

UNITED CHURCH OF CHRIST **LOCAL**

CHURCH PROFILE

Olivet Congregational United Church of Christ
Columbus, Wisconsin

Pastor

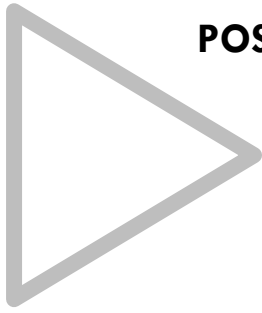
Wisconsin Conference, Southwest Association

July 1st, 2024

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*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Olivet Congregational United Church of Christ

Street address: 313 West Prairie St. Columbus, Wisconsin 53925

Supplemental web links: <https://olivetucc.org/>

Additional ecumenical affiliations: Columbus Ecumenical Association

Conference: Wisconsin

Association: Southwest

UCC Conference or Association staff representative contact information:

Name: Rachel Bauman

Title: Reverend

Phone: 608-630-2992

Email: rbauman@wcucc.org

Summary Ministry Description:

The Olivet Congregational United Church of Christ (Olivet) exists to Glorify God and share his grace with others, to guide people to Jesus – to make believers out of unbelievers and disciples out of believers, to be good neighbors in need, to challenge injustice, to meet regularly for prayer, to sing and learn, to gather followers in an authentic relationship, and help them grow toward the maturity of faith. As an active and community-supportive church, Olivet is transitioning from a full time to a part time pastor. Through reflection of our current status, we anticipate aligning with the trends of the current congregational demographics in a more realistic way. We hope to continue to bring our mission and goals to the community and ecumenical partners. Faith will help us through as we seek help from each other and guidance from God. As we continue our impartiality toward respect for each other's input during this process, we will, with confidence, cross this valley together and come out on the other side with positive results.

LISTING INFORMATION cont'd

Photographs of our church, congregation, and gathering space(s), etc.



LISTING INFORMATION cont'd

What we value about living in our area:

Olivet values our excellent healthcare systems, progressive schools, close-knit support, and our sense of 'small town feel' for which our community is known for including the encouragement of community participation. For instance, some of these highlights include:

- Columbus is the 'go to' for the 4th of July celebration and festivities for the surrounding communities
- Olivet hosting a Fall Festival in Columbus
- Columbus and surrounding areas boast of a diverse agricultural economy with developing manufacturing, commercial and entrepreneurial opportunities as well as growth expansion

The Columbus area also hosts a local Amtrak station that serves as a transportation hub for the community, and a historical attraction on the Crawfish River that transformed our community into a site for historical lovers. Columbus' prime location along major thoroughfares provide close proximity to larger metropolitan areas such as Sun Prairie and Madison to the south, and the Fox River Valley to the north within a 30 to 40-minute drive in either direction.

Current size of membership: 155 members

Languages used in minister: English is the native language used

Position Title: Pastor

Position Duration: Settled

Compensation Level: ½ Time

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK

Olivet's implemented scope of work to fulfill its mission includes the following:

- Worship, Leadership, and Preaching Service Preparation
- Church Administration, Newsletter, Communications, and Staff Supervision
- Leadership with Church governing body and committees
- Special services (weddings, funerals, liturgical year services)
- Teaching - Bible Studies, adult education, confirmation, youth education

Core Competencies:

Olivet is seeking a spiritual faith leader with excellent communication skills at the pulpit and in person. The selected individual would be sensitive to our needs and give guidance to our worship experience, confirmation program and in our church leadership teams.

COMPENSATION AND SUPPORT

Salary Basis: There is a \$50,000 compensation cap

Benefits: The determined salary includes any identified optional benefits

What is the expected living situation for your next minister? Living within a reasonable distance from the church and commuting as needed to meet the needs of Olivet.

Comment on the residential/commuting expectations for your next minister. This topic encourages discussion and is negotiable

COMPENSATION AND SUPPORT cont'd

State any incentives: Olivet offers a flexible employment schedule.

