



Name of Church
St. John's UCC
Address
PO Box 301 Random Lake, WI 53075
Conference:
Wisconsin
Association:
Southeast
Title
Pastor
Start Date
Mar 1, 2025
Description
Pastor

Church Contact Information

(920) 994-4425 (Church Primary Phone)

office@stjohnsuccrl.org (Church Email)

Listing Information

Web Presences

<http://www.stjohnsuccrl.org>

Type: Professional

Additional Formal Ecumenical Affiliations

Member of the Random Lake Ecumenical Association

UCC Conference or Association Staff Contact Person

Name:

Rev. Jane Anderson

Title:

Associate Conference Minister

Phone:

920-540-2586

Email:

janderson@wcucc.org

What we value about living in our area.

We are located in a small close knit rural community nestled around a 209 acre lake that is 30 minutes from Milwaukee and an hour from the Fox Valley and Green Bay areas. The Village of Random Lake has a joint public library, medical clinic and a K-12 public school system. Community organizations include the Chamber of Commerce, Lake Association, Historical Society, Volunteer Fire Department and ambulance services, Lakeshore Community theater, Legion, Sons of the Legion, Legion Auxiliary and Lion's Club. There are many activities and things to do throughout the year. We enjoy meeting and fellowship with our community.

Current size of membership

78

Average in person attendance

25

Does your church hold virtual worship services?

No

Languages used in ministry

English

Position Title

Pastor

Position Duration

Settled

Compensation Level

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

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

[Download compensation guidelines](#)

Scope of Work

Select the expectations of the church's next pastor using the list below and following the [Call Agreement Workbook](#).

Some additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above; for example, a ¼ time pastor likely has time for Worship Leadership, preaching, service preparation, and possibly emergency on-call pastoral care.

Expectations:

- Worship Leadership, Preaching, Service Preparation.
- Leadership with Church governing body and committees.
- Pastoral care, visitation of hospitalized, homebound, and members in care facilities.
- Special services (weddings, funerals, liturgical year services).
- Teaching – Bible Studies, adult education, confirmation, other (please provide a list of any other teaching items).
- Maintain collegial and denominational relationships.
- Mission and service involvements.
- Other expectations: please provide a list.
 - Active participant and promote the Random Lake Area Ecumenical Group and its services and activities.
 - Provide guidance in areas of church administration and pastoral care.

Compensation and Support

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

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

Salary and benefits package is commensurate with education, experience and the UCC guidelines.

The expected living situation for our next minister.

There is not a parsonage available. A housing allowance will be provided.

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.

Our congregation has had a part-time minister for the last 9-10 years. We have found that open communication along with clear expectations regarding responsibilities and availability are important to assure that all needs are met.

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

Reimbursement for use of personal vehicle.
Conference and/or Association meeting registrations
Other meeting registrations (or educational requirement registrations).
Community of Practice Participation.

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

The Wisconsin Conference of the UCC offers a variety of resources and support for clergy, which includes accessibility to staff who are responsive to needs of both clergy and churches, The Damascus Project (an online learning platform) and Communities of Practice which are professional development and support groups. The conference also has scholarship dollars for seminary debt retirement program, continuing education and emergency ministerial assistance. We are a short distance from Lakeland College which offers education to clergy. We have continuing education dollars in our budget.

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 care for our members and our community. Our church values its reputation as a friendly and welcoming congregation that provides uplifting worship services. We are a primarily an older adult congregation striving to meet the needs of our members and our community. We are active in a variety of ecumenical, benevolent and community activities and are looking for a minister who will support and lead us into the future as we look for guidance as we witness to God in our everyday lives and community.

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

Our congregation supports the community by participating in a variety of activities and organizations that address challenges and opportunities for growth in our area. The church is part of the Random Lake Area Ecumenical Clergy Group, which holds joint Thanksgiving and Lenten worship services that are open to all members of the community. Our members volunteer at, and donate to, the Random Lake Area Food Pantry. We support the Sheboygan County Interfaith Organization and Mary's Room. Mary's Room assists women and children in need by providing clothing and baby supplies. Our congregation is responsive to additional needs in the community and surrounding such as donating to school students in need and an area homeless shelter. Our members also enjoy participating in community parades and festivals promoting our open and welcoming church. We host bi-monthly community adult Game Day as a result of an identified need to provide fellowship for our retired community members. We open our building for weekly AA meetings and a community Vacation Bible School. We host a chime choir that has members from 4 area churches.

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:	78
NUMBER OF ACTIVE NON-MEMBERS:	2
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	80

ARE THESE NUMBERS ESTIMATES?

No

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	118
MEMBERSHIP 10 YEARS AGO:	128
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	0
YOUTH MINISTRY ATTENDANCE: (IF ANY)	0

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	0
12-17	1
18-24	4
25-34	2
35-44	4
45-54	9
55-64	15
65-74	15
75+	30

ARE THESE NUMBERS ESTIMATES?

No

Staff and Volunteer Leadership

List of all current staff:

STAFF OR VOLUNTEER POSITION	WHO GUIDES THE WORK OF THIS POSITION?	COMPENSATION	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Choir Director	self guided	vol	?
Janitor	Consistory	part	?
Treasurer	Consistory	vol	?
Intentional Interim Pastor	Consistory	part	18 months
Organist	Pastor	part	?

