

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH

Who
are
we

Who
is our
neighbor

Who is
God
calling
us to
become

?

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

**Community United Church of Christ
Elkhart Lake, WI**

Name of Position Opening: Pastor

Wisconsin Conference

[sept. 15, 2026]

LOCAL CHURCH PROFILE CONTENTS

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“God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work.”

(2 Corinthians 9:8)

INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

The interim season is not the only time in a church’s life when it’s valuable to give attention to explore a congregation’s vocation. Three sections of the Local Church Profile – **WHO ARE WE**

NOW, WHO IS OUR NEIGHBOR, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. Known together as the “Discovery Document,” these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church’s engagement with the “Discovery Document” might not have the same sequence as the completed Local Church Profile that is read by candidates.

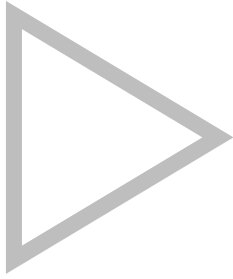
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ’s leading (**WHO IS GOD CALLING US TO BECOME**).

This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11 Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1 a. LISTING INFORMATION

Church name: Community United Church of Christ

Street address: 174 N. East St PO Box 177 Elkhart Lake, WI 53020

Supplemental web links: communityuccel.org facebook.com/comuccel

Additional ecumenical affiliations: None

Conference: Wisconsin Conference

UCC Conference or Association Staff Contact Person:

Rev. Jane Anderson, Associate Conference Minister

920-540-2586 janderson@wcucc.org

Summary Ministry Description:

We strive to be a church where everyone feels safe and welcomed. We appreciate a traditional style of worship for a bit of calm and reverence in a chaotic world, but recognize the need for adaptations to ‘fit in’ with the modern community. We are looking for settled pastoral leadership who will provide consistent meaningful worship experiences and guidance in our efforts to fulfill our Mission Statement: *“We at Community United Church of Christ will love the Lord our God and our neighbor, serving both with all our heart, soul, mind and strength through local and global missions.”*

Our ideal pastor will display a genuine desire to attend to the personal needs of our members, particularly in the areas of Bible-based worship, visitations to the sick & elderly, and guidance for our Christian education programs and missions/community outreach activities.

We also value a minister who will become an integral part of our community at large, helping us to build connections with Village residents and seasonal visitors alike, as well as integrations with neighboring UCC congregations working to expand our programs through combined resources.

Photographs:





What We Value About Living in Our Area:

The Village of Elkhart Lake offers a historic, small-town atmosphere, seasonally mixed with the bustle of a vibrant summer tourism trade. Located on beautiful Elkhart Lake, a pristine 292 acre full recreational lake, we are also 3 miles from world famous Road America race track, 7 miles from Plymouth, 16 miles from Sheboygan and 60 miles from Milwaukee. Our little community of less than 1,000 full-time residents boasts three magnificent resorts and numerous B&B options for tourists from around the world! Summer hums with activity, including Saturday's farm and artisans market, many automobile-related events at the track and in town, tourists milling about town to enjoy the restaurants, shops, tiki bars and all the fun in the sun a full rec lake offers. Locals and tourists alike enjoy quality area golf courses, an array of outdoor music throughout the summer, clean sandy beaches, hiking in the nearby Kettle Moraine State Forest, etc, etc! Check out Elkhartlake.com to see all our Village has to offer.

During the winter months, Elkhart reverts to a quiet town where we boast a top-notch school system, enjoy various community events, maybe a night of bowling or indoor golf simulators at the local lanes, and of course listening to the chiming of Community UCC's carillon floating through the air during a peaceful stroll around town.

Elkhart Lake is a growing community. In recent years, many new homes have been constructed within the village subdivision and a large new WHEDA apartment building just opened this last year, offering affordable 1, 2 & 3 bdrm apartments. We have been both blessed and hindered by the resurgence of tourism over the past couple decades. While our local economy thrives, many homes which once housed families in our community have been bought up by seasonal tourists or converted to B&B type rentals, making affordable housing for local families scarce. Thus, we are excited about the new housing developments and the positive impact it offers our community.

Current size of membership:

108

Languages used in ministry (*other than English*):

N/A

Position Title:

Pastor

Position Duration:

Settled –We consider our church membership as family, including our ministers! It is our prayerful desire to build a lasting relationship with a settled pastor who will become part of our church family for years to come!

Compensation Level:

1/4 Time/up to 30%; either singularly part-time or shared ministry, negotiable.

Does the total support package meet conference compensation guidelines?

Yes

1b. SCOPE OF WORK

The scope of work includes preparing and leading Sunday morning worship, which involves studying scripture, crafting the liturgy, coordinating bulletin creation and music with staff, writing and delivering sermons, and offering prayers. It also encompasses occasional pastoral guidance for our Christian Education and Confirmation programs and participation in local mission activities.

We expect pastoral care to be provided in partnership with lay members of the congregation, as well as conducting weddings and funerals for those within the worshipping community. The role includes seeking connection opportunities with neighboring churches (both UCC and ecumenical) and UCC affiliated camps and programs. Ongoing study and prayer are essential for strengthening personal faith and continually improving the ability to lead, teach, and preach.

Throughout all responsibilities, the work centers on energizing and deepening the spiritual connection and faith understanding of others.

Core Competencies:

*Public speaking—and effective preacher/teacher, knowledgeable in scripture, who can interpret biblical readings as they relate to modern everyday life.

*Personal Skills—friendly, warm, empathetic, ethical and trustworthy; the ability to connect with and relate to people on a personal level.

