW-Stevens Point Wausau Campus, Northcentral Technical College, Rasmussen University and The Medical College of Wisconsin. We also have a four year university-UW-Stevens Point only 30 minutes away. The Wausau area has a lot to offer, and we look forward to sharing that with you.

Current size of membership

540

Average in person attendance

101

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?

34

Languages used in ministry

English

Position Title

Pastor

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

<https://wcucc.org/wp-content/uploads/2024/10/9-11-25-FINAL-2025-Compensation-Guidelines-for-Full-Time-Ministers-Wisconsin-Conference-August-2024.pdf>

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](#).

[Download scope of Work](#)

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

First:

Our next minister should be ready to foster engagement of the congregation.

Second:

They should also work well with all age groups with an emphasis on youth.

Third:

They should have a desire to be a part of the congregation and community events.

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)	40000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	10000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	10000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 60000			
Pension/Annuity	8400	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	4590	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	32263	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	450	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	450	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	200	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

We provide 100% of healthcare benefits up to a maximum of the family plan option A from The Pension Boards. We also provide dental and vision insurance for our pastors. The split between salary and housing allowance can be determined by the pastor according to their needs.

The expected living situation for our next minister.

We do not own a parsonage. The greater Wausau area has a variety of types of housing options: suburban homes with spacious yards, historic homes, apartments, townhomes and duplexes. Farms and residences with acreage are also within a short distance of the church. We will assist with moving expenses.

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

This is not applicable as a parsonage is not provided.

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

This is not applicable as this is a full time position.

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

Reimbursement for use of personal vehicle.

Cell Phone and/or Internet.

Conference and/or Association meeting registrations

Other meeting registrations (or educational requirement registrations).

Criminal background checks.

Community of Practice Participation.

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

We encourage participation in Communities of Practice, NW Association meetings, and Wisconsin Conference Annual Meeting. Our camp at Moon Beach in St. Germain, WI also provides opportunities for pastoral reflection and renewal.

Who Is God Calling to Minister with Us?

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

Our two top ministry goals are growing and enlivening our youth and young adult programs and reviving the energy in our congregation. In recent years, both of these initiatives have fallen a bit to the wayside, and we feel it is crucial to our future to see these goals come to fruition.

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

Our congregation aims to make an impact beyond our walls by having our new minister assist us in collaboration with other downtown churches. The downtown Wausau area is rich with congregations from a variety of denominations, but our calling as Christians stays the same; to help those in need within our community. The downtown Wausau area is rapidly growing and changing. The area includes the "Open Door", which addresses the needs of recently released inmates and other unhoused individuals.

Currently the "Foundry On 3rd" is being built across the street from the Church, which will include residential opportunities. Additionally, we want to revitalize our missions programs. Taking missions beyond the greater Wausau area, out into the world is something our new minister would assist and join the congregation in doing.

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

We do not have any specific requirements regarding language or culturally specific capacities. Our congregation is predominantly English-speaking, so being proficient in English would be preferred.

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.

Exhibiting a spiritual foundation and ongoing spiritual practices

Nurturing UCC Identity

Caring for All Creation

Strengthening Inter-and Intra-Personal Assets

Who Is God Calling Us to Become?

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

Who God is calling us to become as a congregation.

God is calling us to provide fellowship for all ages, to create a sense of being a church family, and to be a congregation who supports one another.

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

We would like to have youth and young adult mission trips and activities. We have a food pantry available to those in the community twice per month. We support the Open-Door ministry in our community, which is a program aimed at assisting recently released inmates from the jail which is located nearby the church. We would like to resume our monthly neighborhood meal program, which was discontinued after the Covid-19 pandemic. We would like to be a beacon of hope to members of the congregation and to our community.

Congregation Reflections

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

Our congregation's life of faith has been built on Christ-centered tradition. As we move forward, we are ready to foster a culture of change and bring life and energy back into our congregation.

Strengths or positive qualities of our congregation.

We are welcoming to all who enter our doors. You can always find a friendly smile to greet you. We have a strong group of knowledgeable volunteers who help meet the needs of the church. We have many musical programs, including two bell choirs and various vocal choirs.

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

Our location and our building are an edge we possess as a congregation. Our location in downtown Wausau, right beside the bustling 400 Block and the growing "Foundry On 3rd" provides opportunity and visibility during activities downtown. Our large building provides the opportunity to do diverse programming and activities indoors.

What worship is like when our congregation gathers.

Our current worship has become quite traditional. This has evoked mixed feelings amongst our congregation. Some prefer the very traditional feel, while a larger percent of the congregation feel that it is dry and lacks energy and would prefer a more contemporary approach. We are looking to move toward a more mixed style of worship, combining both traditional and contemporary styles.

The educational program/faith formation vision of our church.

