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|--|
| Name of Church |
| Plymouth UCC |
| Address |
| 2010 Moholt Dr Eau Claire, WI 54703 |
| Conference: |
| Wisconsin |
| Title |
| Pastor |
| Start Date |
| n/a |
| Description |
| Pastor |

Church Contact Information

(715) 835-5475 (Church Primary Phone)

mimi@pcucc.com (Church Email)

Listing Information

Web Presences

<https://plymouthucc-ec.org/> *Type: Professional*

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

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Rev. Michael Jones

Title:

Associate Conference Minister, Wisconsin Conference UCC

Phone:

(608) 419-7509

Email:

mjones@wcucc.org

Summary Ministry Description

Plymouth UCC is a small, theologically progressive, welcoming, and active congregation located on the west side of Eau Claire. The congregation is committed to being Open and Affirming and seeks to expand our welcoming message to both our local neighborhood and the whole Eau Claire area. We seek a Pastor who will lead worship that will both proclaim the good news and also prophetically challenge the congregation toward justice, provide pastoral care, oversee and work with a staff that includes a secretary and pianist, and promote engagement with the local community.

Church pictures**What we value about living in our area.**

Eau Claire is a medium-sized city that serves as a retail and medical center for the larger surrounding area. Eau Claire has a vibrant arts scene and community (Check out the local arts and entertainment magazine, VolumeOne: <https://volumeone.org/home>), a strong local school district, a comprehensive state university, a technical college, beautiful parks and access to nature, a public transit system, a network of social justice organizations supporting those in need, and a lively downtown. It's been described as a small, but thriving multicultural community that is safe, affordable, and only a 90-minute drive to the Twin Cities.

Current size of membership

43

Average in person attendance

25

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

3/4 Time (approximately 30-32 hours/week)

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.

No response

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

First:

Inspirational: able to lead meaningful worship with theological depth, bring new ideas into the church, and uplift and challenge the congregation to work together for justice, mercy, and care for all creation.

Second:

Pastoral: able to connect with membership with a pastoral presence, engage with all ages and backgrounds, counsel members, and visit those in need.

Third:

Organized: able to guide day-to-day operations of the church and work collaboratively with the staff and Leadership Team.

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) | 56000 | <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) | 16000 | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Salary Basis: 72000 | | | |
| Pension/Annuity | 0 | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Social Security and Medicare Offset | 0 | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Medical/Dental Insurance | 0 | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Life Insurance | 0 | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Disability Insurance | 0 | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Worker's Compensation | 0 | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

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

We can afford a total package of \$56,000 to \$72,000 including salary, housing, and all benefits including Social Security. We are open to the compensation package or portions of it being used for housing allowance, retirement, and/or insurance at the pastor's discretion.

The expected living situation for our next minister.

Living nearby with a housing allowance, see above note.

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.

We have already made part-time adjustments in this process, which have included the number of office hours and the number of Sundays expected to preach. We expect to have a dialog with candidates about what would be healthy for them and for our church in regard to these expectations.

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).

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

No response

Who Is God Calling to Minister with Us?

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

We want to continue our welcoming worship. We think we do this well but are always open to improvements. We would like a new pastor to assess what is currently working and what is not and to bring in new ideas that would help us make the best use of our capabilities. We are not looking for change for the sake of change, but we are open to new directions. We ask our new pastor to leverage their passions, experience, and expertise in this process.

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

We seek a pastor that will shepherd us and empower us to be visible and to speak up for justice. We are open to our new pastor's interests in these areas.

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

No response

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.

Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit. Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives. Integrating theological reflection in teaching, preaching, and ecclesial and community leadership. Drawing on the ministry of Jesus Christ to confront injustice and oppression.

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 welcome all and to be a faithful community that cares for each other, our neighbors, and creation. We see ourselves as a church where everyone is able to come as they are, be accepted as they are, and participate as able. In our community, we are known as the friendly church; a little church with a big heart. As we follow God's call to extend our reach into the community, we understand that challenges will arise. We have faith that God will help us stretch to meet those challenges.