*Pastoral/Spiritual Care—a genuinely caring heart displaying concern for members in need through both word and action, ie visitations, written & telephone communications, prayers.

1c. COMPENSATION AND SUPPORT

Salary Basis:

Compensation package offered is negotiable but will comply with the Wisconsin Conference guidelines suitable for 1/4-1/2 time pastorate as applicable.

Benefits: Salary plus benefits

What is the expected living situation for your next minister:

Living nearby with a housing allowance.

Comment on the residential/commuting expectations for your next minister:

Prefer pastor living within a 20-minute commute, so as to be part of the local community.

State any incentives:

The Wisconsin Conference offers a seminary loan grant program for qualified individuals. A Rural Lay Men & Women's organization also offers grants to pastors with educational debt. More information can be found at:

https://www.wcucc.org/wp-content/uploads/2023/08/2024_Compensation_Guidelines_Wisconsin_Conference.pdf

Describe peer and professional supports available for ministers in your association/conference:

The Association has a few Pastoral Practice Groups open to Authorized Ministers. They meet at various times and locations as determined by the members. Each has a trained facilitator who leads the group. Regionally, UCC pastors share leadership responsibilities with youth organizations, offering programs that would be difficult for one local church to provide independently.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:

Having gone through many changes in recent years and an extended period without a settled Pastor, we've become quite adept at navigating varied schedules to accommodate fill-in ministers with fluctuating service times, Sunday School, meetings and office hours to suite our part-time secretary who also has additional employment. While we strive for consistency for regular Sunday service hour, overall we are flexible!

1d. WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve:

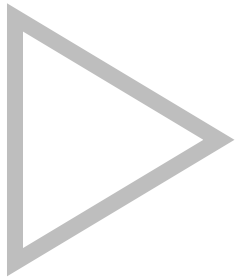
Our next minister is someone we hope will inspire the entire congregation to deepen their involvement in the life of the church. We envision a leader who joyfully and reverently plans and leads meaningful, Bible-based worship services, while also helping us grow into a more intentionally welcoming presence within our community. This minister will nurture creativity, remain open to new opportunities in ministry and mission, and offer support for Christian Education programs and learning experiences that help our faith continue to grow.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls:

Community UCC is committed to supporting various local charities and organizations through regular monetary donations, physical collections for local food pantries, local charitable organizations and individuals in need. It is our hope that our next pastor will not only participate in our current mission activities but also help us to expand our impact on the community by seeking out new opportunities for mission, utilizing our resources to do the work of Christ and increase our Gospel outreach.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas:

- *Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- *Communicating passion for the oneness of the Body of Christ (John 17:21)
- *Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- *Bringing life to sacred stories and traditions in worship, proclamation, and witness.



2. 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)

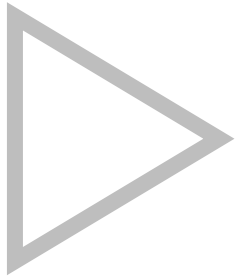
***Who is God calling you to become as a congregation?**

God is calling us to become a congregation that is courageous enough to grow, humble enough to learn, and open enough to welcome the future God is shaping for us. We are being invited to move beyond our comfort zones and to loosen our grip on the familiar patterns that have defined us for so long. Instead of clinging to what feels safe, God is urging us to trust that new life can emerge when we allow ourselves to be stretched. We are being called to become a community that listens deeply—to God, to one another, and to the needs of the world around us. A congregation that values tradition but is not confined by it. A people willing to embrace change not for its own sake, but because we believe God is still speaking, still leading, still creating something new in and through us. God is calling us to be more welcoming, more inclusive, and more willing to take risks for the sake of love and hospitality. We hope to be a church where new people can see themselves,

where diverse voices are honored, and where our actions reflect the grace we proclaim. Ultimately, God is calling us to become a congregation that lives with intention—rooted in faith, open to transformation, and ready to step boldly into the future with trust rather than fear. This is not an easy calling, but it is a hopeful one, and it invites us to grow into the church we have long said we want to be.

***Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.**

We've begun increasing our involvement in local missions to enhance our impact on the community. In 2025 we increased a dedicated amount of our monthly income to local charities from 2% to 3%. Additionally, going into 2027 we are adding \$1200 annually to our Mission budget to be used towards more immediate response needs such as disaster relief or medical fundraisers, etc. In recent years we've participated in some new (to us) local charitable offerings and collections while maintaining several already on-going mission activities. We've been frustrated with efforts to invite the general public to participate in some of our mission activities by advertising in our local newspaper; while our in-house collections went well, the community response was poor. This has caused us to shift our efforts, initiating an ecumenical effort this year with the Lutheran and Catholic churches in our village for an annual 'Help for the Homeless Hygiene Drive' in our area. The end result of this collective drive was very productive! This summer we responded quickly to a nearby tornado disaster generating a donation of \$1200 worth of Walmart gift cards sent to Congregational UCC in Neenah WI, located in the heart of the disaster, for distribution to persons in need. We utilized some of our SCRIP funds and held a collection during a combined special service ("Worship on the Farm" event) with Salem Plank Road UCC of Plymouth WI to achieve that amount. We are hopeful these new ecumenical interactions may lead to more successful drives and new opportunities going forward!



3. WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV) a. CONGREGATIONAL REFLECTIONS

- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith:

This is our Vision Statement: *“Through Christ's love, we are empowered to honor and love one another. We shall go beyond ourselves to provide worship, Christian education, care giving and fellowship to our community and our world. We shall promote spiritual growth and call others to God's community of faith.”*

We recognize that we often fall short of our Vision Statement goals, but we continue to look for opportunities to carry out the Lord's work in our community and world by keeping our doors open to the community. Literally, our doors are open! Only the office spaces are locked. Our building is utilized twice weekly by local Alcoholics Anonymous groups, and has been used by various other non-profit groups over the years. Our entrance and chancel are softly lit at night for quiet reflection and prayer time to anyone in need. It has been known to shelter stranded motorists on a cold winter night. We specifically extended an invitation to our local volunteer fire department and EMT members, as well as police, to utilize our church when in need of prayer time after difficult experiences. We are currently in communication with the Sheboygan County Red Cross to enlist our facility as an emergency shelter during/after weather related or other disasters in our area.

We advertise that our facility is available for rentals to private parties and free for use by approved non-profit organizations.

All are welcome and encouraged to attend our services, participate in our programs and events, and our communion table is open to all believers of Christ!

Describe several strengths or positive qualities of your congregation:

Our congregation is a welcoming community with a strong commitment to local missions and supporting those in need. We take pride in our Theological Scholarship program which nurtures learning and spiritual growth, and we cherish a deep sense of longevity that reflects years of dedication, stability and shared faith.

Describe what worship is like when your congregation gathers:

Worship is held in the sanctuary. Our carillon announces to and invites the community to worship 15 min prior to service time, the traditional style service is then started with the manual ringing of our tower bell. We appreciate beloved traditional hymns enriched by our Schilcker 2 manual and pedal 16 rank pipe organ played by our skilled and dedicated organist of 30 years! The service is Christ-centered, composed of liturgical prayers for ourselves, our community and world; scripture readings; a sermon; singing hymns and an offering. Monthly communion is held the first Sunday of the month and during special services such as Christmas and Easter.

Baptisms, Confirmations and New Member services include a liturgy and pledges from both the new members and from the congregation.

We consider good preaching to be scripture-based and relevant to our daily lives.

Describe the educational program/faith formation vision of your church:

Our Christian Education Committee oversees and conducts our children's Sunday School program utilizing "Whirl" curriculum from Sparkhouse Publishing held after service hour, September through May. We also offer a two-year confirmation program utilizing "Re:Form" curriculum, also through Sparkhouse Publishing, beginning at the 7th grade age level. We currently have two instructors for these programs and look for at least occasional pastoral participation in the confirmation program. Confirmands typically have been required to occasionally participate in services via reading, acolyting, offering collection and the like.

Describe how your congregation is organized for ministry and mission:

The work of the church is divided into six committees: Consistory & Treasurer, Christian Education, Missions/Worship, Stewardship, Property, and Investments/Endowments Committees. Our Ladies Aid group organizes fellowship, some local missions and a prayer chain. We also employ a part-time office manager to prepare weekly bulletins and monthly newsletters, email communications and various secretarial tasks supportive to the committees and congregation.

When it comes to decision-making, how many hours are spent in meetings per month?

Consistory meetings average 2 hours monthly. Other committees meet occasionally as needed and do much of their decision-making by email or short in-person conversations after church. Ladies Aid meets monthly for fellowship activities and/or to organize a gift collection drive for a local nursing home at Christmastime.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

We were contacted by an area homeless person looking for assistance with gas & food last winter. We announced the request during our Sunday service prayer time and had a wonderful response by members present, collecting nearly \$200 within the hour! Our Mission Committee has since prepared 'homeless kits' with gift cards and a few physical items to have on hand for future requests of this nature.

In the event of an emergent situation, such as inclement winter weather forcing cancellation of a service, the Consistory members (typically initiated by the President) in consultation with the minister, are called and make the decision by vote that the service should be cancelled. Church members are notified by email and a cancellation notice was broadcast by local radio and TV.

For emergent pastoral care needs, such as a hospitalization or deaths, the Pastor is notified and the Ladies Aid Chairperson is also notified to begin a prayer chain through their group.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?

Yes to all.