We envision more activities and programming for all ages. We would like to place emphasis on our youth and young adult programming. We would also like to see educational opportunities beyond religious studies/bible study.

How our congregation is organized for ministry and mission.

We have various committees with liaisons from the Church Council. Committees meet as needed, with the Church Council, Finance, Mission, and Building & Grounds Committees meeting monthly.

When it comes to decision-making, 10 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...

We have a Disaster Response Committee, and the church council officers can make executive decisions. Committee chair people can make decisions for their committee if required. The Minister can make crisis decisions with consent of one church council officer.

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

[St. Pauls Constitution Amended January 2025.doc](#)

11-Year Report

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

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	540
NUMBER OF ACTIVE NON-MEMBERS:	335
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	875

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	82%
LESS THAN 10, MORE THAN 5 YEARS:	12%
LESS THAN 5 YEARS:	6%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	59
12-17	65
18-24	63
25-34	89
35-44	119
45-54	114
55-64	78
65-74	160
75+	128

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	10%
HOUSEHOLDS WITH MINORS:	10%
SINGLE ADULTS AGE 35-65:	10%
JOINT HOUSEHOLDS WITH NO MINORS:	33%
SINGLE ADULTS OVER 65:	37%

ARE THESE NUMBERS ESTIMATES?

Yes



Education level of adult participants by percentage:

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

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	45%
ADULTS WHO ARE RETIRED:	45%
ADULTS WHO ARE NOT FULLY EMPLOYED:	10%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

All types of occupations from highly skilled trades to highly educated degreed positions.

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

Our congregation currently lacks ethnic and racial diversity.

What diversity means in our context?

We want diversity in our church to reflect a wide variety of cultures, life experiences and ages, with a goal of making all people feel valued and included. We want to be a space where all can learn from each other's unique perspectives on life and faith.

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

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	8	Pastor
Baptisms (number last year)	2	Pastor, Council President, Staff
Children's Groups or Classes	20	Faith Formation Director
Christmas Eve and Easter Worship	559	Pastor, Music Committee, Church Council
Church-wide Meals	50	Mission Committee, Hospitality Committee
Choirs and Music Groups	35	Music Committee
Church-based Bible Study	0	Pastor
Communion (served how often?)	75	Once per month, plus special events and holidays
Community Meals	100	Mission Committee
Confirmation (number confirmed last year)	5	Pastor, Faith Formation Director, Staff
Drama or Dance Program	0	Pastor
Funerals (number last year)	19	Pastor, Staff, Ushers
Outdoor Worship	75	Pastor, Staff, Picnic Committee
Weddings (number last year)	3	Pastor, Staff, Ushers
Worship (digital / online / livestream)	75	Pastor, Media Team
Young Adult Groups or Classes	0	Pastor, Faith Formation Director
Youth Groups or Classes	0	Pastor, Faith Formation Director

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
9:00	101	Pastor, Staff, Music Committee, Church Council, Ushers

Additional comments:

The minister plans the worship each Sunday with the assistance of staff. Events are planned by committees, staff or the minister depending upon the event.

During Lent we add Wednesday worship services at 3:30 and 6:00 pm. Our Easter worship services are at 7:00 and 9:00 am. We have a Maundy Thursday Tennebrae service traditionally at 6:00 pm. We also have a Good Friday service. Our Thanksgiving Eve service is at 6:00. Our Christmas Eve Services are at 6:00 and 10:30 pm. Our Christmas Day service is at 9:00. We also have Special Persons Services designed especially for the homebound or those in care facilities once each quarter at 2:00 pm.

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:

Rev. Schneider is a member of St. Paul's UCC, however at this time he spends a large amount of his time at his home in Florida. He does not currently participate in the church activities.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Visitation Minister	Pastor	part	Pastor, Personnel Committee	1.5 years
Faith Formation Director	Pastor	part	Pastor, Personnel Committee	2.5 years*
Chancel Choir Director	Pastor	part	Pastor, Personnel Committee	31 years
Bell Choirs and Youth Vocal Choir Director	Pastor	part	Pastor, Personnel Committee	27 years
Custodian	Pastor	full	Pastor, Personnel and Building & Grounds Committee	3.5 years*
Bookkeeper	Pastor	part	Pastor, Personnel and Finance Committees	9 years
Media Technician	Pastor	part	Pastor, Personnel Committee	14 years
Administrative Assistant	Pastor	part	Pastor, Personnel Committee	14 years

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

We have many years of longevity in our staff. This is important to the continuation of the church, as these staff members know the church and its goings on well.