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

Since we are a small congregation, we collaborate with many existing organizations at work in our community. We are open to God initiating other ministries through us, as has happened in the past. These are some of the ways we are addressing the needs of our community: Ministries we helped found:

Stand in the Light Memory Choir (local memory choir)
Chippewa Valley Street Ministry

Ministries we collaborate with:

Community Table/Hunger Offerings (offers a daily hot meal for free)

Interfaith Prayer Services for Peace

Western Dairyland (155 quilts donated in 2025)

Congregational welcome:

Pride flag displayed at our entrance

Available space for gatherings/meetings/family reunions/Dartball league

Shared our sanctuary with another church, when they needed a place to meet

Our potlucks/soup suppers/bake sales make room for dietary needs (vegan/GF)

Gender Neutral/Family bathroom

Entire campus is

Handicapped Accessible Community Little Library at our property entrance

Congregation Reflections

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

We are faithful, welcoming, and generously caring. We support each person's faith journey, recognizing that we will have a variety of viewpoints. We generally use gender-neutral language for God. Our membership vows focus on participation rather than doctrinal beliefs. We can sum up our life of faith with our church covenant, which we renew annually:

Covenant of Plymouth United Church of Christ

We, the members and friends of Plymouth United Church of Christ, promise to serve our family of Faith, our community, and our world in order to make it a better place.

Through the teachings of God and Jesus, and with the guidance of the Holy Spirit, we promise to reach out and embrace all people; young and old, rich and poor, weak and strong. As an Open and Affirming congregation, we welcome all who seek the love of God in their lives and encourage and support participation in the life and leadership of this community of Faith.

In our worship and outreach, we covenant to serve with creativity, humor, and love to create a spiritual place where peace and justice are not just a dream, but a solid reality for all people.

May God bless us and strengthen us, wherever we are, on our journey of Faith.

Strengths or positive qualities of our congregation.

We are friendly, welcoming to all, caring, generous, open to change, and fiscally responsible (we have no debt). We also love fellowship around food.

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

In filling out this profile, we have realized that the majority of new members either live very close to the church or have family members who live close. This is a new development for us. While we do have some neighborhood outreach efforts, we think that these can be expanded. We are also across a road from a public middle school and wonder how we can develop closer relations while being respectful of church-state separation. We'd appreciate the insight a fresh perspective will bring, and look forward to any suggestions our future pastor might be able to offer after getting to know who we are. We attempt to live out Jesus' message of love, service, and radical acceptance—a true message of hope and belonging—in a space that is safe to all.

What worship is like when our congregation gathers.

We have a traditional but informal service—while we follow a traditional order, we are informal enough to sing Happy Birthday to a congregant during the announcement time. A typical service includes hymns, other music, responsive prayers, scripture readings (often following the lectionary), a sermon that often raises as many questions as it answers, prayer requests and group prayer, offering, a time for children, silent prayer, and passing the peace during which a bowl of candy is shared. Our hour-long service begins at 10:30 a.m., with a coffee and treat fellowship time preceding it at 10 a.m. Communion is usually the first Sunday of every month, with a potluck following that service. Music is provided by an electronic piano and often includes guitar and violin or other accompaniment or vocals provided by church members. Our service is usually calming and quiet with musical engagement, humor, and fun interspersed. We use the New Century Hymnal supplemented by other sources suggested by the music director and pastor. Congregants may light a candle at our prayer station in the back of the sanctuary before the service or during quiet times.

The educational program/faith formation vision of our church.

Currently, we have Bible study twice a month and have weekly Lenten soup suppers where we discuss a book or topic (for example, two years ago we discussed Ibram X. Kendi's *How to Be an Antiracist* and last year each week we discussed a different big theological question, such as "Why is there evil if God is good?"). We plan to continue these activities and would like to get more people involved in them. We also include Feasting on the Word's "spiritual care package"—a set of contemplative questions and prayers based on the lectionary—on the back of each Sunday's bulletin. At present we do not have a Sunday school for children—we went through a period with almost no children in the congregation. We now have several and are discussing how we want to provide youth education and faith formation. We welcome pastoral leadership and ideas. Children are valued participants in our worship service and we would like our services to continue to be inclusive of every age.

How our congregation is organized for ministry and mission.