3b. 11-YEAR REPORT



UNITED CHURCH OF CHRIST

ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#: 860720

Assoc: 824

Schedule: 0

Community Church

Elkhart Lake

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT
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2013	230	55	23		4	0	0	6	0	-2
2014	179	52	25		0	0	0	3	48	-51
2015	180	53	29		5	0	2	5	1	1
2016	168	42	31		0	0	1	2	11	-12
2017	162	46	25		5	0	2	9	4	-6
2018	160	46	29		2	0	0	2	2	-2
2019	160	33	35		4	0	0	4	0	0
2020	138	34	16		0	0	2	24	0	-22
2021	131	24	23		0	0	0	7	0	-7
2022	132	24	29		8	0	0	2	1	5
2023	110	24	21		0	0	0	1	21	-22
					TOTAL	OTHER	WIDER	BASIC SUPP%		
					OCWM	GIFTS	MISSION	CURR LOCAL TOTAL EXPEND	PLEDGES AND	
									OFFERINGS	
					\$2,205	\$2,026	\$4,231	1.30	\$139,164	\$99,943
					\$4,048	\$1,994	\$6,042	1.57	\$117,044	\$104,087
YEAR	CURRENT	CAPITAL	BASIC	TOT OTHER						
	EXPENSES	PAYMENTS	SUPPORT	UCC GIVING						
2013	\$134,933	\$0	\$1,760	\$445	\$2,194	\$2,016	\$4,210	1.40	\$119,044	\$124,651
2014	\$108,531	\$2,471	\$1,700	\$2,348	\$4,264	\$1,931	\$6,195	1.62	\$140,666	\$106,058
2015	\$113,794	\$1,040	\$1,598	\$596	\$2,633	\$2,071	\$4,704	1.51	\$137,335	\$103,769
2016	\$116,037	\$18,434	\$1,880	\$2,384	\$3,800	\$0	\$3,800	1.82	\$136,431	\$0
2017	\$132,631	\$319,114	\$2,000	\$633	\$1,000	\$9,607	\$10,607	0.44	\$123,406	\$131,462
2018	\$132,631	\$0	\$2,420	\$1,380	\$2,052	\$232	\$2,284	0.01	\$121,141	\$0
2019	\$112,799	\$12,796	\$500	\$500	\$0	\$0	\$0	0.00	\$118,857	\$0
2020	\$118,857	\$0	\$10	\$2,042	\$1,919	\$0	\$1,919	0.17	\$114,787	\$94,523
2021	\$118,857	\$0	\$0	\$0	\$723	\$1,727	\$2,450	0.00	\$102,318	\$99,877
2022	\$112,868	\$13,450	\$190	\$1,729	TOTAL CURR LOCAL			TOTAL	TOTAL	
2023	\$99,868	\$0	\$0	\$723	REMOVALS EXPENSES	450.00	-	OCWM	EXPENDITURE	
					24.70			-80.97	-25.00	
		AVG WEEKLY	CHR ED/TOTAL							
		ATTENDANCE	FAITH FORM	ADDITIONS	266.67	-25.99		-67.21	-26.48	
% CHANGE	MEMBERS									
2018-2023	-31.25	-47.83	-27.59	-100.00						
2013-2023	-52.17	-56.36	-8.70	-100.00						

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

Total membership	108	<i>Is this number an estimate? (check if yes)</i>
Number of active members:	40	yes
Number of active non-members:		
Total of church participants (sum of the numbers above):	40	yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	96	yes
Less than 10, more than 5 years:	13	yes
Less than 5 years:	1	yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
9	13	6	11	12	14	19	27	21	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Households with minors:	22	yes
Joint households with no minors:	51	yes

Percentage of adults in various employment types:

Adults who are employed:	56	yes
Adults who are retired:	48	yes

Describe the range of occupations of working adults in the congregation: We are a combination of white and blue collar workers, teachers and farmers.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

Elkhart lake has a strong German heritage. Our congregation was largely founded by German immigrants; in fact, worship services, meetings and documentation were held in the German language until the early-mid 1900’s. Although increasingly varied, our community remains predominantly white. Thus, while our doors and communion table are open to believers of Christ of all races and gender identifications, in reality we have minimal experience with cultural and genetic diversity within our congregation.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory):

We have not had a serious conversation about diversity or open & affirming for several years. After the 2005 national UCC decision to accept same-sex marriages, our membership was deeply divided on the matter. After much discussion and a congregational vote (2006), we decided to continue welcoming LGBTQ persons as members but would not hold same-sex marriage in our facility. We also voted at that time to withhold congregational pledging to OCWM, contributing only specified donations given by members who choose to do so. Despite our best efforts to satisfy both ‘sides’ of the controversy in this way, we lost close to 50% of our membership at that time.

We are currently revisiting the OCWM pledge, working to re-educate our membership of the funds’ purpose and value of participation. It is being added to our annual Budget Meeting agenda this forthcoming November for a congregational re-vote, hoping to again begin congregational support of OCWM.

In recent years, we have had some conversations about reviewing the Open & Affirming topic but have been hesitant to take that on without pastoral guidance.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

*Statistics and averages below were taken from 2025.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	2	Christian Education committee members
Baptisms (<i>number last year</i>)	2	35-40 persons in attendance
Children's Groups or Classes	2	Sunday school for children and Confirmation program
Christmas Eve and Easter Worship	Easter – 70 Christmas -90	Minister; Worship Committee
Church-wide Meals		
Choirs and Music Groups		
Church-based Bible Study		
Communion (<i>served how often?</i>)	monthly	Minister, average 20 in attendance
Community Meals		
Confirmation (<i>number confirmed last year</i>)		Christian Education, Minister
Drama or Dance Program		
Funerals (<i>number last year</i>)	2	Minister, organist, Consistory, family of deceased, local funeral service personnel
Intergenerational Groups		
Outdoor Worship		Occasionally

Prayer or Meditation Groups	7	Ladies Aid
Missions Events	varies	In-house monthly food pantry collections + 2 community drives; monthly 3% of our total income donated to various local charities
Retreats		
Community Benevolence	varies	Our facility is offered at no charge to local non-profits for regular use: Alcoholics Anonymous; Elkhart Cares (local charitable group)
Weddings (<i>number last year</i>)		
Worship (time slot)	18	9:00a.m. Sundays; Minister, Consistory members usher, organist
Young Adult Groups or Classes		
Other— Fundraisers	10-12	2 Fish-fry events, 1 Brat fry Stewardship, Consistory, member volunteers

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation):

N/A

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

N/A

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff:

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
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Office manager	Kathy Schwarz	Part time	Consistory	4 years
Treasurer	Mary Petrie	Part time	Consistory	4 years
Organist	Gary Bieck	Part time	Consistory	30 years

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

We are a traditional congregation with a focus on local missions and community. Despite an overall decline, we have a small but dedicated core of members committed to the life of our church and and it's purpose in the community...providing regular worship and fellowship opportunities, Christian Education for youth, and caring for our community through missions and openness/sharing of our facility.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$84,400
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$6,000
Gifts Designated for a Specific Purpose	\$0
Grants	\$
Rentals of Church Building	\$