Describe peer and professional supports available for ministers in your association/conference: The Columbus Ecumenical Association is available to the Olivet minister/pastor.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: Olivet is open-minded to this inquiry, and would consider a more effective and flexible solution to a minister's bi-vocational employment.

WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

The role of the pastor will guide us on our Christian journey through teaching, providing intriguing and meaningful sermons, and education of all age groups. This role will also facilitate the planning, preparation, and collaboration with the ministry teams with attention to the learning and growth development of the lay leaders and volunteers during the term. Ultimately, the messages should be personal, relevant, and energetic. Olivet values the application of scriptural passages to contemporary life, and a value for a service that leaves the members with hope and inspiration. We are open to a variety of preaching styles. Currently Olivet conducts a traditional service that reflects our congregational heritage additionally, music plays a significant role in our services as do the children.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

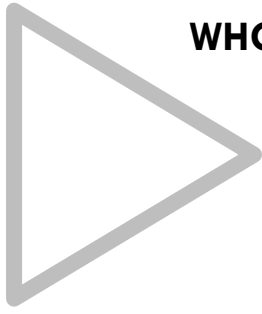
The ecumenical organization is very active in our community (e.g. fundraising, Salvation Army bell ringing, soup suppers, food pantry contributions, etc.) and with the leadership and guidance of the selected pastor, we will continue to grow this relationship. Additionally, our pastoral selection will assist our lay leaders in learning how to reach out into the community to invite and involve those into our mission.

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

For Olivet, there are no language requirements.

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

The pastor should be adept and inclusive in their message from the pulpit creating a meaningful worship and positive impression. Communication is vital to our church during this transition as well as maintaining a healthy worship and meeting environment. Bridging the gap between the past and current methodologies and the path God is laying before us for the future, is vital to the life of our church. The selected individual will assist us in discerning what our mission is going forward, as that aspect is paramount.



WHO IS GOD CALLING US TO BECOME?

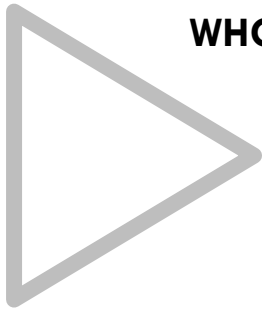
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

God is calling us in to continue the work in a changing world. As the church continues its transformation, we as a congregation are evolving into becoming true disciples of Christ. Our continuing mission encompasses the foundational commitment to make a difference in our neighborhood, our community, and our World.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

Olivet participates in a free community meal program with an ecumenical approach that includes the United Methodist Church (UMC) in Columbus. We host the second Thursday of every month and the UMC hosts the fourth Thursday, which serves 40-60 people. We also work ecumenically with a Loving Lunches program that helps to feed about 75 children when school is not in session. We also support the local food pantry in an ecumenical effort. Each month one of six local churches is selected to host the event, which includes scheduling of their church members to distribute food to the families who come to the food pantry site. Currently the food pantry serves approximately 200 families in our area.



WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

God is with us, among us and in us. The Holy Spirit is moving us and working behind the scenes in our daily lives. We believe the presence of the Trinity is the constant in our lives which leads us to do God’s work and will through faith and devotion.

Describe several strengths or positive qualities of your congregation.

Strengths: Olivet church is a community-oriented church. We encourage lay involvement in the services, and welcome each guest as a part of our Olivet family. There are numerous times before, during and after service to meet and greet the congregation and visitors. The segment of “Passing of the peace” - where members of the congregation stand up and greet those around them with phrases like “Peace be with you” or even just “Good morning” - during the service is a tradition as well as fellowship time following our services. By engaging these practices, they instill a sense of belonging and camaraderie to the congregation.

Music: Olivet has always held a special affinity toward music for many years including its long-standing tradition to have a children’s choir and senior choir which is accompanied by a very talented accompanist and director. Olivet has also added a bell choir element to the lineup of music presentation.

Children: Our church includes youth in our services which hosts a children’s story time at the beginning. We welcome children of all ages and their guests to all our services and offer activity bags and a craft area for small children.

