

Name of Church
Plymouth Congregational UCC

Address
115 W Merrimac St
Dodgeville, WI 53533

Conference:
Wisconsin

Title
Half-time Pastor

Start Date
Jan 1, 2026

Description
Pastor

Church Contact Information

(608) 935-5727 (Church Primary Phone)

plymouth@mhtc.net (Church Email)

Listing Information

Web Presences

<https://www.plymouthuccdodgeville.org> *Type: Professional*

<https://www.facebook.com/Plymouthdodgeville> *Type: Professional*

<https://www.youtube.com/@PlymouthUCC-Dodgeville> *Type: Professional*

Additional Formal Ecumenical Affiliations

N/A

UCC Conference or Association Staff Contact Person

Name:

Rachel Baumam

Title:

Association Conference Minister, Wisconsin Conference

Phone:

(608) 630-2992

Email:

rbauman@wcucc.org

What we value about living in our area.

Dodgeville is a friendly, small town set in the beautiful rolling hills of southwest Wisconsin. Our town sits roughly half way between, and with easy access to Madison (Wisconsin's state capitol) and Dubuque, IA. Dodgeville is the county seat, and has an historic downtown business district, numerous community activities, and one of the largest state parks in Wisconsin with many outdoor recreational opportunities.

Current size of membership

30

Average in person attendance

16

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?

4

Languages used in ministry

English

Position Title

Half-time 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

chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://wcucc.org/wp-content/uploads/2025/11/FINAL-2026-Compensation-Guidelines-for-Part-Time-updated.pdf

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.
- Church Administration, Newsletter, Communications, Staff Supervision.
- 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).
- Maintain collegial and denominational relationships.

Compensation and Support

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

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	40000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Salary Basis: 40000			
Pension/Annuity	0	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	3060	<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.

Plymouth is committed to meeting minimum Conference compensation guidelines but may be limited in offering additional benefits. Total compensation package is expected to range from \$46,000-\$57,000 depending on experience.

The expected living situation for our next minister.

Own housing - we do not have a 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.

Pastor will be able to schedule own hours outside of worship services. Council and other committees will adjust to fit this schedule. Pastor is expected to lead worship 2-3 Sundays per month plus holidays.

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

Conference and/or Association meeting registrations

Other meeting registrations (or educational requirement registrations).

Criminal background checks.

Community of Practice Participation.

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

The Wisconsin Conference offers support and professional growth opportunities for authorized ministers through a robust Communities of Practice (COP) program. The Wisconsin Conference also offers continuing education grants available to authorized ministers. The Damascus Project, an online learning community, provides a variety of opportunities for continuing education. The Wisconsin Conference encourages both personal and professional growth of authorized ministers through its Coaching program. Additionally, Plymouth has strong collegial relationships with ecumenical partners in Dodgeville.

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.

Our church hopes to have a more significant and visible presence in our community through increased local missions giving and also by partnering with Merrimac & Main, a non-profit community center who shares space in our building and hosts community events during non-worship times.

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

We face issues typical of an aging congregation with limited growth. With the help of our interim pastor, we have revised our constitution, policies, and job descriptions to reduce the number of volunteers required to operate. We have formed a partnership with local non-profit community center, Merrimac & Main, to be able to offer a variety of community events at our church outside of worship services. And we have begun partnering with other local groups to continue our main fundraising activity, making and selling traditional pasties.

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:	30
NUMBER OF ACTIVE NON-MEMBERS:	5
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	35

ARE THESE NUMBERS ESTIMATES?

No

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	62
MEMBERSHIP 10 YEARS AGO:	99
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	8
YOUTH MINISTRY ATTENDANCE: (IF ANY)	0

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	0
12-17	0
18-24	0
25-34	0
35-44	2
45-54	1
55-64	4
65-74	2
75+	21

ARE THESE NUMBERS ESTIMATES?

Yes

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
Bookkeeper	Pastor	part	less than 1 year
Office Administrator	Pastor	part	9 years
Church Musician	Pastor	part	39 years

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

We are a welcoming and generous group of mainly retired individuals of diverse backgrounds. We believe in living our faith by spreading the love and grace of God to all we meet and treating everyone as family. Our mission is to grow and share our faith, worship God, and follow Jesus Christ in the ways of love, peace, compassion, justice, and the nurturing of God's creation. We are an aging congregation hoping to attract newcomers of any background.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	27500
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	46000
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	24198
Fundraising Events	4550
Total	102248

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

107248

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?

Yes

Total amount of loan debt:

No response

Reason for debt:

N/A

Are capital and other payments current?