We did have two people resign in January 2025. The Faith Formation Director is still assisting with our seventh grade confirmation class. We have hired a cleaning service, until we can hire a full-time custodian.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	243348
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	29175
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	92396
Fundraising Events	29176
Gifts Designated for a Specific Purpose	92490
Rentals of Church Building	1800
Support from Related Organizations (e.g. Women's Group)	37030
Transfers in from Other Accounts	36650
Community Center Income	44655
Interest & Earnings	6234
Total	612954

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

432050

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?

21

Has the church ever failed to pay its financial obligations to a minister of the church?

No

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

Our Church's Wider Mission (OCWM – Basic Support)
One Great Hour of Sharing
Strengthen the Church
Neighbors in Need
Christmas Fund

In what way is OCWM (Basic Support) gathered?

OCWM is collected as a selected item on our weekly giving envelope, and on our online giving platform. OCWM is also included on the pledge cards for our annual stewardship campaign.

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

NaN

Total amount of loan debt:

159050

Reason for debt:

In October of 2009, we purchased an adjacent property to the church. It included a parking lot, and a building. We currently lease the parking lot back to the city of Wausau, with the exception of services here at the church. There is also a building which we currently rent out to mostly non-profit organizations. Tenants include Greater Wausau Christian Services, The Open Door of Marathon County (jail ministry), 319 Gallery (non-profit art sales studio), and the 319 Bistro.

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

We are currently undergoing a capital campaign to convert our pneumatic thermostats and control valves with digital thermostats and valves. Pneumatic thermostats and valves are currently being phased out. We will be able to more accurately control the temperature and monitor the heating within the building once the project is completed. We have an agreement from Focus on Energy, where they are contributing \$53,282 towards the project. Projected energy cost savings are \$3,552 per year. This project was completed at the end of 2024.

Pictures



Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2017	Replace the roof on the sanctuary portion of the church and the Community Center	179000	164341	Both roofs have performed significantly better in the rain and with snow/ice thaws of spring.
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2024	Replace pneumatic thermostats and valves with digital thermostats and valves.	75000	60000	Our building will become more temperate, easier to control, more energy efficient, and we will be made aware of any issues with the heating system more promptly.
0		0	0	

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

The most important thing our campaign will do is make our building more comfortable for all those who visit our church, including those for our Special Person's services and Worship services.

Does your church have an endowment?

No

Other Assets

No response

Reserves (savings):

92813

Investments (other than endowment):

837150

Does the church have a parsonage?

No

Description of all buildings owned by the church:

We own the Main Church Building, which holds our staff offices, sanctuary, classrooms, guild hall, commercial kitchen, choir rooms, among other rooms. We also own a Community Center, which we lease out to multiple non-profits. Additionally, we own a parking lot which is leased to the city Monday-Friday, and can be reserved for the church for special events such as funerals, weddings, and special services.

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

None.

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)
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
Access to child care spaces for wheelchair users and people with other mobility aids
Listening devices in the sanctuary, or wireless technology to connect to hearing aids
Large print bulletins
Wheelchair access in bathrooms
"Quiet room" with worship viewing and listening availability
Handrails on all stairs

Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Curb cuts
Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

All three levels of our church are accessible by wheelchair via elevator. Handicap restrooms are provided on the lower level.

Policies regarding financial practices of the church:

We have a detailed records retention policy. All checks and withdrawals require the signatures of two officers. The recording of the offering is done with two people present. Our account balances, checks registers, and Treasurer's Report are presented on a monthly basis to both our Finance Committee and Church Council. Our Financial records are reviewed by our Financial Review Committee prior to the Annual Meeting in January of each year. Withdrawals from our investment accounts require approval from the congregation at a congregational meeting by a two-thirds vote.

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

We are prudent about how we spend our money, and we are a self sustaining congregation. We have the funding to support ourselves while also supporting the community around us.

Historical Information

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

In the early 1960's, the current church was built. This is the church that nearly all of our members have been confirmed in and grown up with. The debt was retired faster than anticipated, and set a precedent of financial wellness for our church. The pastoral changeovers of the past have historically also had a significant impact on the identity of our church, shaping our identity a little each time.

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

Like many other churches, the Covid-19 Pandemic had a significant impact on our membership and identity as a church. Many programs were lost, members left the church, and our worship and events look different than pre-pandemic.

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.

Our congregation values open communication and transparency. Many are not afraid to respectfully voice their thoughts and opinions when it comes to conflict, and this allows for open conversations to occur. After conflict, we practice grace and forgiveness.

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

The most recent conflict our church navigated was a discussion around becoming Open and Affirming. The church was divided; some very against becoming Open and Affirming and some who insisted upon it happening. We spent over a year deliberating on this, and came to the resolution of issuing a statement on diversity, rather than taking a vote to become Open and Affirming at this time.

