

**Name of Church**

Immanuel UCC

Address

PO Box 87
Darlington, WI 53530

Conference:

Wisconsin

Association:

Southwest

Title

Pastor

Start Date

Feb 1, 2025

Description

Pastor

Church Contact Information

[\(608\) 776-4110](tel:6087764110) (Church Primary Phone)

immanuelucc@centurytel.net (Church Email)

Listing Information

Web Presences

<https://immanuelucc.wixsite.com/darlington>

Type: Professional

<https://www.facebook.com/profile.php?id=100064778554484>

Type: Professional

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Rachel Bauman

Title:

Associate Conference Minister

Phone:

608 630 2992

Email:

rbauman@wcucc.org

Summary Ministry Description

We envision a pastor who will encourage us to listen for God's word and to be open to the direction of God's spirit. We are looking for a pastor who will participate in, and guide us to serve our local community with compassion. Pastor will encourage spiritual growth and education for members of all ages.

Church pictures



What we value about living in our area.

Darlington is a big-hearted community located in the beautiful rolling hills of Southwest Wisconsin which is nestled between Madison, WI and Dubuque, IA. There are abundant outdoor activities available in the area including State and local parks. The area offers numerous festivals, theatre performances, and musical activities throughout the year. We have outstanding educational and healthcare systems that offer a wide range of services for everyone.

Darlington has several community outreach groups that raise funds to support local organizations and the local school systems. There is a local wellness center that offers various services and activities for the senior population. Lafayette County has numerous ATV/UTV routes and many visitors enjoy the local campground.

Current size of membership

145

Average in person attendance

39

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?

5

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](#)

[Download compensation guidelines](#)

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:

Inspirational: sparks enthusiasm and joy, delivers moving memorable sermons

Second:

Communication: good listener who has effective leadership skills

Third:

Professionalism: has a strong work ethic, flexibility, and a strong faith

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)	39000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	11850	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	500	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 51350			
Pension/Annuity	14	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	7	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	1	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	1	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	1	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

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

The salary range and benefit package offered is guided by Wisconsin Conference recommendations but is negotiable based on experience and qualifications. Compensation will include salary, social security offset, pension, health insurance, dental insurance, mileage reimbursement, vacation, standard paid holidays, accrued sick time, compassionate leave, sabbatical leave (3 months after 5 years of service), reimbursement for criminal background check, professional expense reimbursement including COP annual fee, organization fees, journals, books, and the 4 bedroom colonial style parsonage including utilities, and internet.

The expected living situation for our next minister.

Because we have a beautiful parsonage across the street from the church, we prefer our next minister to live in the parsonage.

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

No response

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

n/ap

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

Community of Practice Participation.

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

The WI Conf UCC provides:

Seminary Debt Reduction Grants-based on need & may be renewed annually for up to five years

Offers support for authorized ministers through a robust Communities of Practice (COP) program. These facilitated peer groups offer both support & professional growth opportunities. They also offer continuing ed grants available to authorized ministers.

The Damascus Project-an online learning community (thru WI & MN Conferences), provides a variety of opportunities for continuing ed

Encourages both personal & professional growth of authorized ministers through its Coaching program.

Who Is God Calling to Minister with Us?

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

Our mission statement: Seeking God's direction we celebrate our heritage, live for peace, and serve our neighbors with hope for the future.

We envision a pastor who will help us fulfill our mission by connecting our traditional worship style with new ideas. We are a healthy church with strong lay leadership, and we look forward to our next pastor helping us to grow our presence in the community and reconnect with inactive members.

Our congregation would describe themselves as 'generally conservative' and we are looking for a pastor who will be compatible and able to communicate with our members.

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

Our pastor will help us identify opportunities to have an impact in our community. Our pastor will support and participate in local and national mission activities, and provide ministerial support to local events.

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

Our language requirement is English and we have no specific cultural needs.

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.

Strengthening inter and intra personal assets by demonstrating excellent communication skills.

Working together for justice and mercy by engaging in mission and outreach and to confront injustice, oppression, and implicit bias in the life of our Church. We feel this is something our congregation needs to improve on, but it will be a work in progress.

Caring for all Creation by providing hope and healing to a hurting world with nurturing care and compassion for God's creation.

Exhibiting a spiritual foundation by committing to lifelong spiritual development, loving God, following Jesus Christ, and being open to the surprises of the Holy Spirit.

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.

We feel we are being called to:

- * refresh and energize our members
- * build closer relationships within our church family
- * reconnect with inactive members
- * be more active in the community
- * grow in faith together

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

In 2021, several members developed a Strategic Plan, and below are our prioritized action items.