Support from Related Organizations (e.g. Women's Group)	\$0
Transfers from Special Accounts	\$0
Other (specify): temporary investments	\$0
Other (specify):	\$
TOTAL	\$90,400

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

Account Number	Account Name	Budget 01/01/2025	Actual As of 12/31/2025
Pastor (100)			
100.100	Salary	6,000.00	0.00
100.110	Housing Allowance	10,000.00	0.00
100.120	Social Security Allowance	1,224.00	0.00
100.130	Health Insurance pastor/conf	3,000.00	0.00
100.140	Dental Insurance	0	0.00
100.150	Mileage	500	653.80
100.160	Pastor's Annuity/Life Ins.	4,900.50	0.00
100.170	Professional Development	0	0
100.900	Miscellaneous Pastoral Expense	250	50.00
Total Pastor Expenses		25,874.50	703.80
Worship (200)			
200.300	Worship Supplies/Bulletins	270	813.27
200.400	Special Flowers and Decorations	120	30
200.410	Easter Flowers/Poinsettias	0	212
200.500	Supply/Ministerial	4,800	9,900
200.600	Magazine Subscription for members	100	100.65
Total Worship Expenses		5,290	11,055.92
Ministry of Music (250)			
250.100	Organist Salary	5,700	5,700.00
250.200	Sr. Choir Accompanist	0	0

250.250	Choirs/Bells Director	0	0
250.300	Bells Maintenance		0
250.400	Music Fund Expense	0	200
250.500	Licensing Renewal	200	180
Total Ministry of Music Expenses		5,900	6,080.00

Christian Education (300)

300.100	Confirmation Retreat	0	0
300.150	Camp & Conference Scholarships	200	0
300.200	Confirmation Instruction	0	0
300.300	Confirmation Day Expenses	0	0
300.400	Church School Supplies	0	0
300.425	Curriculum	0	0
300.445	Bibles	0	0
300.500	Adult Christian Education Expenses	0	0
300.900	Youth Groups	0	0
Total Christian Education Expenses		200	0

Administrative (350)

		01/01/2025	12/31/2025
350.100	Office Manager	6,000	4,257.50
350.150	Telephone (includes internet)	2,100	1,976.03
350.200	Postage (includes po box)	1,000	694
350.210	Church Portion FICA Tax	1,000	761.77
350.230	Office Supplies	1,000	1,346.49
350.240	Copier Lease	1,830	1,826.40
350.300	New Office Equipment	0	0
350.400	Treasurer's Honorarium	550	550
350.500	Personal Concepts	30	0
Total Administrative Expenses		15,260	11,412.19

Property (400)

400.100	Inside Maintenance	3,500	723.23
400.150	Outside Maintenance (lawn, snow)	3,000	2,196.25
400.175	Custodial Supplies	250	368.94
400.240	Cemetery designated	0	4,822.00
400.300	Electricity	2,400	2,266.55
400.350	Gas	4,500	3,134.29
400.375	Water & Sewer	500	279.76
400.400	Repairs & Improvements	3,000	0

400.500	Insurance (includes workers' comp)	14,000	16,925.00
400.600	Custodian	0	
Total Property Expenses		31,150	30,716.02

Stewardship (450)

450.100	Contribution Envelopes	400	360.33
450.200	Stewardship Campaign	0	0
450.300	Vanco Fees	350	372.33
450.310	Raffle License	0	0
Total Stewardship Expenses		750	732.66

Miscellaneous Expenses (600)

600.100	Cornerstone-Loan Principal	0	45,350.00
600.130	Cornerstone-Loan	8,851	53,854.68
600.300	Wisconsin/NE Association meetings	1,300	0
600.500	Northeast Association Dues	600	550
600.800	Contingency Account	0	0
600.850	Advertising	900	1,426.28
600.875	Elkhart Lake Chamber Dues downnight fee	165	150
Total Miscellaneous Expenses		11,816	101,330.96

**Actual Amount Paid to Cornerstone (includes extra donations for payments)

		Budget	Actual As of
Missions (700)		01/01/2025	12/31/2025
700.200	OCWM & special offerings	0	367
700.320	Consistory Designated 3% Offering	2,000.00	2,208.34
700.330	Mission Outreach	0	2,050
700.340	Brat Fry		1,017.09
700.350	Fish Fry	0	2,275.34
700.400	Limberg Scholarship	0	2000
Total Missions Expenses		2,000	9,917.77

TOTAL

98,240.50 171,949.32

Considering total budgeted expenses for the year, compare total ministerial support.

After an extended time with no dedicated minister, we are currently budgeting for pulpit supply and estimated ministerial costs for 6 months each in order to maintain preparedness for potential new hire, keeping an open mind for variables in salary and overall compensations negotiable at hire.

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?

Yes, we participate in all five offerings:

☒ 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 by designated donations only, for which we include a separate line on our member giving envelopes. This method was developed as part of our effort to accommodate the varied opinions of our members after the national UCC vote to support gay marriage in 2006, giving them the option to support the wider church's mission in this regard, or not.

What is the church's current indebtedness?

\$Zero! 😊

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

N/A

If the church has had capital campaigns in the last ten years, describe:

While we did not hold a formal capital campaign, we did take out a Cornerstone loan in the amount of \$164,948 in 2017 to add an accessible entrance and enlarged entry space to our building. We were able to maintain the loan payments for nearly 8 years and were able to complete full payoff in 2025, utilizing a combination of some generous donations, investment and general fund monies.

