

Name of Church

First Congregational UCC

Address310 Broadway St
Eau Claire, WI 54703-5561**Conference:**

Wisconsin

Association:

No Associations

Title

Interim Minister

Start Date

n/a

Description

Interim Minister

Church Contact Information

(715) 834-0218 (Church Primary Phone)

pamb@firstucceauclaire.org (Church Email)

Listing Information**Web Presences**<https://firstucceauclaire.org/>

Type: Professional

<https://www.facebook.com/firstucceauclaire/>

Type: Professional

Additional Formal Ecumenical Affiliations*No response***UCC Conference or Association Staff Contact Person****Name:**

Reverend Franz Rigert

Title:

Wisconsin Conference Minister

Phone:

414-704-2625

Email:

frigert@wcucc.org

What we value about living in our area.

Eau Claire is a beautiful part of Wisconsin with many outdoor amenities including biking 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), a new Children's Museum (2023), and a 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 (clinics and hospital), Marshfield Clinic Health System (clinics and hospital), and Oakleaf (clinics and surgical hospital). Additionally, there is easy access to cultural and other resources in the Twin Cities, as well as the ability to reach anywhere in the world from Minneapolis-Saint 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 <https://volumeone.org/home>

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

Video Hosting Platform

On average, how many views are received per service?

35

Languages used in ministry

English

Position Title

Interim Minister

Position Duration

Intentional Interim

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.
Pastoral care, visitation of hospitalized, homebound, and members in care facilities.
Special services (weddings, funerals, liturgical year services).
Other expectations: please provide a list.
See additional Comments at end of profile

Compensation and Support

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

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE (IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	0	☒	☐
Housing Allowance	0	☒	☐
Any Experiential Difference (Related to years of experience)	0	☒	☐
Salary Basis: 0			
Pension/Annuity	0	☐	☐
Social Security and Medicare Offset	0	☐	☐
Medical/Dental Insurance	0	☐	☐
Life Insurance	0	☐	☐
Disability Insurance	0	☐	☐
Worker's Compensation	0	☐	☐

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

Salary and housing allowance are according to Wisconsin Conference guidelines. Full Benefits are provided following the guidelines.

The expected living situation for our next minister.

Living nearby with a housing allowance or living elsewhere to commute as needed

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
N/A

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

N/A

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

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

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

Coaching, Wisconsin Conference Supportive Ministry Team programs such as Becoming the Beloved Community, and a very supportive 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 that actively engages with our immediate community. As described in the Community Vision section, we are heavily involved in assisting the unhoused, mentoring recently incarcerated adults, addressing food insecurity, collaborating with recent immigrants, and supporting youth and college students in our neighborhood. We are also a congregation that cares about other parts of the world, supporting long-term economic and social development projects in Africa and Haiti over the last twelve years. Our active discipleship reinforces our shared, ongoing commitment to social justice. God is calling us to grow our capacity to get close to our neighbors and be responsive to our immediate community and the larger world. Our recent shared covenants as a Creation Justice and Open and Affirming church also show that God is calling us to be thoughtful stewards of the natural world and to expand our allyship efforts.

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

Our church is one of action. We recently became an Open and Affirming Congregation after a multi-year process that included learning forums, listening sessions, and interviews. The process showed that we are a congregation that can work together, listen to one another, learn together, and engage in thoughtful discernment as we define how we want to be in communion with one another. We followed a similar approach by adopting a Creation Justice Covenant just a few years before our ONA covenant. These committee-led initiatives evolved from previous congregational strategic plans. Our church has a purposeful and deliberative process for five-year strategic planning. Our 2025 plan anticipated the likelihood of our senior minister's retirement and reinforced the importance of shared leadership and strong communication between church leaders, staff, lay leaders, committees, and the broader congregation.

We are transitioning to new ministerial leadership at the same time that membership is declining. Our strategic plan recommends a task force to increase membership, continued enhancements to our use of technology to promote community outreach, and thoughtful discernment of worship service styles. This year, our church was awarded a Transforming Church, Transforming Community (TCTC) grant through the UCC Church Building and Loan fund. Our TCTC committee will lead us through a visioning process to define longer-term congregational and community engagement goals. Although we are just beginning visioning work, we are well poised to use the process to define our broader vision because of our longstanding community engagement and social justice initiatives. JONAH (Joining Our Neighbors Advancing Hope) is one of several ways that we remain abreast of community issues and work with others to find solutions. A recent example is 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	32
12-17	30
18-24	83
25-34	49
35-44	69
45-54	62
55-64	56
65-74	111
75+	205

ARE THESE NUMBERS ESTIMATES?