1. Embrace members, engage in life of the church, improve spiritual awareness.
2. Better serve our youth.
3. Local Mission work and community involvement.
4. Do a better job connecting with shut-ins.
5. Building assessment – both church building and parsonage.
6. Communication with members.

With Pastor Bob's sudden onset of illness, we never had a chance to take action on any of the items. We look forward to our settled pastor helping us develop and implement an action plan.

Congregation Reflections

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

We are best described by our Value Statements:

- * We strive to listen for God's word and be open to the direction of God's spirit.
- * We are a faith based family inspired to live by and to spread God's word
- * We show love, compassion, and kindness within God's community
- * We welcome all with respect, acceptance, and fellowship.
- * We support the spiritual growth and education for all God's children.

Strengths or positive qualities of our congregation.

Immanuel is a friendly and welcoming family environment. We enjoy our gatherings, whether it is Sunday worship or providing a community meal. We like to have fun and are willing to try new church events to strengthen our bonds and spirituality. Our committees consist of members who are engaged in church activities, and we have many informal lay leaders who are willing to help however needed.

We have several members that have wonderful musical talents that are shared during weekly worship service. We have live organ/piano accompaniment during worship, vocal solos and duets, or small ensembles each week.

Our active Mission Team enables our church family to be supportive of one another and enables members to bond through various activities.

Women's Guild members gather regularly for fellowship and does fundraising to help support church projects and community events (local proms, food pantries, etc).

Our members are very supportive of our youth ministry by encouraging their participation in church activities such as community suppers, Mission Team pie fundraiser, or providing special music.

Through bequests and generous giving habits, we are very blessed to be financially secure.

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

We feel we need to be more active in the community as a congregation. We struggle with an aging congregation, and how church is no longer a priority for many families. We are looking for a pastor to help us rejuvenate our young families.

What worship is like when our congregation gathers.

Worship is held in the Sanctuary with the exception of special services which may be held in Fellowship Hall. The congregation welcomes sermons that are frequently, but not exclusively based on one or more of the recommended lectionary texts. The use of imagery and humor is helpful. Sermons that indicate the preacher's understanding of both the content and the context of the biblical texts under consideration is appreciated. The preaching should reflect solid mainline biblical theology that is presented in terms that are grasped with little difficulty. We project the service PowerPoint which contains the scripture readings, songs, pictures, etc. We also livestream our service on Facebook. Church members volunteer to read scripture each Sunday. There usually are Children's Sermons and the Sunday School youth sing monthly along with performing Christmas and Easter programs. Baptisms are normally held during regular worship service unless specifically requested otherwise.

The educational program/faith formation vision of our church.

We have Sunday School for ages 3 years old through 6th grade and the curriculum is selected by the Christian Education Committee. The older youth help out with Sunday School. Adult Sunday school is held before Church and the weekly lectionary readings are used as a basis for discussion. The pastor teaches and chooses the curriculum for the Confirmation class. Lay leaders lead group bible study for the members who are interested.

We encourage our teens and adults to participate in our mission and church activities. These activities build relationships between members of all ages and encourage our youth to be active members throughout their lives.

How our congregation is organized for ministry and mission.

Our weekly bulletins list 'all members' as ministers of the church.

The Church Council and Endowment Committee are nominated by the Nominating Committee and approved at the annual membership meeting. Other committees are appointed by the Church Council. Information is communicated to the congregation by our monthly newsletter, email messages, text messages, and phone calls. We also communicate via our website and Facebook.

Mission trips started in 1993 with pastors and youth doing service trips to Chicago, St Louis, and South Dakota. Since 2005, IUCC members of all ages have been traveling biannually to the Back Bay Mission in Biloxi, Mississippi. We help repair homes, work in the soup kitchen, and help at the Micah Center. This trip allows individuals to have spiritual growth and teaches our youth about giving back to the community. It also builds a bond between team members which brings renewed energy back to the full church.

Through our Strategic Plan initiative, we hope to engage more of our members to help meet community needs, as a church family. We also hope to further engage our youth into the life of the church and to help support our community members.

When it comes to decision-making, 3 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...

Due to a terminal illness, our pastor occasionally was unable to lead worship. The Pastor Parish committee was able to immediately step in and enlist help in leading worship service whenever needed, and other pastoral duties were delegated as needed.