Our governance and polity is congregational with a Leadership team that is elected annually and meets monthly. Our Leadership Team facilitates the care, maintenance, finances, and other administrative tasks of the church and carefully considers initiatives and ideas put forth by the congregation. Major changes in the direction of the church are put for a congregational vote. We have a monthly church newsletter that includes a message from the Pastor, Leadership Team minutes, and a calendar of upcoming church events. Announcements are made on Sundays during the service and are also listed in the bulletin. These announcements include opportunities for involvement in church life and service to our community. Our congregation generally responds enthusiastically.

When it comes to decision-making, 1 hour 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...

Our building was hit by lightning during a thunderstorm during the early morning of September 22, 2016. Although the sanctuary was not destroyed in the fire, the rest of the building was. The building, due to fire and smoke damage, was a total loss. We gathered the congregation together that evening in the garage on the property for a prayer and grieving service. After that, our Leadership Team and Pastor found us a place to worship within two weeks of the fire. A building committee was formed and worked with the insurance company, contractors, and the City of Eau Claire to rebuild on our property. We began worshipping at our new facility in August of 2018. Due to some very impressive foresight by earlier leadership, the entire cost was covered.

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

[🔗 2019 Constitution.pdf](#)

[🔗 2024 Full 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: | 43 |
| NUMBER OF ACTIVE NON-MEMBERS: | 2 |
| TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE): | 45 |

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

| TIME | PERCENTAGE |
|----------------------------------|------------|
| MORE THAN 10 YEARS: | 60% |
| LESS THAN 10, MORE THAN 5 YEARS: | 12% |
| LESS THAN 5 YEARS: | 28% |

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

| AGE | NUMBER |
|-------|--------|
| 0-11 | 3 |
| 12-17 | 1 |
| 18-24 | 2 |
| 25-34 | 3 |
| 35-44 | 4 |
| 45-54 | 4 |
| 55-64 | 4 |
| 65-74 | 7 |
| 75+ | 17 |

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

| HOUSEHOLD TYPE | PERCENTAGE |
|----------------------------------|------------|
| SINGLE ADULTS UNDER 35: | 11% |
| HOUSEHOLDS WITH MINORS: | 5% |
| SINGLE ADULTS AGE 35-65: | 5% |
| JOINT HOUSEHOLDS WITH NO MINORS: | 33% |
| SINGLE ADULTS OVER 65: | 46% |

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

| EDUCATION LEVEL | PERCENTAGE |
|------------------------|------------|
| HIGH SCHOOL: | 32% |
| COLLEGE: | 45% |
| GRADUATE SCHOOL: | 23% |
| SPECIALTY TRAINING: | 0% |
| OTHER EDUCATION LEVEL: | 0% |

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

| EMPLOYMENT TYPE | PERCENTAGE |
|------------------------------------|------------|
| ADULTS WHO ARE EMPLOYED: | 26% |
| ADULTS WHO ARE RETIRED: | 65% |
| ADULTS WHO ARE NOT FULLY EMPLOYED: | 9% |

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

Our congregants have a wide variety of occupations (some current and some retired) including accountant, caterer, counselor, chaplain, farmer, food service worker, homemaker, lawyer, military member, nurse, office worker, postal worker, professor, retail clerk, school lunch server, small business owner, social worker, surveyor, and teacher.

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

Mostly white.

What diversity means in our context?

Currently, neurodivergence is our greatest source of diversity. While there may be challenges that arise with extravagant welcome, we appreciate and recognize the strength and fullness that comes with glorious variety, and welcome all future opportunities to experience it.

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) | 10 | Member and Pastor |
| Christmas Eve and Easter Worship | 62 | Pastor, Music Director |
| Church-wide Meals | 25 | Worship Committee |
| Choirs and Music Groups | 6 | Music Director |
| Church-based Bible Study | 5 | Member |
| Communion (served how often?) | 14 | Monthly plus Ash Wed, Maundy Thurs |
| Funerals (number last year) | 1 | Pastor and Member |
| Outdoor Worship | 12 | Pastor & Music Director |
| Public Advocacy Work | 12 | Individual members and Pastor |
| Worship (digital / online / livestream) | 5 | Pastor and 3 members |
| Other | 6 | Quilting Group (Mission) |

Worship Times

| WORSHIP (TIME SLOT): | ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE | WHO PLANS EACH OF THE LISTED GATHERINGS |
|----------------------|---|---|
| 10:30 | 31 | Pastor, Music Director |

Additional comments:

Our members live out their faith by ministering to their neighbors, coworkers, and community in many ways that are encouraged by but not directed by the church.