No

Staff and Volunteer Leadership

List of all current staff:

STAFF OR VOLUNTEER POSITION	WHO GUIDES THE WORK OF THIS POSITION?	COMPENSATION	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Office Manager	Senior Minister	full	9 years
Sunday School Coordinator/Office Assistant	Director of Faith Formation	part	4 years
Custodian	Senior Minister	full	20 years
Director of Music	Senior Minister	part	1.5 years
Youth Choir Director	Director of Music	part	5 years
Organist	Director of Music	part	5 years
Chancel Choir Accompanist	Director of Music	part	0.5 years
Nursery School Lead Teacher	Director of Faith Formation	part	1 month
Financial Assistant	Senior Minister	part	8 years
Director of Elderlife	Senior Minister	part	2 years
Director of Faith Formation	Senior Minister	full	Active search since May 2026
Stephen Ministers	Lead Stephen Ministers (2)	vol	10 years, 6 active & 2 lead ministers
High School Youth Leader	Director of Faith Formation	vol	1 month
Sunday School Instructors (10)	Director of Faith Formation	vol	10+ years
Sunday School Youth helpers (17)	Director of Faith Formation	vol	3 years
Confirmation Leaders (2)	Director of Faith Formation	vol	1 month

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

Dynamic music program supported by several part-time staff and funding for local college students to supplement over 30 volunteer choir members.

Our congregation skews to older than the surrounding community. Staff Director of ElderLife supports older members.

Youth programming is supported by both paid-staff and a deep bench of volunteers; serving children of members and their friends.

Established & active Stephen Ministry program.

Members continue to be very active in ministry within and outside the walls of our building, despite a decline in worship attendance and church membership.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	569210
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	143081
Total	712291

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 26-27 Budget Summary.pdf](#)

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 response

Are capital and other payments current?

Yes

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

Endowment:

2770000

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:

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

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
"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
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. From 1947 to 2024, professors from the local college have led the music program with 2 major choral works each year (winter & spring). The organ was installed in 1920 and replaced in 1967 with more than 2700 pipes. A WI conference consultant in the early '00s (after Reverend Pirazzini was called) recommended First Congo to continue to focus the music program on traditional, rather than contemporary, music.
2. Capital campaigns in 2010s (\$1.3M, technology & remodeling) & 2020s (\$800k, building preservation) have helped to create a safe, welcoming space for people with various abilities and facilitated virtual connections during & after COVID.
3. In 2022, Creation Justice and DEI committees were added. Creation Justice covenant was added to the Bylaws. After 1.5 years of intentional shepherding by the DEI committee and Reverend Joshi, the ONA covenant was adopted in June 2025 with a yes vote from 98% of the members present at the annual meeting.

Ministerial History:

Name: Mark Pirazzini

Years of service: 26

Name: Derril Peabody

Years of service: 2

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

Years of service: 2

Community Vision

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

We show our faith through a history of financial and volunteer support for social justice and mission concerns locally, nationally, and internationally. We provide meals to a local family community shelter and at a meal service center. Members participate and physically house the Roundtable Revival, a program that matches mentors and formerly incarcerated men as they re-enter the community. We are active with JONAH (a grassroots advocacy group that supports local and national justice issues), Stephen Ministries, the Eau Claire Global Market, Feed My Starving Children, Red Cross blood drives, and provide financial/community support to an asylum-seeking family. We hold special offerings/fund raising for Chippewa Valley Free Clinic, Christmas gifts for families affected by AIDS, Salvation Army, Heifer International, and One Great Hour of Sharing. Our youth group is active within our congregation, volunteering in the community, and participate in immersion trips.

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).

Other UCC designations:

Dementia Friendly Congregation

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



☒ 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.

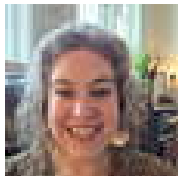
Primary Email Address: mdavidjones@gmail.com

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 a 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!



☒ Shannon Joshi

Completed: Thursday, Jul 2, 2026

Former Associate Minister for First Congregational UCC - Eau Claire

Currently serving as Associate Conference Minister of the Wisconsin Conference UCC

Personal Cell: (715) 577-4110

Personal Cell: (715) 577-4110

Office: 608-419-7509

Reference Response

As a former Associate Minister, I wholeheartedly recommend this congregation. The staff is deeply collaborative, supportive, and committed to shared ministry, creating an environment where creativity and teamwork thrive. The church is passionate about small groups and family ministry, helping people of all ages build meaningful relationships and grow in faith together. Its youth faith formation is especially strong, emphasizing immersive learning, active engagement, and experiences that encourage young people to make faith their own. The congregation is also deeply committed to social justice, living out the Gospel through advocacy, service, and action. Beyond the church, Eau Claire is a wonderful community, offering abundant outdoor recreation, excellent local restaurants, arts, music, and family-friendly activities.

I welcome a phone conversation with interested candidates.

Closing Prayer

We seek an Interim Minister who will honor and continue the legacy of First Congregational Church by nurturing its traditions and vision—including valuing "spiritual exploration and growth over doctrine." During this season of transition, we hope to welcome a leader who brings steadiness and grace, openness in a time often marked by division, and a willingness to share their unique gifts in service to our congregation. Together, we will continue building a community rooted in curiosity, compassion, and faith for those on their spiritual journey.

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.

Subgroup of the Church Council.

2. Additional comments for interpreting the profile:

Scope of Work Clarification:

Church administration is primarily staff supervision. Staff prepares newsletter and handles communications.

Much of pastoral care is provided by the Director of Elder Life and our Stephen Ministers.

The Senior Minister has led a weekly bible study; most of our teaching has been done by the Director of Faith Formation and volunteers.

We are in the midst of a (mentored) process to create a long-term vision for our congregation; we would value input and insights from the interim minister.