

Name of Church
Ebenezer UCC
Address
44 W Washington St Chilton, WI 53014
Conference:
Wisconsin
Title
Pastor
Start Date
n/a
Description
Pastor

Church Contact Information

(920) 849-4331 (Church Primary Phone)

ebenezeroffice@yahoo.com (Church Email)

Listing Information

Web Presences

<https://www.ebenezerchilton.org>

Type: Professional

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Rev. Jane Anderson

Title:

Associate Conference Minister

Phone:

9205402586

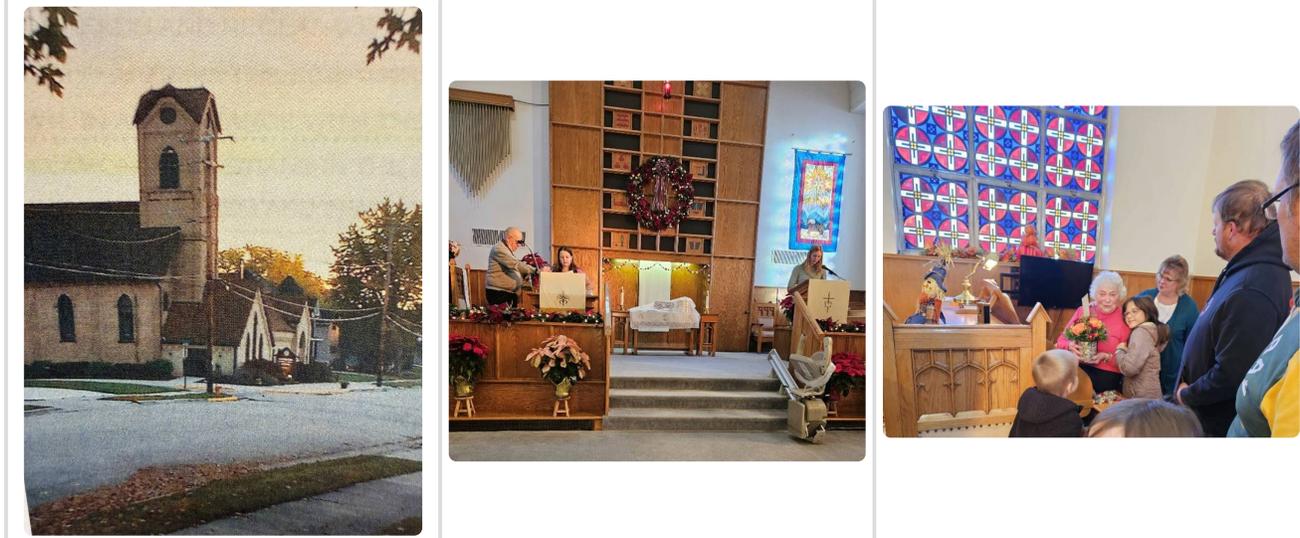
Email:

janderson@wcucc.org

Summary Ministry Description

We are a small community church that was established in 1883. We have a lot of pride in our church's history and many generations of families that have been members since it began. We have had a few new families over the years but have seen a decline in membership since Covid. We are seeking a fresh beginning, to be open to the community and attract the younger families as we move in to a more modern ministry. To achieve this we are looking for a minister who is warm, welcoming and free from preaching about political idealism. We believe that we should pray for God to resolve the conflict. A successful minister in our church will guide us, through their message, to inspire new families to join our church, help build a strong youth ministry and lead us to become pillars in the community through mission work. We are currently seeking a minister at a 50% rate with the hopes to move to full time.

Church pictures



What we value about living in our area.

We value the small community bringing us together as family. Regardless of religion we all work together to support those in need. We are located in close proximity to larger cities with a multitude of activities and cultural experiences. We are a hub for many large industries in the community. We are very proud that our community works together, for example, during Covid our local drive in theater allowed us to continue our services at their outdoor theater. It was such a unique experience as we preached in a parking lot, everyone in their cars, listening through the radio. We even could bring our pets along which was so amazing. We even brought our own communion and wine that Pastor blessed through the radio on communion Sundays.

Current size of membership

138

Average in person attendance

50

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?

6

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

Some fields reference The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ .

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the Call Agreement Workbook.