Ministerial History:

<i>Name:</i> Rev. Philip Schneider	<i>Years of service:</i> 14	UCC Standing
<i>Name:</i> Rev. Donald Baumann	<i>Years of service:</i> 27	UCC Standing
<i>Name:</i> Rev. Nancy Johnson Russell	<i>Years of service:</i> 3	UCC Standing
<i>Name:</i> Rev. William Kaseman	<i>Years of service:</i> 12	UCC Standing
<i>Name:</i> Rev. Christine Nelson Stack	<i>Years of service:</i> 6	UCC Standing

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

Our church has learned that we lean heavily on the ministerial leadership we are under at the time. We rely on our Minister to provide leadership, structure and guidance for the church, and we form close bonds with our ministers.

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

No

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.

Our relationship through leasing to the 'Open Door' and other non-profits in our Community Center aid in providing services to the downtown community and helping those in need in the Wausau area. Our membership with the Greater Wausau Christian Services gives additional help to the Wausau area. Our congregation also participates in hosting a neighborhood food pantry, a diaper service "Tiny Tots" and bell ringing through the Salvation Army, among other mission projects.

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

All confirmands attend Daycholah Center Faith Formation Retreats as a prerequisite for confirmation. We also routinely send representatives to the Northwest Association Annual Meeting. In 2025, we will be hosting the Northwest Association Meeting at our Church.

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

As a church, we do not currently organize movements within the community, we do however participate in mission activity.

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.

As a congregation, we are looking for guidance as to how to better interact with the community around us through mission and stewardship, though we are not interested in joining any movements.

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

Greater Wausau Christian Services is a community of 14 congregations that brings Christian compassion and hope to individuals and families in elder care facilities and the Marathon County Jail. We also participate in camps and retreats at Daycholah Center and Moon Beach Camp.

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

Our church spends a great deal of time engaging in activities directly related to our mission statement.

"The love of Christ inspires us to address the needs of all people, nurturing spiritual growth through worship, prayer, and fellowship."

Our mission work, regular worship, and fellowship are a staple of our congregation.

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 expect our ministers duties to extend beyond preparation and leadership of Sunday worship. Our minister will be responsible for providing guidance, pastoral care, working closely with and growing our faith formation program for all ages, assisting to lead community engagement and fellowship, performing mission work, attending meetings and providing support to committees, administering church business and managing staff, counselling and listening, energizing and deepening spiritual connections, and performing special services and programs. The minister is free to participate in and be active in community and wider church activities according to their interests, without hindering upon their duties to our church.

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.

We are not in the top denomination in the area. Growth of apartment style living in our area, but the top is still single family homes. Majority of people are living here longer term, not a lot of movement. Mid-range housing costs. Higher income is going up, lower income going down. There is a little over a 10% of the group at or below poverty rate, but our immediate area is well above that figure. Our area is aging and well educated.

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.

Our church's internal demographic does not represent the neighborhoods adjacent to our church well at this time. Being a downtown church, we don't have a very large "neighborhood" to pull from, as there is not currently very much living space in the downtown area. We feel that the development project that is currently underway in the downtown area will provide the opportunity to draw in people from our own "neighborhood", and hopefully, have some growth in diversity as well.

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

The demographics of our community are shaping our ministry, but we feel we have room to grow in this area. We serve meals at Christmas to the downtown area, in which a great need exists. We provide items for those in need in the community. We work closely with the Open Door, to serve the needs of those recently released from the jail across the street. In these ways, we are shaping our ministry around those in our community. As a church, we do have room to grow in this area as well, as there are still many unmet needs in the surrounding community.

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

We are known for our community involvement and outreach in a prime location.

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

We are known for our community involvement and outreach in a prime location.

References



■ James Maguire

Contacted: Tuesday, Jan 21, 2025

Mobile Phone: 7155297141

Reference Response

No response



■ Teena Medick

Contacted: Tuesday, Jan 21, 2025

Reference Response

No response



■ Lucas Gajewski

Contacted: Tuesday, Jan 21, 2025

Reference Response

No response

Closing Prayer

Oh God, We come humbly before you and ask for guidance and support as we move forward with our search. We have built this profile, keeping You at the center, in hopes of better serving You as we move into the future. Keep watch over us in the months that will follow, and guide our decisions as a Church. Please cover our team in wisdom as we select candidates, and we pray that we find unity when time comes for a decision. We pray for our new minister and their family and loved ones. Give them discernment as they make choices over the coming months, and grant them clarity in doing so.

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.

All members of our church were asked for input on this profile. After receiving input, contribution came from the Search Committee members as well as from the Finance Committee, Personnel Committee, Building & Grounds Committee, History Committee, Mission Committee, Small Group Congregational Meetings, and Office Bookkeeping Staff.

2. Additional comments for interpreting the profile:

Our Search Committee is excited to answer any questions related to the profile. If you are looking for further answers to anything above, please do not hesitate to reach out.