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

[IUCC Bylaws.pdf](#)

[IUCC 2024 Annual Report.pdf](#)

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:	130
NUMBER OF ACTIVE NON-MEMBERS:	15
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	145

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	85%
LESS THAN 10, MORE THAN 5 YEARS:	5%
LESS THAN 5 YEARS:	10%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	23
12-17	16
18-24	13
25-34	1
35-44	7
45-54	13
55-64	6
65-74	46
75+	23

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	16%
HOUSEHOLDS WITH MINORS:	25%
SINGLE ADULTS AGE 35-65:	5%
JOINT HOUSEHOLDS WITH NO MINORS:	33%
SINGLE ADULTS OVER 65:	21%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	50%
COLLEGE:	25%
GRADUATE SCHOOL:	5%
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:	46%
ADULTS WHO ARE RETIRED:	47%
ADULTS WHO ARE NOT FULLY EMPLOYED:	7%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

Our members are self-employed business owners, blue collar workers, teachers, healthcare professionals, support staff, trades employees, farmers, and government employees. Darlington is the County Seat of Lafayette County and therefore we have a high number of government employees in our area.

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

We are mostly of European descent due to our heritage and our location. We see more diversity when extended families attend services such as Christmas.

What diversity means in our context?

We are primarily mono-cultural due to our demographics, but our door is open to all members of the community.

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	Lay Leaders
Baptisms (number last year)	0	Pastor
Children's Groups or Classes	10	Lay Leaders
Christmas Eve and Easter Worship	60	Worship Committee
Church-wide Meals	80	Various Committees
Choirs and Music Groups	7	Music Leaders
Church-based Bible Study	6	Lay Leaders
Communion (served how often?)	35	monthly
Confirmation (number confirmed last year)	0	Pastor or Lay Leadership
Drama or Dance Program	0	n/ap
Funerals (number last year)	1	Pastor
Intergenerational Groups	0	n/ap
Outdoor Worship	0	n/ap
Public Advocacy Work	0	n/ap
Retreats	0	n/ap
Worship (digital / online / livestream)	39	Pastor
Youth Groups or Classes	10	Lay Leaders
Other	15	Women's Guild

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10:00	39	Pastor

Additional comments:

While our weekly attendance runs in the upper 30's, we have extended family members and inactive members who still feel very connected to our church. They will attend special services and/or make monetary contributions.

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:

n/ap

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Organist	No	part	Council	54 years
Janitor	No	part	Council	4 years
Secretary	No	part	Council	22 years
Treasurer	No	vol	Council	25 years

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

Our congregation consists primarily of middle aged and retired members who are very active in the life of the church. We have many young families who are very willing to participate as their busy schedules allow.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	119869
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	4095
Rentals of Church Building	600
Support from Related Organizations (e.g. Women's Group)	2100
Interest - General Fund	140
Total	126804

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

107803

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?

43

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?

Our offering envelopes include a breakout for OCWM contributions, so members can contribute as they desire.

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

0

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

During the 2025 Annual Meeting, the congregation approved spending almost \$200,000 to begin restoring our beautiful stain glass windows in the sanctuary. There are 15 windows that need to be refurbished. We expect the project to begin later in 2025 and completed in 2026.

Pictures

Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2017	Recarpet Fellowship Hall	15000	15000	
2014	Narthex Renovation	15000	15000	

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.

n/ap

Does your church have an endowment?

Yes

What is the market value of the assets?

126045

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

Per the Endowment Fund By-Laws, only the interest can be withdrawn on an annual basis and the By-Laws state specific use of those funds.

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

0

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

0

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

indefinitely

Please comment on the above calculations or estimates:

No response

Other Assets

General Fund \$140,000

Reserves (savings):

No response

Investments (other than endowment):

350000

Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

250000

How is the parsonage used?

As a residence for the settled pastor

Street

424 Ohio Street

City

Darlington

State

WI

Zip

53530

Finished square footage:

2100

Number of Bedrooms:

4

Number of Bathrooms:

2

Assessed real estate value:

175000

Available for minister residence?

Yes

Expected minister residence?

Yes

Condition of structure, systems and appliances

The parsonage is a well maintained two-story structure located on a nice city lot with a spacious lawn. The home has hardwood flooring, detailed crown molding, and a fireplace. On the first floor are a kitchen with relatively new appliances, a dining room, living room, den/office, 1/2 bath, and the sunroom. The second floor has 4 bedrooms and a full bath with tub/shower. The laundry is located in the basement, accessed from the interior. There is a one-car attached garage that leads to the kitchen or basement. Washer, dryer, stove, refrigerator, are all provided.

Entity in the church responsible for review and needed repairs

Building and Grounds Committee

Parsonage pictures



Description of all buildings owned by the church:

The church is an ornate Brick structure with beautiful stained glass and an 80 ft steeple/bell tower. The church was constructed in 1917 by the founding families who were immigrants of Switzerland. It can seat approximately 150 people for worship, and the basement contains classrooms and office space. A 1974 addition to the church features a pastor's office and Fellowship Hall with a spacious kitchen. The church is located in a residential neighborhood.