[Download scope of Work](#)

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

First:

We are seeking a settled pastor who is a person of faith, willing to speak from their sole, in a manner that isn't above us.

Second:

Seeking a settled pastor who is an energetic, enthusiastic leader, not afraid to roll up their sleeves and get involved in the community.

Third:

Seeking a settled pastor that is compassionate and caring, who will encourage people to bring their faith into their daily lives, love everyone and be there for those in times of need.

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	18000	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 58000			
Pension/Annuity	4760	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	2601	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	13000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	5200	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

We do have a 4 bedroom, 2.5 bath updated parsonage is available as an alternative to a housing allowance. Note the Life Insurance/Disability Insurance are rolled together and listed under Life Insurance.

The expected living situation for our next minister.

parsonage or living in close proximity with a housing allowance this is negotiable.

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.)

Yes
No response

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

Office hours and responsibilities will be determined once a schedule is provided by pastor. We can be flexible on office hours for a pastor.

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

Cell Phone and/or Internet.

- 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.

Jane Anderson with the association would help to provide a professional support in needed.

Who Is God Calling to Minister with Us?

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

Our goals are to fulfill the needs of our current members, seek ways to increase and find new members and strengthen our missions throughout our community.

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

Our settled minister will work with our members that are homebound, outreach to past members, participate in ecumenical services, and work to bring our missions to the community.

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

Our next settled minister should speak English, a secondary in Spanish would be helpful, but not required, in allowing us to tap into our growing Hispanic community.

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.

Our future path in our church can be determined by working with the visions of the new minister, the visions of our members, and the visions of our faith.

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.

A church that lives and breathes to love everyone. Helping us to become welcoming to all faiths and races. Teaching us to live the bible in all our daily actions.

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

We have not gone through a multi-year strategic plan in quite some time. We would prefer a minister who would be willing to walk our congregation through this long-term plan. We have been holding smaller group meeting throughout the congregation to determine our vision and path going forward in our church ministry. We have developed some great feedback and working to incorporate many of the suggestions and community outreach suggestions.

Congregation Reflections

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

We believe that God, Jesus and the Holy Spirit are the Trinity. We follow the beliefs of the bible. God is referred to as our creator, our father, the alpha and the omega and that he has died to. We follow the directions of the Apostles Creed.

Strengths or positive qualities of our congregation.

Independent and strong minded people
Family oriented amongst members
We are able to be open in discussion and respect each others opinions
We come together in times of need to help anyone out regardless if they are part of our church or not

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

We have found through our small group meetings that we need better ways to communicate within our church. We are eager to continue to be part of our community. Utilizing our building qualities though the community. We have been able to develop a stronger vision for our future missions.

What worship is like when our congregation gathers.

Our worship is held in our church building and is based around the bible. We hold service once a week on Sundays at 8:45 am. Our Sunday school runs before church during the school year, so the children can be part of our service. We find it very important to have children in our service and love their antics and never look ill against them. Our baptisms are held during regular service and it is focused around introducing the baby to the congregation, asking all members to be an important part of their learnings in the church and about God.

Good preaching is politically NEUTRAL. Teaches us about Love and Forgiveness and living the bible in our everyday lives. Not speaking above us but rather speaking to us in a way that Christ spoke to the people.

The educational program/faith formation vision of our church.

Our Sunday school program starts at age 4 and works through the bible stories and the teachings of the bible. As the children grow through the years we incorporate them into our daily service with Children's Time, with a simple ministry on the Gospel. Our teaching continues through 7/8th grade, with a 2 year confirmation program with the one year focusing on the New Testament and the next year focusing on the Old. By the end of confirmation they have been able to focus on the entire bible. Once the children have earned their confirmation we work to incorporate them more into service or committees. We want to strengthen what we have to offer for our young members after confirmation. We are fortunate to have two past confirmands on to our church council. We over bible study during the day and evening so all have an opportunity to attend.

How our congregation is organized for ministry and mission.

We have been holding small group meetings to acquire the pulse and feelings of the church. We have multiple committees and are working to increase their size and involvement. We currently have Evangelism, Mission, Music/Worship, Building/Property, Stewardship and Christian Education, Women's Guild, Men's Breakfast. Anyone in the church is allowed to be part of the committees it is suggested that a member of the church council to be part of each committee so that the church has an idea of all things going on in the church.

