

Name of Church
First Congregational UCC

Address
310 Broadway St
Eau Claire, WI 54703

Conference:
Wisconsin

Association:
No Associations

Title
Associate Minister

Start Date
Sep 1, 2026

Description
Associate Minister

Church Contact Information

(715) 834-2668 (Church Primary Phone)

pamb@firstucceau Claire.org (Church Email)

Listing Information

Web Presences

<https://www.firstucceau Claire.org>

Type: Professional

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Franz Rigert

Title:

Wisconsin Conference Minister

Phone:

414-704-2625

Email:

friger@wcucc.org

What we value about living in our area.

Eau Claire is a beautiful part of Wisconsin with many outdoor amenities including bike and jogging paths, parks, lakes, and rivers which provide countless year-round opportunities for outdoor recreation. It has consistently ranked highly in the "best places to live" both within Wisconsin and nationally. With a reasonable cost of living (officially between 10 - 11% less than national average), excellent educational opportunities for pre-K through doctorate, several active venues for the visual and performing arts including the Pablo Center for the Arts (2018) and a new Children's Museum (2023) and new public library (2022). Especially during the summer, there are many fairs, festivals, outdoor music, and a bustling weekly farmer's market. Eau Claire has a very low crime rate. For a community of its size, Eau Claire has remarkable medical facilities including the Mayo

Clinic Health System (clinic and hospital), Marshfield Medical Center, and Oakleaf Clinic system and Surgical Hospital. Additionally, there is easy access to cultural and other resources in the Twin Cities as well as the ability to get to anywhere in the world from Minneapolis-St Paul International Airport. The Eau Claire Combined Statistical Area has a population of just under 180,000. For more information about the community activities and cultural vibe of Eau Claire see volumeone.com

Current size of membership

502

Average in person attendance

112

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.**Video Conferencing**

On average, how many devices are logged in per service?

19

Languages used in ministry

English

Position Title

Associate Minister

Position Duration

Settled

Compensation Level

Other

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines<https://wcucc.org/wp-content/uploads/2025/11/FINAL-2026-Compensation-Guidelines-for-Full-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.

Special services (weddings, funerals, liturgical year services).

Teaching – Bible Studies, adult education, confirmation, other (please provide a list of any other teaching items).

Other expectations: please provide a list.

Work with the Senior Minister, program staff and Youth Faith Formation Committee in designing, implementing and evaluating faith formation education programs for nursery through adult.

Assist the Faith Formation Committee and its task forces as well as the Small Group and Family Ministry Committee to develop leaders for current and emerging programs, choose curriculum and resources appropriate to the vision of First Congregation UCC ministries and the theology of the UCC and secure volunteers.

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)	48000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	16000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 64000			
Pension/Annuity	8500	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	6000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	16500	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<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.

No response

The expected living situation for our next minister.

Living nearby with a housing allowance

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.

This is a full time position.

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

Communities of Practice, Coaching, Wisconsin Conference Supportive Ministry Team programs such as Becoming the Beloved Community, and a very responsive Conference staff.

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.

We are a gathering of disciples bearing faithful witness to the good news of Jesus Christ to one another, the community and the world, through worship, prayer, fellowship, nurture and service.

We have long been a congregation who cared about other parts of the world, supporting long-term economic and social development projects in Africa and Haiti over the last twelve years. We have recently made a commitment to caring for God's creation including the people in it when we passed the Creation Justice Covenant. This care is also shown in the passing of the Open and Affirming resolution this past year. God is calling us to be a welcoming congregation that lives out our faith in action.

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

As a congregation, we engage in a strategic plan every five years.

We follow a deliberative process to determine what our church should be prioritizing and how God is calling us to respond to both emerging congregational and community challenges. We recently became an Open and Affirming Congregation after a multi-year deliberative process that included forums, listening sessions, interviews, and a committed committee of folks who drafted and led the effort to really listen to where people were and where they wanted to be. We followed a similar approach in adopting a Creation Justice Covenant in the last 5 years.

We are also a JONAH (Joining Our Neighbors Advancing Hope) congregation which is tasked with identifying congregational and community issues and providing information to the congregation about paths to resolution. An example of this includes our congregation's work on the Housing Task Force, which is part of the effort to address the cost of housing and the rising population of unhoused people.

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_First Congregational UCC _2025 \(1\).pdf](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	502
NUMBER OF ACTIVE NON-MEMBERS:	28
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	530

ARE THESE NUMBERS ESTIMATES?