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

n/ap

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Listening devices in the sanctuary, or wireless technology to connect to hearing aids
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
Accessible bathroom on each floor

Which spaces are accessible to wheelchairs:

Worship space, fellowship space, restrooms

Policies regarding financial practices of the church:

We do not have a formal policy, but the financial secretaries count and record contributions. The treasurer is responsible for bill payment, bank reconciliations, and monthly financial statement preparation. We have a budget committee that meets annually, and an endowment committee that meets quarterly. We recently formed a finance committee that will develop related guidelines.

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

We are very blessed to have past and present members who give generously in ways that allow us to grow our mission and ministry.

Historical Information

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

We celebrated the 100 year anniversary of the building of our church with a special service and luncheon. There was a special recognition of the founding families and their descendants who are still active today.

Each year, we celebrate our senior members over the age of 80 with a luncheon and special program. This celebration is highly attended by members and family friends.

For many years, we have had an annual pie fundraising event for our mission team. We make over 700 pies from scratch and over 50 people, members and non-members, participate in this fun event. Our mission team leaders coordinate a bi-annual trip to Biloxi, Mississippi to support the Back Bay Mission, and members of all ages participate in this trip.

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

We have had, what seems like, a high turnover rate of pastors in recent years. Health issues and Covid were driving factors in that turnover rate. We have many, talented and supportive lay leaders who assist with whatever needs to be done during times of transition - be it while a pastor is ill and unable to perform his duties, or during the time we have interim pastors. Our pastor's health and well-being are a priority for us.

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.

Due to the Covid pandemic, there were many differing views on in-person church services and the Wisconsin Council of Churches guidelines. We formed a worship committee to tackle this difficult situation. Through conversation and prayer, the committee was able to develop our own guidelines that were acceptable to most.

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

We are fortunate to not have many major conflicts. But several years ago, shortly after hiring a pastor, we were hearing about behavioral concerns from our members. We connected with our conference minister to seek advice on how we could work out our differences. It was mutually agreed that this was not a good match and the Pastor relocated.

Ministerial History:

Name: Robert Wilkins	Years of service: 1	UCC Standing
Name: Barbara Brakey	Years of service: 4	UCC Standing
Name: Connie Peake	Years of service: 5	
Name: Kathleen Rinear	Years of service: 2	UCC Standing
Name: Kristofer Avis-Rouse	Years of service: 1	UCC Standing
Name: William Kapp	Years of service: 8	UCC Standing
Name: Richard Pleva	Years of service: 6	UCC Standing

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

We have learned how important communication is, and that an active pastor parish committee is vital to maintain a successful leadership.

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.

Meals on Wheels - members volunteer to deliver meals to the elderly and disabled.

Food Pantry - members may drop off donations anytime for the local food pantries. Monetary donations are also given.

Salvation Army Bell Ringing - our members volunteer to do bell ringing one weekend during the holiday season.

Local Nursing Home - our members help with bingo and provide prizes.

Church suppers - we offer community meals which members volunteer to make the food and help serve. This is open to the public and we average around 100 attendees.

Donations to local service organizations - the Women's Guild and Mission team donate to many different service groups and people in need.

Mission Team, Apple Pie Fundraiser - each year, over 700 pies are made from scratch in our Fellowship Hall. Church members and friends participate in this daylong event.

Pack'em in Sunday - a fun filled football themed service where everyone wears their favorite team attire and is encouraged to bring guests. and more...

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

Members are encouraged to attend the UCC Wisconsin Conference annual meetings. The Church will cover the costs for any member or child who would like to attend the UCC Church camps.

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

Immanuel participates in the Community of Churches which is involved in Baccalaureate service at the local High School. Immanuel members support community events on an individual basis, as representatives of Immanuel.

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.

We feel this is an area that we need to be more educated on.

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

Darlington has a Community of Churches organization which includes the Baptist, IUCC, Lutheran, Methodist, and Catholic Churches. The pastors meet periodically and support each other as backup when needed. This group organizes the Salvation Army Bell ringing with each Church signing up for a weekend from Thanksgiving to Christmas. The group also rents the local high school each year (for a nominal fee) to be able to hold baccalaureate the Sunday night before graduation with the pastors taking turns each year to deliver the message.

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

Our Mission Statement "Seeking God's direction we celebrate our heritage, live for peace, and serve our neighbors with hope for the future" was created by our strategic planning committee and is in the early phases of implementation.