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign:

We were able to increase accessibility to all levels (3) of our church building and improve a common entrance/gathering area for small fellowship events before and after services.

Does your church have an endowment?

Yes

What is the market value of the assets?

\$292,000 as of 1-1-2026

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

As needed or under certain circumstances. When we last had a settled full-time pastor, we were Drawing \$10,000-\$15,000 annually to cover bills. In 2024 we withdrew \$52,000 to pay off a building loan. We also drew annually from a fund that was designated for theological scholarships in the amount of \$500, although increased to \$1,000 in 2025.

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

We have not drawn from the Endowment funds with any regularity for several years. Five years ago our average draw was about 5%. In 2025 however, we withdrew \$52,000 (17%) as part of our loan payoff, and \$2,000 was utilized towards scholarship awards.

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

During Covid (2021-22) the church utilized PPP loans from the federal government to help pay employee wages. In 2023, \$10,000 was drawn from endowments to cover bills during the summer season. During 2024 and 2025, it was not necessary to draw on endowments to cover operating expenses.

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

Indefinitely; at the current rate of draw the endowment funds are growing.

Please comment on the above calculations or estimates.

The fund value is just under \$300,000. Assuming a draw of 5% annually (\$15,000) the funds would have to earn 5% to maintain their value. In recent years they have been gaining above 5% annually.

Other Assets**Does your church have a parsonage?**

No. We provide a housing allowance as part of the compensation package.

Describe all buildings owned by the church:

Sanctuary with narthex and attached lower and upper
fellowship halls, classrooms, kitchen, 2 offices spaces

Describe non-owned buildings or space used or rented by the church: None

Which spaces are accessible to wheelchairs?

All areas are accessible via mechanical lift or ramps.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

The most recent major change in our budget was the undertaking of the accessible entrance addition, as described above. We established a "Building Committee" who worked with an architect to design and cost estimate the addition, with several redesigns occurring after congregational reviews prior to moving ahead with the project. Fundraising efforts were handled from within the congregation. We were successful in achieving our goal of making our building more physically accessible and welcoming to all persons in the community as well as paying off the loan in a reasonable time period.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years:

Historically, our church is the result of several Evangelical and Reformed congregational mergers in the 1920's and 30's, a physical merging of two church buildings in 1941, and the E&R/Congregational Christian Churches merge/formation of the UCC in 1957.

Significant happenings in the life of Community UCC since then include the purchase and installation of a Schlicker 2 manual and pedal 16 rank pipe organ in 1995. This was a large expense and caused some division within the congregation.

Shortly after installation of the organ, a beloved pastor of 25 years retired from ministry with us. His successors came with new ideas and traditions, causing further division within the congregation.

The 2005 vote at the UCC National Convention to support gay marriage caused by far the most upset within our mostly conservative membership. After much discussion and efforts to find middle ground for all, we ultimately lost nearly 50% of our membership due to this event.

In the last 10 years, Covid 19 caused a significant drop in worship attendance and overall participation levels. We offered online video services and conducted meetings via Zoom during the full shut-down; continued video services for several months after resuming in-person services in a spread-out format. Ultimately, physical attendance and participation levels did not fully recover after the pandemic.

Given the current shortage within the ministerial pool, our search process is proving to be yet another 'significant event' in the life of our church! We have been without a dedicated full-time pastor since July of 2021. Our reality dictates a change to part-time pastoral leadership, which we have not experienced before. Since then we've utilized an interim minister for a time, a dedicated lay leader for a time, and of late a variety of local pulpit supply ministers to maintain services and occasional pastoral care needs, which has helped us become accustomed to part-time pastoral coverage, but has presented many new challenges.

Describe a specific change your church has managed in the recent past.

The shift to part-time pastoral coverage has been challenging for us, but also has helped us to become less dependent on a minister to ‘do it all’. We’ve grown in our ability to flex with service times, be more accepting of various preaching styles, and more independent in the overall management of the church and service preparation.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict:

Decision making regarding changes to part-time ministry, shared ministry, merging, closing...we’ve discussed them all! Many opinions inevitably lead to disagreements regarding big changes in the life of the church. We’ve voted essentially to keep all of our options open, whether it be shared ministry or a merger, ordained pastor or licensed lay leader. We are actively working towards the best outcome for all, asking the congregation for input and keeping them informed as to our considerations and progress.

A conflict that did not end well...we had a very dedicated and active couple in the congregation who ultimately became overbearing in their positions (Treasurer, Property Committee, Consistory) developing deep conflict particularly with the Pastor and our Office Manager at the time. We were unable to resolve the conflicts for an amicable result, ultimately resulting in the loss of the couple from the congregation and the Office Manager (a church member) stepping down from the position. We do have a conflict resolution policy, but admittedly did not adhere to it through this conflict, nor did we have much pastoral guidance in working through it since our pastor was directly involved in the conflict.