No

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	560
MEMBERSHIP 10 YEARS AGO:	638
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	7
YOUTH MINISTRY ATTENDANCE: (IF ANY)	48

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	0
45-54	0
55-64	0
65-74	0
75+	0

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
Senior Minister	Church Council	full	26 Years
Office Manager	Senior Minister	part	9 years
Custodian	Senior Minister	part	20 Years
Director of Music	Senior Minister	full	1 1/2 Years
Director of Elder Life	Senior Minister	part	1 3/4 Years
Organist	Director of Music	part	5 Years
Financial Assistant	Senior Minister	part	8 Years
Sunday School Coordinator/Office Assistant	Associate Minister	part	4 Years
Nursery School Lead Teacher	Associate Minister	full	1 3/4 Years
Accompanyist	Music Director	part	5 Months
Youth Choir Director	Music Director	part	5 Years

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

While we do not have the demographic breakdown as requested, a survey done for a recent update to our strategic plan had the following breakdown of respondents ages:

60.2% 65+
32% 41-64
7.8% 26-40

The breakdown by how long respondents have been attending First Congregational is as follows:

54.4% More than 20 years
18.4% 11-20 years
13.6% 5-10 years
13.6% 0-5 years

Our demographic information indicates that we are similar to many churches - our congregation is older and we have many long time members. It also confirms what we know - our church has a strong children and youth ministry. Our staffing information reflects our congregation's strong support for our children and youth, music, and elder life ministries.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	564909
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	142707
Miscellaneous	6000
Total	713616

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

723893

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 Adopted 25-26 Budget.docx](#)

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

No

Total amount of loan debt:

No response

Reason for debt:

No debt

Are capital and other payments current?

Yes

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

Endowment:

2500000

Endowment:

No response

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

No response

Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

The only building First Congregational owns is the church which includes the sanctuary with a balcony, choir loft and pipe organ, a chapel, a fellowship hall with an attached kitchen, office space all on the first floor, and numerous classrooms and a nurse in the basement

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

None

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
 Accessible parking spaces
 Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
 Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
 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
 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
 Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

Most areas of the church are accessible to wheelchairs except the sanctuary balcony.

Historical Information

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

1. The COVID pandemic caused us to adapt many more virtual meeting opportunities, we now have a weekly zoom option for Sunday morning worship and worship recordings are shared with everyone. Bible study, small groups, and church committees can now meet via zoom rather than only in person. Numbers of in-person church service attendees have declined since COVID.
2. Hosting the Global Market. This is a popular and well attended community-supported event and is a full-congregational effort. The event hosts vendors with direct links to International or domestic community-building efforts through artisan sales. A committee of church members solicits vendors, recruits volunteers, and advertises for this annual event. This year will be the tenth year of hosting the market.
3. During this period, we successfully fully-funded (~\$1.5 million) two capital campaigns to address infrastructure deficiencies due to aging and to update technology. Our 100-year-plus building is now in excellent condition.

Ministerial History:

Name: Mark Pirazzini

Years of service: 26

Name: Kenneth Watt, Linda Kuehn, William Heins (Interim Team)

Years of service: 2

Name: Derril Peabody

Years of service: 2

Community Vision

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

Our congregation is committed to living our faith and has a history of financial and volunteer support for social justice and mission concerns both locally, nationally, and internationally. Some examples include providing meals to our local community shelter for unhoused families, meal preparation and serving at the Community Table, participating and physically housing the Roundtable Revival, a program that matches mentors and formerly incarcerated men as they re-enter the community, hosting the Global Market, providing a physical space for a weekly AA meeting, special offerings and fund raising for Chippewa Valley Free Clinic, Christmas gifts for families affected by AIDS, Salvation Army, Heifer International, and One Great Hour of Sharing.

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.

- Creation Justice.
- Open and Affirming (ONA).

References

David Liddle

Completed: Thursday, May 21, 2026

I am retired clergy, a non-member, but I attend worship regularly with my member spouse and participate in congregational life.

Primary Email Address: maishjr97@gmail.com

Mobile Phone: 612-298-9059

Reference Response

I am glad to respond to inquiries about open positions at First Congregational Church UCC

Katie Griffith

Completed: Thursday, May 21, 2026

Shannon and I both worked in Children's ministry at First Congregational UCC, as children's ministry director, and nursery lead teacher.

Primary Email Address: kgriffith@augusta.k12.wi.us

Mobile Phone: (612)670-1095

Reference Response

Shannon and I first met when her children attended the church nursery where I was the lead teacher. From the beginning, she showed a nurturing and positive presence as both a parent and church member. When the Children's Director of Faith position opened, Shannon immediately came to mind as the perfect fit. In her role, she introduced engaging curriculum, supported volunteers, and strengthened our children's programs through thoughtful leadership and genuine care. She regularly checked in to ensure the nursery had what it needed and encouraged both staff and families. As a parent now bringing my own children to church, I am grateful for the strong programs she leads. Shannon also mentors older youth through service, outreach, and ministry opportunities. Above all, she is compassionate, dedicated, and deeply committed to helping children and families grow in faith.