Friendliness: Olivet is known for our friendly welcome. Guests have mentioned how welcomed they feel when coming to our church. Our members are not afraid to greet new people and make them feel at home. Many of our recently joined members have stated that this was a big attraction to join our church. The congregation is welcoming, warm, joyful and multi-generational, truly a family church, and one that is a spiritual home to members of many diverse backgrounds and histories. We are proud of our ecumenical spirit, our open doors, and, of being a pillar within the community.

We are also a friendly congregation that is open to anyone whenever and wherever they are on life’s journey. We encourage people to volunteer with the gifts and talents God gave them. Additionally, the Olivet lay leaders are a vital part of our services every Sunday who help support family-friendly worship services, weekly fellowship time, community events, church groups and so much more. Where Olivet really shines and makes people feel welcome is with our phenomenal baking skills as there is often something tasty to eat, especially during our annual pie auction.

CONGREGATIONAL REFLECTIONS cont'd

Describe what worship is like when your congregation gathers.

Olivet has one weekly traditional service at 9:00am and we have communion on the first Sunday of every month. We center ourselves in the presence of God and lift each other up with scripture, prayer, message and music. We have a beautiful sanctuary and also have occasional cafe worship in our fellowship hall. Our services are engaging, heartfelt and help us to grow in our faith, which provides week-long spiritual sustenance.

Describe the educational program/faith formation vision of your church.

Children under 3 receive books to enhance their faith growth through the Olivet Tots program. Our youth faith formation program is a one room Sunday School curriculum with children ages 3-11 learning together. As the youth multitask many aspects of their busy lives, we've expanded our confirmation program into a three-year structure to give them more opportunities to learn what is needed to make that important confirmation decision. Olivet is also continuously exploring options to expand and invigorate our faith formation programs including the future development of adult faith formation opportunities.

Describe how your congregation is organized for ministry and mission.

- **When it comes to decision-making, how many hours are spent in meetings per month**
On average, the Olivet staff/volunteers spend 8-10 hours a month engaged in meetings.
- **Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?**

In 2008 our community was hit by a "100 year" flood causing damage to our lower level which includes the kitchen, fellowship hall/Sunday School space and offices. A committee was immediately formed for flood remediation and worked through months of remodeling and replacing the damaged area.

In 2020, the CoVID-19 pandemic became widespread in the United States. Henceforth, in-person worship services were suspended and thankfully, Olivet was afforded the talent of individuals in the congregation that were able to utilize technology to record weekly services and post the content on the Olivet web page for all of the congregation members to view. When the pandemic threat had subsided, in-person worship services reconvened

- **Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?** Yes

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	145	Yes
Number of active non-members:	10	Yes
Total of church participants (sum of the numbers above):	155	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	75%	Yes
Less than 10, more than 5 years:	20%	Yes
Less than 5 years:	5%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
12	6	0	0	20	20	20	50	27	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:		
Joint household with minors:		
Single adults age 35-65:		
Joint household with no minors:		
Single adults over 65:		

CONGREGATIONAL Demographics cont'd

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:		
College:		
Graduate School:		
Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:		
Adults who are retired:		
Adults who are not fully employed:		

Describe the range of occupations of working adults in the congregation:

Over 60% of the congregation is retired and the rest are actively engaged in, and support the healthcare, education, agriculture, manufacturing, and technology industries through their employment.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

The majority of the congregation emerges from European and Northern Baltic regions. While the predominant race is white, we (Olivet) see no color in those we meet but rather, see them as equals looking for the same purpose and direction.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future? Yes

At Olivet, diversity is encouraged as all of those who are of different cultures, races, ethnicities, etc. are always welcome in our church for worship, or for any other needs or services.

PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes		
Baptisms <i>(number last year)</i>	2	
Children's Groups or Classes	16	
Christmas Eve and Easter Worship	100	
Church-wide Meals	300	
Choirs and Music Groups	20	
Church-based Bible Study		
Communion <i>(served how often?)</i>	40 - monthly	
Community Meals	50	
Confirmation <i>(number confirmed last year)</i>	3	
Drama or Dance Program		
Funerals <i>(number last year)</i>	7	

PARTICIPATION AND STAFFING cont'd

Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community	10	Ecumenical
Weddings (<i>number last year</i>)	2	
Worship (time slot: _____)	9-10 am with 40 members	Pastor and assistant, choir director, music director
Worship (time slot: _____)		
Young Adult Groups or Classes	6	Pastor and assistant
Youth Groups or Classes	6	Christian education
Other		

Additional comments: None at his time

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
David Nerswirk		Lay Academy	Pulpit supply	N

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

Currently, there are no retired ministers retaining a membership with Olivet.

PARTICIPATION AND STAFFING cont'd

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Admin Assistant	No	Part time	Personnel Committee	8 years
Organist	No	Part time	Personnel Committee	12 years
Music Director	No	Part time	Personnel Committee	20 years
Custodian	No	Part time	Personnel Committee	2 years

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

Olivet's ministries are shaped more by the demographics of our church members than by the demographics of the community.

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$ 92,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 4,700
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ 0
Fundraising Events	\$ 13,000
Gifts Designated for a Specific Purpose	\$ 2,500
Grants	\$ 0
Rentals of Church Building	\$ 250
Rentals of Church Parsonage	\$ 0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$ 1,000

CHURCH FINANCES cont'd

Transfers from Special Accounts	\$ 0
Other (specify):	\$ 0
Other (specify):	\$ 0
TOTAL	\$ 113,500

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 163,000

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 35%

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?

☒ 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? If calculated as a percentage of operating budget, what is that percentage?

This process is supported with Endowment disbursements or tithing.

What is the church's current indebtedness? We have no debt

Total amount of loan debt: N/A

Reason for debt: N/A

Are capital and other payments current? N/A

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. N/A

If the church has had capital campaigns in the last ten years, describe: N/A

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe: N/A

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

CHURCH FINANCES cont'd

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. N/A

Does your church have an endowment? Yes

What is the market value of the assets? This information is available upon request.

Are funds drawn as needed, regularly, or under certain circumstances? The funds are drawn as needed to support the church's mission.

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

This information is available upon request.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: This information is available upon request.

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

Currently, there is no scheduled draw on the endowment fund

Please comment on the above calculations or estimates pertaining to the endowment: N/A

Other Assets: None

Reserves (savings): This information is available upon request.

Investments (other than endowment): This information is available upon request.

Reserves (savings): This information is available upon request.

Investments (other than endowment): This information is available upon request.

PARSONAGE INFORMATION

Does your church have a parsonage? No

Fair market rental value of the parsonage: N/A

How is the parsonage used? N/A

Street / City / State / Zip: N/A

Finished square footage: N/A

Number of Bedrooms, Number of Bathrooms: N/A

Assessed real estate value: N/A

Available for minister residence: N/A

Expected minister residence: N/A

Condition of structure, systems and appliances: N/A

Entity in the church responsible for review and needed repairs: N/A

CHURCH REAL ESTATE/ASSETS

Describe all buildings owned by the church: The church is the only building owned by Olivet

Describe non-owned buildings or space used or rented by the church: None

CHURCH FINANCES cont'd

Which spaces are accessible to wheelchairs? (worship space, pulpit, fellowship space, facilities, etc.) All worship and fellowship spaces inside the church are accessible by wheelchairs.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

As a result of an assessment of Olivet's financial status, an annual budget rework was initiated and implemented. This process resulted in the need for a more streamlined approach to accomplish the goals necessary for the continuation of Olivet church operations including all associated activities. Based on the proposed budget by the council, and the overwhelming support of the congregation, the decision was made to search for a part time pastor that aligns with our needs and our financial capabilities. Olivet currently retains an Endowment fund with a policy for the distribution of gains.