Ministerial History:

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Lance Lackore	7	Yes
Rev. Mike Kennedy	10	Yes
Rev. Deborah Rae Tyler	6	Yes
Interims & pulpit supply	5	

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Our church has learned a great deal about itself and about the way we relate to those who offer ministerial leadership. While we often speak about wanting to grow and become more open, we recognize that we’ve continued to hold tightly to familiar, conservative patterns that feel safe and predictable. This has made it difficult for us to fully welcome new ideas or engage with the modern

world in ways that would help us thrive. We also recognize that this has, at times, created tension in our relationship with leaders. We ask them to guide us forward, yet we sometimes resist the very changes we say we want. This has shown us that our expectations can be unclear, and our fears—of losing tradition, of conflict, of the unknown—can quietly shape our decisions more than our hopes do. At the same time, we know that becoming more open and progressive is essential if we want to connect with new people and remain a vibrant, relevant community. We understand the need, but we are still learning how to take the leap. This history has taught us that growth requires courage, clarity, and trust—trust in our leaders, trust in one another, and trust that God is present even in the discomfort of change. These insights are not easy, but they are valuable. They give us a clearer picture of who we are today and who we might become if we are willing to move forward together.

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

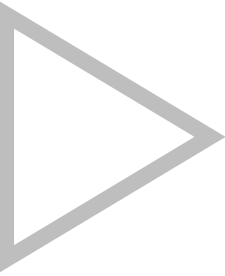
No

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



4. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV) a.

COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy:

We donate 3% of our total monthly income to various charitable and service groups or persons in need, focusing within Elkhart Lake or Sheboygan County, but also including the wider community such as Salvation Army and Habitat for Humanity. Additionally, we host collections of physical items for local and wider missions including an in-house food pantry bin; recycle bins for household batteries; Christmas gifts for residents of a nearby nursing home; maintain a ready-kit for homeless persons who may reach out to us for assistance; and other collections as needs may arise in the community.

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting):

We participate in the Five Special Offerings of the United Church of Christ:

- *One Great Hour of Sharing
- *Strengthen the Church
- *Neighbors in Need
- *The Christmas Fund
- *Our Church's Wider Mission

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. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| ☐ Accessible to All (A2A) | ☐ Just Peace |
| ☐ Creation Justice | ☐ Global Mission Church |
| ☐ Economic Justice | ☐ Open and Affirming (ONA) |
| ☐ Faithful and Welcoming | ☐ WISE Congregation for Mental Health |
| ☒ X God Is Still Speaking (GISS) | ☐ Other UCC designations: |
| ☐ Border and Immigrant Justice | ☐ Designations from other denominations |
| ☐ Inter-cultural/Multi-racial (I'M) | ☐ None |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future:

We need guidance to familiarize our congregation with most of these programs. We have had some members express a desire to revisit the Open and Affirming conversation.

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional):

In our search process, we are open to and have met with or reached out to some other UCC affiliated denominations looking to create a shared ministerial experience the might be suitable for all. Unfortunately, none of those opportunities proved fruitful. We remain open to ecumenical collaborations in ministry and missions!

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out:

Our Mission Statement reads: "We at Community UCC will love the Lord our God and our neighbor, serving both with all our heart, soul, mind and strength, through local and global missions". Although

the decline in membership and active participation levels have affected our overall mission impact, we continue to actively seek out and participate in missions opportunities, particularly on a local level.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time:

Negotiable; while we are overall supportive of wider church participation, we are unsure how much time would be available for a part-time minister to participate in these endeavors.

4b. MISSION InSite

Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

Population in this area is increasing, which may bring increased diversity. Although not specified by this report, our village has seen an increase in new housing developments in recent years which creates opportunity for overall growth in the community at large, including schools and churches. Sheboygan County is also home to 13 individual UCC churches, 7 of which are less than 10 miles from Elkhart Lake.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects:

This area is currently about 95% white. The demographics of the church are similar. The median age range in Elkhart Lake, according to Sheboygan County statistics, is 57.4. Unique to Elkhart Lake is a strong seasonal tourism trade with many seasonal residents. Some of the new housing developments are geared towards this population, but affordable housing apartments and individual homes have also been added to the community within the last five years. We also have a large senior retirement complex with independent condos and an assisted living facility. We have a strong school system which includes students from the neighboring community of Glenbeulah, which consistently ranks a B+ Niche grading, listed #73 out of 366 school districts in the state of Wisconsin. The school will be building a large addition onto the High School in the near future to modernize and improve overall operating efficiency across the system.

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

The tourism factor in our community has increasingly affected us negatively. Not only are many homes becoming seasonal occupancy only, but the demand has caused housing costs to skyrocket greater than neighboring communities. The overabundance of UCC churches within Sheboygan County also inhibits growth from outside our immediate community.

What do you hear when you talk to community leaders and ask them what your church is known for:

Our facility is known to be open to the community. Our hall has been home to AA meetings for many years, and used by various other non-profits and occasionally rented privately over the years. Our semi-annual fish fry dinner offers a social fellowship for church members, local seniors and the community at large. We maintain an open-door policy to all!

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

Primarily proximity to home; also family ties to the church; Christian Education opportunity for children.

5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1:

February 13, 2026

To Whom It May Concern:

I am Dale Milller, and I am currently serving as Pastor at Salem Plankroad UCC in Plymouth, Wisconsin. In October of 2023, I was contacted by Reverend Jane Anderson, Conference Minister for the then Northeast Association of the Wisconsin Conference of the UCC, inquiring if I would be willing to assist Community UCC in nearby Elkhart Lake, WI. Community had been without a Pastor for a time and was seeking someone to lead weekly worship, provide pastoral care, and to be available to assist the congregation as emergent situations come about. I agreed to accept a limited and unique call to assist them for a temporary, but undefined period to allow them time and space to discern a path forward.

My license was extended to include ministry at Community UCC and I began my ministry there in November of 2023, and continued through Christmas Eve of 2024. What follows here are my thoughts and impressions gleaned from the time I served the good folks at Community.