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.

| NAME | THREE-WAY OR FOUR-WAY COVENANT | MINISTRY SETTING | TYPE OF MINISTRY ROLE | RETIRED |
|--------------|--------------------------------|------------------|-----------------------|--------------------------|
| Bill Sprouse | 4 | Hospital | Chaplain | <input type="checkbox"/> |

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

No response

List of all current staff:

| STAFF POSITION | HEAD OF STAFF | COMPENSATION | SUPERVISED BY | LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION |
|--------------------|----------------|--------------|-----------------|--|
| Music Director | Lynn McFadden | part | Pastor | 18 |
| Professional Admin | Mimi Pederson | part | Pastor | 22 |
| Cleaning Person | Stewart Gundry | part | Leadership Team | 1 |

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

We realized how eclectic our ministries are.

Church Finances

Current Annual Income

| SOURCE | AMOUNT |
|--|---------------|
| Annual Offerings and Pledged Giving | 105583 |
| Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return) | 3035 |
| Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal") | 30000 |
| Fundraising Events | 11933 |
| Gifts Designated for a Specific Purpose | 13503 |
| Rentals of Church Building | 1800 |
| Total | 165854 |

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

152367

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?

61

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

No

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

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

In what way is OCWM (Basic Support) gathered?

OCWM is collected in a monthly offering.

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

2

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.

No response

Pictures

Description of any capital campaigns in the last ten years:

| YEAR(S) | PURPOSE | GOAL | RESULT | IMPACT |
|---------|---------|------|--------|--------|
| 0 | | 0 | 0 | |
| 0 | | 0 | 0 | |

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.

No response

Does your church have an endowment?

Yes

What is the market value of the assets?

554069

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

Interest and dividends are withdrawn regularly; capital is withdrawn as needed with Leadership Team approval.

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

5.96% for 2024 compared to 4.46% in 2019

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

We primarily draw interest every year and principal based on need.

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

If trends continue this endowment can last indefinitely.

Please comment on the above calculations or estimates:

The amount of principal withdrawn has been less than the growth of our investments. Obviously this is market dependent.

Other Assets

No response

Reserves (savings):

24007

Investments (other than endowment):

No response

Does the church have a parsonage?

No

Description of all buildings owned by the church:

Our church building has a sanctuary with 72 pew chairs (we can accommodate more if needed for funerals, etc.) and a sound booth. It also contains a fellowship hall, commercial kitchen, coffee nook, gathering space with couches and children's corner of toys (this space also serves as overflow space for the sanctuary), two offices, a meeting room, a room for our quilters, and ample closet and storage space.

We also have a detached garage for landscaping equipment, outdoor furniture, and seasonal items.

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

No response

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
Large print bulletins
Wheelchair access in bathrooms
"Quiet room" with worship viewing and listening availability
Handrails on all stairs
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)

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

Which spaces are accessible to wheelchairs:

All spaces are accessible to wheelchairs.

Policies regarding financial practices of the church:

Financial Secretary counts the money, records contributions, deposits money, sends out giving reports to members.
Treasurer pays all bills, comes up with a budget which is voted on at the annual meeting.
PIP Committee (Plymouth Investment Plan) handles any endowments and investments.
The Leadership Team supervises all of this and votes to accept the Treasurers report each month.
All finances are reviewed annually by the congregation at the annual meeting.

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

We are financially sound for many years to come.

Historical Information

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

The church voted to become open and affirming on January 30, 2011. At the time, there were many who supported the decision and others who were apathetic but not opposed. (It passed unanimously.) Since then, inclusion of all has become a major attribute of our identity. The fire of 2016 brought everyone together. The congregation showed great resilience in rebuilding and the events following the fire made us appreciate the rich connections we have with other faith communities in the area. The hospitality we received from other faith communities continues to influence the hospitality we extend to others. When Shalom Mennonite Church needed a place to worship, we opened our doors at no cost. Furthermore, the generosity of other UCC congregations around the country deepened our sense of belonging to the denomination.

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

We changed much of our worship practices during the Covid epidemic. We altered the way we passed the peace, served communion, and collected the offering. We greatly expanded our online presence while providing masks for those in person. We realized that sometimes giving up traditions we cherished could be acts of love.

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.