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

For every pastoral change over the past 174 years there have been changes in our persona, the delivery of worship, and other related programs as they have ebbed and flowed with those changes. As we are calling for our second pastor in less than 10 years, we accept the reality of a workforce that relocates regularly in regard to pastoral commitment. With the impending acquisition of a part-time pastor, our identity and future will be reshaped, and will look entirely different from what our church has previously considered customary. For Olivet, CoVID-19 changed both the financial and membership stability of our church. As members of the congregation found alternative ways to worship during a time when in-person services were paused, a certain percentage of members had opted out of the traditional on-premise worship services when they reconvened.

Describe a specific change your church has managed in the recent past.

When CoVID-19 descended upon our church and congregation, our style of worship had been forced to change. For almost an entire year, there were no in-person worship services; however, worship services were recorded and posted on the Olivet website for the congregation to view. Operational business functions of the church had also continued utilizing technology and social distancing practices. Additionally, efforts were made to preserve fellowship time by utilizing the Zoom video collaboration tool to schedule fellowship meetings. When the weather permitted, fireside chats were scheduled outside around a fire pit to recognize the importance of social distancing, and non-physical contact.

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

During the CoVID-19 pandemic, Olivet had become exposed to internal vulnerabilities. As a result of political differences regarding the guidelines for protection and social distancing during that time, members had excused themselves from the congregation. This situation helped to remind all parties involved that differences of opinion can be discussed in a civilized manner. Olivet has learned that it is acceptable for members to disagree on any discussion topic, and that a final decision may not favor some opinions but rather support the overall good and welfare of the congregation as a whole. We must still remember we are all children of God and he loves us all no matter what our opinions on certain topics may be.

HISTORICAL INFORMATION cont'd

At Olivet in 2015, there was a conflict between the pastor and a staff member. Because of the lack of conflict resolution processes being put in place, animosity between members had emerged and spread throughout the congregation which resulted in members leaving the congregation. Currently, Olivet struggles to have a developed and standardized process that applies to facilitate the resolution of conflict between members as well as a formalized process to reach out to members who have excused themselves from the life of the church.

Ministerial History

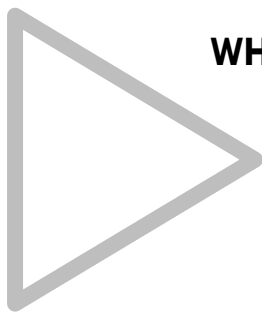
Staff member's name	Years of service	UCC Standing (Y/N)
Reverend Gerald Shrankler	1989-1995	Yes
Reverend Denise Cole	1996-2001	Yes
Pastor Lee Zortman	2003-2016	Yes
Pastor Ruth Bradshaw	2018-2023	Yes

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

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

Has your church been involved in a Situational Support Consultation? Ask us

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



WHO IS OUR NEIGHBOR?

"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

Our free community meals provide nourishment to those individuals seeking fellowship or in need due to financial shortfalls. Our Loving Lunches program provides meals to children in our school district who are in need. We also support our local NICC foundation (Neighbors in Constant Care) that provides meals/clothing to families in need throughout the year. Additionally, Olivet quilters work hard to make many beautiful quilts which are donated to organizations in our area. We also sponsor a student from Tibet.

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

Columbus has a very active ecumenical community and Olivet immerses itself into the community. We attend other church's bible studies and meals. Lenten services are hosted by six different churches and we attend and participate in each other's services. Over the years many of our members have attended the General Synod meeting of the United Church of Christ. In the recent past, Olivet members attended, and participated in the ordination services of two new young pastors who grew up in our church.

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. (Find more information as desired at ucc.org.)

Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| ☐ Accessible to All (A2A) | ☐ Just Peace |
| ☐ Creation Justice | ☐ Global Mission Church |
| ☐ Economic Justice | ☐ Open and Affirming (ONA) |
| ☐ Faithful and Welcoming | ☐ WISE Congregation for Mental Health |
| ☒ God Is Still Speaking (GISS) | ☐ Other UCC designations: |
| ☐ Border and Immigrant Justice | ☐ Designations from other denominations |
| ☐ Inter-cultural/Multi-racial (I'M) | ☐ None |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

Yes

COMMUNITY VISION cont'd

Describe your congregation's participation in ecumenical and interfaith activities (with other churches).