When it comes to decision-making, 2 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

When a situation occurs, the committee that is closely related to the situation then works to immediately find potential solutions, have discussion and then seek the approval of the church council. After potential solution is agreed upon it is put into action. If it is a matter that requires the entire church to vote on, the appropriate 2 weeks notice is given to hold the meeting and once a quorum is met the discuss is held on the topic to find a resolution.

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

[📄 2025 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.

No response

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	175
NUMBER OF ACTIVE NON-MEMBERS:	2
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	177

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	81%
LESS THAN 10, MORE THAN 5 YEARS:	7%
LESS THAN 5 YEARS:	12%

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	1
12-17	17
18-24	10
25-34	4
35-44	17
45-54	2
55-64	13
65-74	18
75+	17

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	25%
HOUSEHOLDS WITH MINORS:	21%
SINGLE ADULTS AGE 35-65:	7%
JOINT HOUSEHOLDS WITH NO MINORS:	26%
SINGLE ADULTS OVER 65:	21%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	53%
COLLEGE:	16%
GRADUATE SCHOOL:	26%
SPECIALTY TRAINING:	5%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	46%
ADULTS WHO ARE RETIRED:	44%
ADULTS WHO ARE NOT FULLY EMPLOYED:	10%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

We have business leaders or owners at about 12%, clerical at about 14%, farmer at about 1% and laborer/manufacturer 21% and professional at about 29% and student 18%, trades workers 2% and Other 3%.

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

Less than 1% is not Caucasian.

What diversity means in our context?

We are 99% white congregation that is class-diverse. We are made up of about 90% UCC and about 10% of former Catholics or other religions. We are mostly made up of Western European descended heritage.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

Yes

DATE COMPLETED: Jan 17 2025

Comment after the exercise:

We as a congregation clarified our constitution to welcome all people. We feel that by identifying a specific life style or choice we give them a status above others. We are all equal and accepted equally.

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)	20	Member
Baptisms (number last year)	2	Pastor
Children's Groups or Classes	5	Education Director
Christmas Eve and Easter Worship	120	Pastor
Choirs and Music Groups	1	Member
Church-based Bible Study	8	Member
Communion (served how often?)	51	Pastor
Confirmation (number confirmed last year)	0	Pastor
Funerals (number last year)	3	Pastor
Prayer or Meditation Groups	40	Member
Weddings (number last year)	0	Pastor
Worship (digital / online / livestream)	52	Pastor

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
8:45 AM - 9:30 AM	50	Church Council/Pastor

Additional comments:

Looking to add services that are lead by lay leaders when pastor is not available.

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
Joan Woelfel	none	Lay Minster	None	

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

NA

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Interim Pastor	Interim Pastor	part	Church Council	2.5 years
Secretary	Secretary	part	Church Council	3.5 years
Maintenance	Maintenance	part	Church Council	40 years

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

We are desperately seeking to increase the number of youth in our church. Adding more youth oriented activities and organized events. Looking for a pastor who cares about our youth and encourages them to remain active long after they have been confirmed.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	92000
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	5642
Fundraising Events	1425
Rentals of Church Parsonage	18000
Interest earned	2574
Total	119641

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

103283

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?

93

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?

Selected offerings and through women's guild organized events.

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

10

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.

Current building project is planned for new signage for the church. Projected cost of \$25,000, money to be fundraised and project completed once money is raised.

Pictures

Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
10	Replace Windows in Fellowship Hall	15000	15000	
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2	Update the current signage	25000	0	Just started
0		0	0	

Description the prominent mission component(s) involved in the most recent (or current) capital campaign.

We want to make our church more noticeable in the community and update people on events and activities happening at the church. Want people to know we are still open.

Does your church have an endowment?

Yes

What is the market value of the assets?

311703

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

Can only be used certain circumstances

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

We take the interest only each year.

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

None

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

As long as needed

Please comment on the above calculations or estimates:

These are estimations

Other Assets

Checking \$127079

Reserves (savings):

105710

Investments (other than endowment):

73510

Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

18000

How is the parsonage used?

Currently as a rental. Is set up to be available to a pastor.

Street

Reed Street

City

Chilton

State

WI

Zip

53014

Finished square footage:

3400

Number of Bedrooms:

5

Number of Bathrooms:

3

Assessed real estate value:

350000

Available for minister residence?