We have had very little conflict and do not have written conflict guidelines. When a conflict does occur between two parties in the congregation, the moderator and moderator-elect attempt to mediate.

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

No one writing this report could recall a recent major conflict, but here is an example of a minor incident and how it was dealt with. Our interim minister was gay and one attendee, who was not a member, expressed dislike at having a gay pastor. The moderator explained that being Open and Affirming was a major part of our identity. (This is no secret, we have a pride flag at our entrance and print our Open and Affirming covenant on every Sunday bulletin.) The disgruntled party persisted in saying that she disagreed with that lifestyle and wanted us to take action against the pastor. The moderator refused and suggested that this might not be the best choice of church for her and she stopped attending.

Ministerial History:*Name:* David J. Huber*Years of service:* 20

UCC Standing

Name: Christopher Myers*Years of service:* 7

UCC Standing

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

Plymouth was the first church for each of our two most recent permanent pastors. We learned to grow with each of them. Each had different strengths and we gave them flexibility to grow as the Spirit called them and to integrate their particular gifts into the life of the congregation. We understand that both congregants and pastors make mistakes and we learned to work through those situations with mutual grace. We are dedicated, resilient, and flexible.

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

No

Has your church been involved in a Situational Support Consultation?

No

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

No

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

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

We are a small congregation and we collaborate with many existing organizations at work in our community. We have helped to found two organizations which we still support, the Stand in the Light Memory Choir (a community dementia choir) and the Chippewa Valley Street Ministry (which serves the unhoused in the Chippewa Valley). We are one of the top donors to the Community Table (a community soup kitchen). Our quilting group made over 170 quilts in 2025—the majority (115) were donated to Western Dairyland (a community organization fighting poverty) and others to area nursing homes and other causes. We provide a Little Library at our property entrance, have shared our sanctuary at no cost to another congregation that was struggling, and are a visible presence, via a prominent pride flag, of support for the LGBTQ+ community.

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

Members have served as delegates to the Wisconsin Conference annual meeting. A church member served on the Conference Creation Care committee. Some members also regularly attend one of our Conference's Outdoor Ministry Camps, Moon Beach, and in the past we have had several of our youth serve on staff there.

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

Many members volunteer with or sing in the Stand in the Light Memory Choir which first met at our church. We participate in the local Interfaith Prayer for Peace and hosted one of the services. We also have participated in the local pride festival. Recently we hosted the Vote Common Good tour bus. Currently our Leadership Team is investigating joining JONAH, a local interfaith social justice organization. We financially support the Community Table (a local soup kitchen) and Feed My People (a local food bank). Members helped found, worked with, and currently support the Chippewa Valley Street Ministry (a ministry to the unhoused).

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).

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.

Open and Affirming has become an important part of our identity as a church. To be honest, our committee just learned of many of these designations while filling out this profile. We would be interested in learning more about many of these designations.

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

We participate in a series of Interfaith Prayers for Peace services (which have included Baha'i, Buddhist, Jewish, Muslim and other participants as well as many Christian denominations).

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

We do not have a mission statement. We faithfully try to live up to our covenant, which is listed elsewhere in this profile.

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.

Our previous pastors have found those activities that they felt passionate about or uniquely qualified for. The congregation was supportive of those endeavors and granted leave time and financial assistance for them. We understand that pastors have time constraints, especially in a part-time role, and will work with our new pastor to find a fair and workable allocation of their time.

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.**

Our congregation is older than our community and most come from more than two miles away, but many of our newer and younger members have come from less than a mile away from the church. Our neighbors frequently stop by for our bake sales and thrift sales and neighborhood kids use our grounds for playing. We see opportunity in outreach to our immediate neighborhood.

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 congregation is both older and whiter than the neighborhood adjacent to the church and the Eau Claire community in general.

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

We have a congregation that is diverse in many ways, and our ministry reflects that, but it is not being shaped by the differences in age and race. We have many Hmong in our area, but there are also Hmong churches that address the specific needs of that population, and we want to respect their culture and ministry. We think that the large group of younger people in our neighborhood provide a greater opportunity for future ministerial outreach.

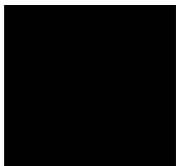
What we hear when we talk to community leaders and ask them what our church is known for.