Columbus has a very active ecumenical community and Olivet immerses itself into the community. We attend other church's bible studies and meals. Lenten services are hosted by six different churches and we attend and participate in each other's services. Over the years many of our members have attended the General Synod meeting of the United Church of Christ. In the recent past, Olivet members attended, and participated in the ordination services of two new young pastors who grew up in our church.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Olivet's mission statement:

"The mission of this church is to teach the Word of God; to provide an atmosphere for instruction and spiritual growth in the Christian way of life; to provide an opportunity for all persons to receive the sacraments and join in the worship of God; to share Christ's love with all persons; and to be Christ's body in this community and in the world."

As a small congregation, Olivet engages and supports our mission statement. Our church and its members continue to work diligently to meet these standards by:

- Conducting weekly services
- Facilitating Sunday School and Confirmation classes
- Engaging/facilitating mission and outreach program(s)

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

The selected pastor would have the understanding that our membership is aggregated from Columbus and the surrounding communities. Our previous pastors have led services at a local nursing and rehabilitation center on a monthly basis. We have lay leaders who have continued this effort in the absence of a settled pastor. Visiting shut-ins and offering them communion has also, historically, been part of the pastor's role. We recognize that transitioning to a part-time pastor will mean some of these extra activities may invoke a reconsideration process to define the ability of the pastor to be able to manage these activities given a part-time status.

The ARDA (Association of Religion Data Archives)

Comment on your congregation's ARDA report with data for your neighborhood(s) or area. What trends and opportunities are shown?

Many homes are bought and sold and new people come and go. There is a prevalent age group of 25-34 in our community that do not attend church, which presents somewhat of a challenge to our congregation in being able to attract that particular age demographic.

The ARDA (Association of Religion Data Archives) cont'd

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

Columbus' largest age group is 18-65, with only 16% of the population being over 65, and is consistent with the counties surrounding our community. Although this demographic breakdown reflects the community standing, Olivet does have a larger group of older members. Additionally, Olivet has active members of all demographic groups however, the retired members tend to be active in volunteering and managing the work around the church more often than other demographic groups.

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

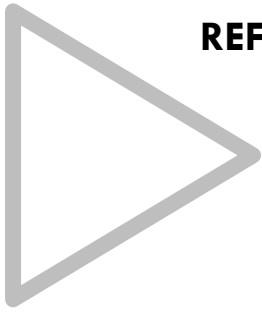
Olivet's ministries are shaped more by the demographics of our church members than by the demographics of the community.

What do you hear when you talk to community leaders and ask them what your church is known for?

Olivet is known for our baking and cooking as well as our open doors to all in need. It shares generosity to those, including non-members who wish to hold events, use the utilities, sanctuary, or building. Olivet also provides burial and marriage services for any inquiring party.

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

When asked, most newer members choose to become involved in small but important roles such as those advertised in the bulletin or on clipboards passed around during the service. However, the more critical or substantial roles are predominantly held by long time members of the church.



REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Mary Baker
cyc@columbusumc.org

REFERENCE 2

Ellie Kluetzman, ekluetzman@gmail.com

REFERENCE 3

Jim Schieble, FaihtBassed@outlook.com

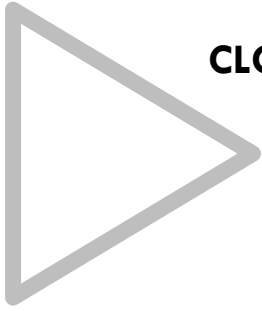
PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry.

Describe some areas for improvement in this church’s ministry.

Describe a significant experience you have had of this church’s ministry.

Anything else you wish to share.



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

"What a Friend We have in Jesus", gives us "Blessed Assurance" that we are moving forward to where God is calling us. May He guide us through this transition and reveal His plans to us. In Jesus' name we pray. AMEN

STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

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 Transition Team
2. **Additional comments for interpreting the profile:**

Signed:

Name / Title / Date:

VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature:

A handwritten signature in black ink that reads "Rachel Bauman". The signature is written in a cursive, flowing style.