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

We are primarily an older adult congregation and our members are very willing to volunteer and contribute to needs and activities in our church and community. We have an active Women of Faith group and recently started a Care Team which sends cards (birthday, get well, etc.) to our church family and visits those members unable to attend church in person and offers them communion.

During this transition process, we have recognized the need for improved communication regarding important member and church updates such as prayer requests, deaths, etc., activities and schedules. We are currently exploring option to meet this identified need.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	130471
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	7925
Fundraising Events	7122
Total	145518

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

116585

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](#)

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

No

Total amount of loan debt:

83384

Reason for debt:

Remaining mortgage for 2011 remodeling project.

Are capital and other payments current?

Yes

Does the church currently have any endowments? If so, what are the values of those endowments?

Endowment:

81172

Endowment:

No response

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

Portions of the church building outside stone wall are in need of repair. The work will begin this year with estimated cost of \$30,000. The congregation approved using funds from existing accounts to finance this project.

Pictures

Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

Our church is a Frank Lloyd Wright style one story building designed to reflect and complement the beauty of our rural area. The main building contains a narthex, worship area, fellowship hall, kitchen, two bathrooms, pastor's office and two additional multiple use rooms. Our grounds committee maintain an attractive and welcome landscaping including a butterfly garden which provides a place for quiet reflection. The church property also includes a storage shed, outdoor worship and additional lot.

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

none

Accessibility features of our building(s):

Accessible parking spaces

and people with other mobility aids



Large print bulletins
Wheelchair access in bathrooms
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)

Accessible bathroom on each floor
Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

With the exception of the pulpit (two steps) and the basement storage area, our church is handicap and wheelchair accessible.

Historical Information

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

1. Move to current building in 1965 and remodeling project in 2011.
2. Joining the Random Lake Ecumenical Clergy Group
3. Celebrating our 150 Anniversary 2018

The decision to move to part-time pastoral service was the most important event in the life of our church during the past 10 years..

Ministerial History:

Name: Rev Dr. Earl Kruse

Years of service: 12

Name: Rev Don Niederfrank

Years of service: 7

Name: Rev Jayne Helgevold

Years of service: 2

Name: Rev Ann Utke

Years of service: 5

Name: Pastor Bridget Hill

Years of service: 2

Name: Rev Laura Hawkins (intentional part-time interim)

Years of service: 2

Community Vision

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

Our congregation gives to all of the UCC special offerings and has meets 100% of our benevolence goal. We are a 5 for 5 congregation. In addition, our church contributes items, funds and time to needs identified in our area. Many of these activities were described earlier. If there is an identified need in the community, we make every attempt to support it. Our fellowship hall is available for community groups as requested. We are a very giving congregation.

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.

References



Deb Hamm

Completed: Monday, Apr 28, 2025

I am the Parish Director at Our Lady of he Lakes, one of the congregations that participates in an Ecumenical Group with St. John's UCC, Random Lake.

Primary Email Address: dhamm@dsoll.org

Business: 262-488-4542

Reference Response

I can only speak to St. John's involvement in the Random Lake Ecumenical Group. St. John's has been involved in this group for as long as the group has existed (almost 50 years). Their congregants regularly attend Ecumenical Events throughout the churches involved in the group. We support a food pantry together. We also have an Ecumenical Thanksgiving service, a 3-session Fall Christian Education Workshop, a series of rotating Lenten prayer services on Wednesday evenings, and more. I would expect that a new pastor would be supportive of the ecumenical group and its offerings. It would be highly disappointing if that would not be the case.

Please call me if you have any questions.

Deb Hamm
262-488-4542



Rev Ann Utke

Completed: Thursday, May 1, 2025

I served as an Interim / Transitional minister for St. John's UCC from Oct. of 2016 to July of 2021.

Primary Email Address: annu@firstpressuncity.org

Mobile Phone: 4147087899

Reference Response

When I first began serving God with St. John's UCC, there was some uncertainty and anxiety as to how the church would respond to new pastoral leadership. What began as a "let's see what the next six months will bring" evolved into a mutually respectful and appreciative relationship with a church that demonstrates many gifts and graces. During my tenure with the congregation, I felt very supported and affirmed in my role as a spiritual leader. I experienced a great deal of faithfulness and caring in this spiritual community: in most of my interactions with people, I was grateful to be among "the salt of the earth" -- good humans! The congregation showed tremendous agility during COVID, and would rally together as a unified front to address the crisis of an unforeseen (and extensive) repair needed for their church building. Feel free to contact me personally for a conversation.

Gary Feider



Contacted: Monday, Apr 28, 2025

Primary Email Address: editor@thesouder.com

Reference Response

No response

Closing Prayer

Our prayer is for a minister who will maintain and nurture the welcoming attitude that is present in our church and provide bible-based messages that teach and relate Christian values to the everyday life of the congregation as we witness for Christ in our community and beyond.

This prayer is reflected in a favorite hymn of our congregation "They Will Know We Are Christians By Our Love" and John 15:5. "I am the Vine, You are the Branches". This is represented in the carved cross in the sanctuary and is engraved in the entrance to the sanctuary..

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.

Transition Team, Local Church Profile Team and Consistory.

2. Additional comments for interpreting the profile:

Our congregation may be small in numbers, but we are an active congregation that supports the needs of our members as well as those in our community. Politically and theologically diverse we emphasize our common faith goals and traditional values as we worship, celebrate and work together together in the life of our church.