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.

It is important for our pastor to have a known presence in the community, but we feel that working with the community is a shared responsibility between the pastor and members. The pastor should be able to balance their time with the help of the Church Council.

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 report shows we have a moderate population decline, and the number of families at or below the poverty level has dropped. More people are working from home, as would be expected after Covid - which may lead to an opportunity to connect with some of these folks if they are feeling isolated. Not that we focus only on us, but with the recent pastoral turnover, we feel we should focus on our current members and their spiritual growth needs. We feel we should look at our inactive member list to see how we can re-engage them and grow from there.

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 demographics are very comparable to the demographics of the community. We do not presently have any Hispanic members due to language barriers, and there are two Hispanic churches located in Darlington.

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

Currently the demographics of the community are not shaping our ministry.

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

Through various community events, comments/topics that we hear include:

- * Warm, kind, and inviting
- * Wonderful to work with
- * Welcoming and friendly
- * Creative with our fundraising activities
- * Our members play an active role in the community
- * We allow nonprofits to use their facilities at no cost
- * Known as the "Swiss Church" due to our heritage
- * We are multi-generational
- * Others love our annual Mission Team Apple Pie Fundraiser
- * Mission trip to Biloxi

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

When new people share how they arrived at Immanuel, we hear the following:

- * They were invited by a member and liked the family atmosphere
- * We are not pushy and allow people to become involved as they feel comfortable
- * A family member/s attended
- * We have active lay leadership that enjoy participating in various activities

References



☒ bill.whitford@gmail.com

Completed: Tuesday, Mar 4, 2025

I served as pulpit supply Pastor from March 1, 2022, to July 1, 2023.
I performed funerals, baptisms, confirmations and adult bible study.

Reference Response

I found this church to be strong and healthy.
They were able to use lay leadership when I was unavailable to lead.
Attendance was good, and participation was strong.
They demonstrated an active youth program and involvement in missions including trips to Back Bay.
The leadership was supportive of my work, and I enjoyed every bit of my time there.
There were no obvious folks with an agenda that was out of sync with the rest of the congregation.
Finances also seemed healthy. They are proud of the history of this congregation in this community.
The spiritual life of this congregation was great across the generations, they clearly demonstrated their faith in action.
My messages were well received. I followed the Lectionary for my sermons.
I really wanted to be their called pastor. The problem was the church was a one-and-a-half-hour drive from my home, and I was not interested in moving.



☒ Donna Wood

Completed: 4 days ago

wife of previous pastor at Immanuel and member of IUCC

Business: 8153472385

Reference Response

The Immanuel congregation is incredibly supportive of the pastor, and I believe they are very open to new ideas for worship and service. They play an active part in those services, and often have the children involved. Members also provide Special Music on many Sundays, and the talented keyboardist provides both piano and organ music. The congregation even presents some services completely on their own, like Women's Sunday or the tailgating Packer's Sunday.

To summarize their approach to church, I would say they teach Jesus in church and follow Jesus in the community. And I think most, if not all, of the members recognize that they are still learning about our Lord and how to follow Him in our lives. This makes them even more welcoming to new members.

As this is a very brief space for a reference, please feel free to contact me for more comments at donna.wilkins@raxinc.com



☒ Linda Colbeck

Completed: Thursday, Mar 6, 2025

I am proud to have attended church there for the first 20 years of my life.

Personal Cell: 608-214-2058

Reference Response

The church is strong, the congregation has third and fourth generations of the founders of this church. There is great respect and admiration for their forefather's and what they did to organize and build the church and congregation. The church building is beautiful. Tradition is strong but has blended with modern ideas and thinking. Children learn that faith makes life better. There are opportunities to teach Sunday School, provide special music, sing in the choir, read at church, serve as leaders of committees, women's group, men's group, paint, clean etc. These tasks not only enhance the church but also reaches out to the community. There are many opportunities to serve. The church has a good mission program. the area for improvement in the church's ministry is to find a pastor who will lead the church with growth and inspiring worship.

Closing Prayer

Lord, you have spoken through scripture (i.e. 1 Peter 5:2-3) the qualities needed for a pastor to lead a congregation and we believe we have been chosen to find the one that can guide us on our spiritual journey. We pray for patience and endurance as we await your timing and settle for nothing less than your perfect will. We ask your mercy in giving us a true person of God and a great leader and we pray that we will be prepared to make any changes necessary to embrace a new ministry.

We pray this in your name, Amen.

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.

The Search Committee was appointed by the Church Council and church members, and they completed the Profile.

2. Additional comments for interpreting the profile:

No response