Name / Title:

Rev. Rachel Bauman/Associate Conference Minister

Email:

rbauman@wcucc.org

Phone:

608-630-2992

Date:

June 29, 2024

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS



Church#: 860510

Assoc: 836

Schedule: 0

Olivet Congregational UCC

Columbus

WI

53925

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2012	354	81	36	7	0	7	1	2	11
2013	367	78	40	4	0	1	13	0	-8
2014	360	73	37	2	0	1	10	0	-7
2015	164	72	32	8	0	2	7	199	-196
2016	164	59	27	5	0	2	7	0	0
2017	163	61	19	3	0	0	4	0	-1
2018	166	58	21	4	4	0	5	0	3
2019	162	54	24	0	0	0	4	0	-4
2020	160	54	21	1	0	0	3	0	-2
2021	155	35	6	5	0	1	11	0	-5
2022	164	42	16	5	0	6	2	0	9

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2012	\$145,119	\$0	\$5,619	\$3,659	\$9,278	\$1,561	\$10,839	3.87	\$155,958	\$130,822
2013	\$185,039	\$0	\$5,833	\$3,033	\$8,866	\$512	\$9,378	3.15	\$194,417	\$129,749
2014	\$160,573	\$0	\$6,000	\$7,586	\$13,586	\$2,339	\$15,925	3.74	\$176,498	\$134,144
2015	\$138,582	\$0	\$6,500	\$11,186	\$17,686	\$529	\$18,215	4.69	\$156,797	\$112,277
2016	\$131,380	\$0	\$6,000	\$2,541	\$8,541	\$1,645	\$10,186	4.57	\$141,566	\$100,417
2017	\$131,380	\$0	\$6,500	\$1,797	\$8,297	\$0	\$8,297	4.95	\$139,677	\$101,830
2018	\$138,824	\$0	\$4,000	\$2,174	\$6,174	\$0	\$6,174	2.88	\$144,998	\$88,768
2019	\$138,824	\$0	\$7,500	\$3,024	\$10,524	\$0	\$10,524	5.40	\$149,348	\$101,841
2020	\$157,765	\$0	\$4,500	\$806	\$5,306	\$1,929	\$7,235	2.85	\$165,000	\$83,550
2021	\$155,375	\$0	\$4,000	\$100	\$4,100	\$1,049	\$5,149	2.57	\$160,524	\$73,899
2022	\$161,518	\$0	\$0	\$0	\$0	\$2,105	\$2,105	0.00	\$163,623	\$73,499

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	0.61	-31.15	-15.79	266.67	-50.00	22.94	-100.00	17.14
2012-2022	-53.67	-48.15	-55.56	-21.43	-33.33	11.30	-100.00	4.91

Please note: Zero values ("0\" or \"\$0\") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

June 27, 2024

To whom it may concern:

It is a pleasure to write about my experiences and appreciations for the Olivet Church. I have been privileged to be part of the Ecumenical Group of churches in Columbus. Olivet has been instrumental in the work of the services provided during Lenten seasons. There is a strong connection for both clergy and laity that depends on the strong leadership and dedication provided by those churches involved. The strong foundation has been enriched and sustained in many ways by Olivet.

As Children and Youth Program Coordinator at Columbus United Methodist Church, I know that Olivet has been a foundation for support and sustenance in a variety of programs and activities. One of the major programs in our community is the Loving Lunch Program. Olivet was instrumental in, and provides continued support and involvement for, this essential project. The leadership and dedication from the Olivet Church have been an essential component for the continued outreach into the community agencies and networks that are necessary for projects such as this. The church site, facilities, and volunteers make possible the continued growth and sustainability of the 501 3(c) group. Currently, we provide lunches for 79 children up to 18 years of age during the weeks summer school is not in session. This program serves those families in need of food assistance. The ecumenical base is made possible with the interconnectedness of the churches involved.