Yes

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

Endowment:

750000

Endowment:

No response

Endowment:

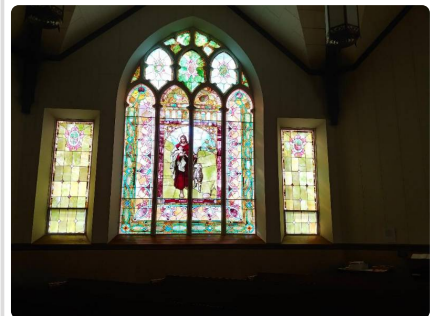
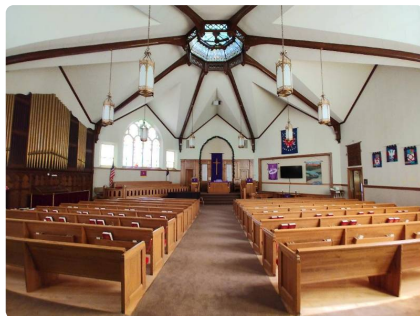
No response

Capital Campaigns

Description of any building programs projected or underway.

N/A

Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

Only the church itself

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

N/A

Accessibility features of our building(s):

Accessible parking spaces

Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
 Access to child care spaces for wheelchair users and people with other mobility aids
 Wheelchair access in bathrooms

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:

All spaces except pulpit/altar and sacristy

Historical Information

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

Several years ago we were yoked with another area UCC church and sharing the cost of a full-time pastor. When our sister church voted to suddenly end their contract with the pastor, our council voted to keep the minister full-time and incur the additional cost. This decision was made without a congregational vote, which left a lot of people upset and even caused a few to leave our church. That said, those who stayed enjoyed several years with a dedicated pastor. Since that pastor left, we have moved forward with half-time pastoral leadership, with full congregational support. More recently, we recognized that our small, aging congregation is unable to be as active in the life of the community as we would like. So, we have partnered with a non-profit community center, Merrimac & Main, who shares our building and offers a variety of community activities during non-worship times to keep our church. In this way, our church can remain central to community life for years to come.

Ministerial History:

Name: Katya Ouchakof *Years of service:* 1

Name: Jennifer Seach *Years of service:* 1

Name: Joylynn Graham *Years of service:* 7

Name: Dan Yeazel *Years of service:* 3

Name: Todd Smith Lippert *Years of service:* 9

Name: Carol Creitz *Years of service:* 3

Name: David Goodfellow *Years of service:* 5

Community Vision

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

Given the small size and average age of our congregation, we have scaled back our outreach and advocacy activities. We express our commitment to social justice through our monetary contributions to 5 for 5, local charities that focus on hunger and homelessness, natural disaster relief, and an orphanage in Sierra Leone, West Africa. We have and plan to continue to engage in ecumenical services and activities with the Lutheran (ELCA) and Methodist (UMC) churches in Dodgeville. Some of our members, along with others in the community have formed a non-profit community center, Merrimac & Main. Plymouth partners with M&M by allowing them to share our building and host a variety of community events outside of worship services.

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.

Open and Affirming (ONA).

References



Pastor Mark Williamson

Completed:yesterday

I have served as pastor of neighboring Grace Lutheran Church (ELCA) in Dodgeville since 2015.

Primary Email Address: mwilliamson.glc@gmail.com

Business: 608 935-5718

Reference Response

Plymouth is an open-hearted and community-minded congregation that has been a pleasure to partner with over the years in ecumenical ministries like Worship in the Park, Community Thanksgiving Service, Blue Christmas, Hurricane Harvey Relief, Feeding Friends Community Meal, Ash Wednesday, environmental stewardship and gun safety activism. During my years in Dodgeville I have seen them being resourceful stewards of their building through programs like Lutheran Social Services, Wacky Wednesday (afterschool program), and Merrimac and Main. Members of the Plymouth Community can frequently be found doing things throughout Iowa County that contribute to the common good and their accompaniment of immigrants and others on the margins is especially notable.



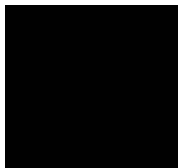
Mary Haag

Contacted:6 days ago

Email Address: plymouth@mhtc.net

Reference Response

No response



Martha Boyer

Contacted:yesterday

Primary Email Address: marta@mhtc.net

Business: 6085745236

Reference Response

No response

Closing Prayer

O Lord, May I so live that those who know me and know not Thee, may want to know Thee because they know me.

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.

Church Council, Interim Pastor

2. Additional comments for interpreting the profile:

Seeking 1/2 time pastor to lead worship 2-3 Sundays/month + holidays, assist in worship prep for off weeks, pastoral care, monthly Council and Diaconate meetings, newsletter, supervising staff, & other duties as time allows

Current staff will remain

Committed to meeting minimum Conference compensation guidelines, but limited in offering additional benefits

Strong preference for 10am worship time

No expectation or desire for pastor to be involved with M&M leadership

Would also like regular pulpit supply arrangement with 1-2 area pastors

Change to in-house bookkeeping has solved all payroll issues