 Michael Jones

Completed: Wednesday, May 27, 2026

My family & I were members of First Cong. for 3 years, I served as an Associate Conference Minister supporting the church, & my spouse was on staff.

Primary Email Address: mdavidjones@gmail.com

Church Primary Phone: 708-386-5215

Personal: (715) 225-4333

Reference Response

First Congregational is an active, welcoming congregation in the heart of Eau Claire, WI, a thriving, progressive, college-centered city in the beautiful Northwest of Wisconsin. Eau Claire has an great arts scene, has a large Mayo Clinic hospital and good health care, and is a great place to live! First Cong. is financially stable, has a committed and active lay membership, has a vibrant music ministry, has had long, healthy pastorates, and has historically attracted talented staff. The children's and youth ministries are strong and well-attended, and anyone called to work in faith formation would find that they would be entering into a program that is stable and yet open to new ideas for the future. The congregation supports many mission and justice initiatives, is Open and Affirming, and generously supports its youth and children. First Cong. is a wonderful congregation!

Closing Prayer

"He has shown you, O mortal, what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God." (NIV) Micah 6:8

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.

Members of the Associate Minister Search Committee, Senior and Associate Ministers, Office Manager, Chair of Finance and Budget Committee.

2. Additional comments for interpreting the profile:

First Congregational United Church of Christ
Eau Claire, WI

POSITION DESCRIPTION

POSITION: Associate Minister with responsibilities as Director of Faith Formation

REPORTS TO: Senior Minister

POSITION SCOPE: Appointment type: Full-time, salaried

GENERAL DESCRIPTION: The Director of Faith Formation role is vital for our congregation. Among the full range of responsibilities, the Director of Faith Formation is responsible for planning, coordinating and implementing the religious education of our children, youth and adults.

SKILLS, QUALIFICATIONS REQUIRED:

- Active faith and desire to deepen the faith and intergenerational spiritual growth of this congregation through an educational ministry.
- Knowledge of UCC practices, materials and theology, and alignment with the progressive, open and affirming values of the UCC.
- Excellent oral and written communication skills and the ability to train and support teachers, youth leaders, and volunteers.
- Demonstrated ability to supervise and coordinate programs with other program staff.
- An understanding of growth and spiritual development over the span of life.
- Ability to present and promote concepts of faith development to the congregation and the community.

SKILLS, QUALIFICATIONS PREFERRED:

- Demonstrated experience in teaching, especially among children and youth.
- Knowledge of the variety of teaching and learning styles, and translation of theological and biblical concepts across age levels and life stages.

TYPICAL RESPONSIBILITIES:

- Work with the Senior Minister, program staff and Youth Faith Formation Committee in designing, implementing and evaluating faith formation education programs for nursery through adult.
- Hold a vision for the faith formation of individuals from birth to death at First Congregational UCC. Coordinate the age-appropriate ministries and programs to support that vision. Programs and ministries include nursery and preschool, Sunday school K-5, Confirmation, Youth Ministry and Small Group and Family Ministries.
- Assist the Faith Formation Committee and its task forces as well as the Small Group and Family Ministry Committee to develop leaders for current and emerging programs, choose curriculum and resources appropriate to the vision of First Congregational UCC ministries and the theology of the UCC, and secure and train volunteers.
- Prepare a comprehensive budget for the Faith Formation Committee and its task forces as well as the Small Group and Family Ministry Committee. Order and maintain supplies and equipment for the educational ministries. Advise and support program staff to maintain and expand resources.
- Work with the Senior Minister, staff and the Faith Formation Committee and its task forces to connect the Children's Ministry to the worshipping congregation. The children's message is an important way to connect children on Sunday morning.
- Review and maintain the Safe Sanctuary Policy and assure compliance. Provide regular training, background checks, and record maintenance. Supervise all volunteers to abide by the Safe Sanctuary Code of Behavior.
- Work with the Senior Minister and Confirmation Task Force to plan, implement and coordinate the confirmation program.
- Attend Faith Formation Committee meetings, Small Group and Family Ministry Committee meetings, staff meetings and be present for most Sundays and special events.
- Regular participation in worship leadership, including occasional preaching.

- Other pastoral activities such as, administration of the sacraments, visitation (focused on families with youth), and conducting or participating in special services such as weddings or funerals as requested.
- Other tasks as requested by or approved by the Senior Minister.

EVALUATION: A performance review will be held with the Senior Minister and representative(s) of the Personnel Committee after the first 90 days of employment, and annually thereafter.