The second program for children I am connected to has been richly blessed with the involvement of Olivet. Columbus Club House is a State listened non-profit School Age Child Care Program. The congregation and clergy have given opportunities to speak and provide information regarding needs regularly. Volunteers from the church have been involved in, and supportive of, the program throughout the 36 years of operation. The major Fund Raiser for the program is always assisted with attendance by people from the church, handmade quilts that are an essential item for auction during the event, and general helping hands.

In addition to the above, Olivet provides a Community Meal on the second Thursday of each month. This meal is free with any donations going to support our local Food Pantry. This meal is an outgrowth of the marvelous connection of churches working together. The UMC has been providing a meal on the 4th Thursday of each month for quite some time. Olivet, as always, connected, observed, worked with, and added this second meal at their church. What a gift of cooperation and dedication this has been. Our community has been blessed by strong faith-based cooperation.

Sincerely,

Mary Baker

cyc@columbusumc.org 920 2104048

First Presbyterian Church
P.O. Box 182
157 N. Spring St.
Columbus, WI. 53925
1-920-623-3350



26 June 2024

To Whom It May Concern,

Greetings and God bless you!

As a community member and representative for the Presbyterian Church of Columbus for over 20 years, I am happy to offer my insight on the Olivet UCC church.

I have served as an Elder on our Church Session for 12 years—7 of those as Clerk of Session. I have also been a member of the Columbus-Fall River Ecumenical Assn. for several years.

The congregation of my church has long viewed Olivet as our sister church. The two churches were once 'yoked', sharing pastoral leadership and a prayerful co-existence.

As an Ecumenical Association partner, I have had many years to experience the strong faithfulness and fellowship shown by its members and leadership. They have always been a highly respected church family, sharing their time and talents with the community in missions, and with the association offering their ideas and solutions.

As my own walk with Jesus has developed from novice to lay-leader, I have often turned to Olivet's pastors for counsel. Many of its members are counted among my friends.

Olivet is a well-respected, forward-thinking church. Their view of all Christians as brothers and sisters has drawn me into believing in their future. This congregation is family to me.

If I can be of further assistance—920-219-0476.

Your Sister in Christ,

Ellie Kluetzman

Clerk of Session, FPC

Reflections on Olivet Congregational UCC, Columbus, Wisconsin from a neighbor of 45 years

I live one city block away from the church. Because it is nestled into the neighborhood, members park on the street. During Sunday worship service, I know that I should not take the street past the church unless I want to play chicken with an approaching car because only one lane will be available. The crowded street is either a witness to the neighborhood of congregational participation or a mild annoyance. I regard it as the first.

Over my years here, I have become a friend and an acquaintance to many members of Olivet. During ecumenical services there, I have sung with their choir and helped lead. I have also attended many of their fellowship events. Olivet's leadership has been very active in Columbus' ecumenical community, composed of several protestant churches in the area, hosting Lenten Wednesday services, sharing the community food pantry duties, and participating in ecumenical fellowship events.

I have been a member of Faith Lutheran Church, an ELCA congregation, and served it in many ways as a choir member, Sunday school and confirmation teacher, committee worker, council member, congregational president and treasurer. Over this 45-year period I have witnessed the decline of church member attendance and participation. I believe Olivet is facing the same challenges. Like Faith, Olivet has a strong core of devoted leaders and workers. And like us, this group is aging and having some difficulty finding and shepherding younger folks into leadership roles.

Olivet appears to value the congregationalist tradition of independence from a hierarchical church organization. At times this can result in influence struggles within the local body. I would be surprised if this organizational tendency did not express itself occasionally here.

As with my own church, there are struggles with passing on the faith to the next generation. The influences of the culture are overwhelming the Christian church's education and discipling efforts. Young people reduce their participation in church activities after their confirmation rites. Olivet is no exception.

Olivet fills its worship times with vibrant vocal and instrumental music. The services I have attended included thoughtful sermons cloaked in the Scripture and the Gospel. It is a great place to go to hear about God's love and receive the welcome of His people.

Sincerely in Christ,
James Schieble
430 W. Prairie St.
Columbus, WI 53925
Phone 920 763 3433