Yes

Expected minister residence?

No

Condition of structure, systems and appliances

All appliances within 5 years, systems are 15 years and structure remodeled in past 15 years. Built in 1960

Entity in the church responsible for review and needed repairs

Property Committee

Parsonage pictures**Description of all buildings owned by the church:**

Our church as a fellowship hall attached to our church with a full kitchen. We also have multiple room classrooms in the basement that have been recently remodeled and updated.

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

NA

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance

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
 Listening devices in the sanctuary, or wireless technology to connect to hearing aids
 Large print bulletins
 "Quiet room" with worship viewing and listening availability

Handrails on all stairs
 Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
 Curb cuts

Which spaces are accessible to wheelchairs:

The Narthex, the sanctuary, the lounge, the office.

Policies regarding financial practices of the church:

The church council authorizes bill payment, church secretary pays authorized bills.

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

We are a well established church, that is organized.

Historical Information

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

We have been known for our handbell choir. We were know for our Christmas House walk and Cookie exchange. We have also held many Ice Cream Socials during the summer and Salad lunch in, and sunrise breakfasts for Easter. We held many brunches in the community. We are working to bring this back.

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

Our organist of 50+ years retired leaving us without. We have added contemporary services on the 1st Sunday of the month.

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 encourage members to talk about it or work through the council to handle concerns.

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

Current preaching from the pulpit has caused members to leave. We have been working with interim pastor to keep politics out of the sermon.

Ministerial History:

Name: Pastor Mike Stafford-Kennedy

Years of service: 11

UCC Standing

Name: Pastor Kathy Gloff

Years of service: 12

UCC Standing

Name: Reverend Gerald Bertsch

Years of service: 9

UCC Standing

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

They were involved in the community, strengthened our youth ministries and visiting members both in church and our shut ins, they also lead us to set up group organizations to focus on keeping our church moving forward.

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

Yes

Has your church been involved in a Situational Support Consultation?

Yes

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 have participated:

- Thanksgiving Express
- American Red Cross
- Appalachian Service Project
- Salvation Army
- Blessings Box with Food
- Community Flower Pots
- Family Fun Day in Summer
- Supper with Santa
- Harbor House

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

none

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

We are an emergency location for local school.
We help out with the Salvation Army
Support the Local Humane Society

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations, through Just World Covenants or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

None.

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

We are willing to have a discussion.

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

We are part of ecumenical services in our areas. With all area denominations.

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

We joyfully serve the spiritual needs of our neighbors by following the example of Jesus Christ. Together, we grow in faith, share God's love at home and around the world, and build meaningful relationships with God and one another—rooted in faith, hope, and love.
We provide community services and help members and others in need.

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 expectations would be that a pastor focus 10% of their time working through community engagement, 10% of their time working through member relationships, 25% of their time working with shut ins and sick.

The ARDA or MissionInsite Reflection

ARDA/MI File
No response

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

No response

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.

No response

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

No response

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

No response

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

No response

References



■ Jane Anderson

Contacted: Monday, Feb 23, 2026

Email Address: janderson@wcucc.org

Personal Cell: (920) 540-2586

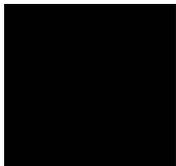
Personal: 3092125287

Mobile Phone: 920-540-2586

Business: 920-733-7393

Reference Response

No response



■ Jill Sippel

Contacted: Monday, Feb 23, 2026

Primary Email Address: jksippel1534@gmail.com

Mobile Phone: 9204181534

Reference Response

No response

Closing Prayer

The Lord's Prayer

Our Father, who art in heaven, hallowed be thy name; thy kingdom come; thy will be done on earth as it is in heaven. Give us this day our daily bread; and forgive us our debts as we forgive our debtors; and lead us not into temptation, but deliver us from evil.

For thy is the kingdom and the power and the glory

now and forever

Amen

Statement of Consent

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

For example, church council or consistory, transition team, etc.

Search Committee:

Kari Meyer

Ken Lisowe

Stephanie Adamietz

2. Additional comments for interpreting the profile:

We trust that God will provide us a leader who will preach and teach through the ministry of the Scripture. The Lord will bless us with the right person to fulfill those needs.