They talk about how friendly and welcoming we are and how grateful they are that we open up our building to community organizations. They also appreciate the way we have cared for our property, making it a green space and helping our near neighbors with their properties. We are known for acting for social justice, in part because of the actions of our former pastor.

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

They say that they feel welcomed and that they feel a part of the Plymouth family. They also appreciate the informal yet mostly traditional worship and that we take stands on social justice issues. The musicians liked that they were invited to contribute to worship.

References

 Michael Jones

Completed: Tuesday, Jan 13, 2026

For 3 yrs I served Associate Conference Minister in the WI Conference Northern Region & for the last 8 months, I served as Plymouth's pastor.

Primary Email Address: mjones@wcucc.org

Mobile Phone: 608-419-7509

Reference Response

I had the privilege of supporting Plymouth and its previous pastor as an Associate Conference Minister and then had the honor of serving Plymouth as their pastor for 8 months in 2025. My experience of Plymouth was positive, and I found the congregation to be welcoming, loving, and open to new ideas and the future. Plymouth is a church full of committed members who love their church. The Leadership Team was wonderful to work with, and the staff were supportive and engaging. Plymouth has a strong ONA presence, a beautiful building, and welcomes different groups to use their building from the community. The congregation

has many ties in the community, especially in justice work, and I believe that they are ready for a new chapter with a caring pastor who will lead them into the future. I had hoped to stay at Plymouth longer and was genuinely sad to leave. You will be blessed by Plymouth!

Ben Bechle

Completed: 4 days ago

Ben Bechle
Member (2019-2023)
Member-At-Large (2022-2023)

Primary Email Address: bechleb@gmail.com

Mobile Phone: 9206390661

Reference Response

My name is Ben, and I was a member of Plymouth United Church of Christ in Eau Claire, Wisconsin, from 2019 to 2023, departing due to relocation for a new job. My connection to Plymouth UCC began in 2009 through a Lakeland College choir tour, where I first experienced the congregation's exceptional warmth. When my spouse and I moved to Eau Claire in 2019, Plymouth UCC was the first church I sought out, and that same sense of welcome immediately returned. The members are deeply caring, hardworking, and nonjudgmental, fostering a community where individuals feel genuinely valued. I greatly admire the congregation's resilience, particularly following the loss of their building to a fire and their graceful transition into a new space. Plymouth UCC is a collaborative, compassionate community rich in diverse talents, and I wholeheartedly recommend it to anyone considering joining.

Eric Nielsen

Completed: Monday, Jan 19, 2026

I am a retired pastor in the Presbyterian Church (USA). I have lived in Eau Claire since 2001, and have done pulpit supply on several occasions.

Primary Email Address: revnielsen@yahoo.com

Personal Cell: 7157977706

Reference Response

Plymouth church is a small fellowship with a big heart for ministry and a deep love for Jesus Christ. They are proudly a welcoming congregation for all people anywhere on their spiritual journey. They value meaningful worship and are engaged in community ministry. They founded a vital ministry to the homeless population of Eau Claire, which has now expanded to include the support of many congregations and community members. They work to raise funds for vital community ministries and needs. While the result of a tragic fire, they now have a wonderful new facility for worship, fellowship, and service. Following a long-term successful pastorate of 20+ years, they are ready to welcome new leadership and begin a new chapter of ministry. They currently have a wonderful office administrator and musician to lead morning worship. They search for someone to love them and help them grow.

Closing Prayer

Taking lines from our covenant, we pray our pastor will help us

--serve our family of Faith, our community, and our world.

--reach out and embrace all people; young and old, rich and poor, weak and strong. --welcome all who seek the love of God in their lives and encourage and support participation in the life and leadership of this community. --serve with creativity, humor, and love to create a spiritual place where peace and justice are not just a dream, but a solid reality for all people.

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 (Dorothy Ann Divine, Barb Kleist, Mimi Pederson, Bill Sprouse, and George Stecher, chair) completed this profile with help from Treasurer Rob Jaenke and Plymouth Investment Plan member Larry Kleist. The Committee also received input from a listening session with the congregation and from the Leadership Team.

2. Additional comments for interpreting the profile:

We are confused about some of the data on the 11-year report. We have been a 5-for-5 congregation every year in that period and have contributed to OCWM every year.