As I mentioned, Community was in a time of discernment, dealing with the same challenges that a great many churches are dealing with today; a time of transition to be sure. But I found there to be a

strong and committed core of lay leaders at Community, that wanted very much to continue to serve the Lord through the ministries of this church. I found a rich and meaningful history of a church committed to mission and outreach and strong tradition on which to build.

I found faithfulness and hope and generosity there. I found friendship and fellowship and mission. I found meaningful worship, beautiful music, and a strong yet gentle spirit. I found welcome and hospitality. I found Christian love and care, common cause, common ground, and common sense, courage, and perseverance.

The facilities are impressive as well, and handicapped accessible. And Ekhart Lake is a vibrant community with a rich history of its own. In short, I met some wonderful folks in my 13 months there, and I think of them often and always very fondly. Certainly, my ministry/life is richer and fuller because I served there.

While my experience was a very positive one, I am not oblivious to the challenges that lie ahead for Community UCC; challenges that many churches are facing as I mentioned earlier -- issues of declining attendance and corresponding financial support; the dearth of young families; issues of an overworked few that are tasked with day to day operations, for which burnout remains a possible and foreseeable consequence; the urgent need to call a settled pastor to help shepherd the church through this time of transition.

I believe that calling a settled Pastor is the critical component. The Pastor will provide a sense of stability and identity that is vital going forward. The Pastor will re-invigorate the efforts of the strong lay leadership and will provide a voice and a presence to help Community UCC begin to reclaim its once prominent status in its community. And most importantly, the Pastor can help provide the spiritual underpinnings that being a Church of Jesus Christ means in an uncertain and non-linear future; a beacon of hope and encouragement, if you will.

While serving Community UCC, I prepared and led 13 months of worship services including 2 Christmas Eve services and Easter Morning, officiated at member funerals, did hospital and home visits, and confirmed a confirmation class. I came to know love the church and the congregation and I am thankful for the opportunity to share in their faith journey. In conclusion, then, and I can say that I have great affection for this church and all the folks I encountered along the way. They were kind and welcoming to me, and their commitment to their church and to one another is admirable.

I believe there to be a solid foundation already in place waiting to be built upon. Community UCC has much to offer an incoming minister. I proclaim that confidently, because I experienced it.

Yours in Christ, Dale Miller

Pastor-Salem Plankroad UCC

Plymouth, WI

REFERENCE 2

Feb 17, 2026

Greetings to you in the Spirit of Christ,

I am grateful for the opportunity to write a letter of recommendation on behalf of Community United Church of Christ in Elkhart Lake, Wisconsin.

Community United Church of Christ is located in a town that bustles with activity throughout the year. Elkhart Lake is a pristine place to call home. Visitors and locals enjoy this town's restaurants, farmer's market, lakefront beauty, and cultural activities. Just down the road from Elkhart Lake is Road America, a phenomenal racetrack that draws people from across the country. Elkhart Lake is a comfortable drive from Milwaukee, Fond du Lac, the Fox Valley and Sheboygan.

The United Church of Christ is blessed to have a presence in Elkhart Lake. It has been my experience that the people in this church care for one another. They have an accomplished musician at the organ. Their leadership is solidly in place. After and before worship, members cluster together in conversation. They are people of the Word who enjoy good liturgy. When made aware of needs, they respond generously. They have endured challenging times and are committed to the future as a church of Jesus Christ. A spirited pastor with a warm sense of hospitality would delight in the opportunity to serve Community United Church of Christ.

Pastor Kim Henning
19706 Henning Road
Kiel, WI. 53042

REFERENCE 3

Community UCC Church Elkhart Lake
174 N East Street
P.O. Box 177
Elkhart Lake, WI 53020

Dear Michelle Zirbel,

I have been involved in church work and attending various churches for most of my life. I attended the Community UCC church in Elkhart Lake for many months and observed some very important things about this church.

One of main assets of this church is their beautiful building. It has a gorgeous sanctuary, offices, a pipe organ, an activity center, a Sunday School area, there are many beautiful aspects of this building with multiple rooms to accommodate the church and community activities. For example, it allows the AA groups to meet here free multiple times per week. They do not lock the church at night to better serve the police, firemen and first responders so they have 24/7 access so they can sit in prayer during or after some of the difficult things they witness. The church plays religious music and pipes it into the community from the steeple several special times during the week. I believe this is a very important aspect of the church's mission as it certainly helps to increase the vibration of our community.

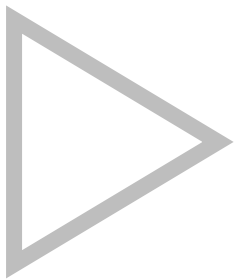
The most important asset of this or any church are the people. There is a core of people in this church who were very loving, accepting and welcoming to me and others. This church, like many churches, has had their share of ups and downs but they would never have weathered the storms without a core of very dedicated and active people who love this church and are willing to give of their time, talent and treasure. It is not a large group but a very loving and active group that shares the love of community and church. I believe they have single-handedly kept this church alive and even to the point of growing again.

I believe this church as great potential. But more importantly it is an important party of this community and would really be missed. The right leader could really enjoy running this church with little pressure commonly experienced with a larger church.

Faithfully submitted
John R Knowles

Mailing address	Living address
1919 County Road C	101 Osthoff Ave. 234
Plymouth WI. 53073	Elkhart Lake, WI 53020

920-918-5000



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

“Now Thank We All Our God, with hearts and hands and voices...”

We are a simple church and we give thanks to God for the rich history we’ve enjoyed and the loving relationships we’ve developed in our church family through both good and hard times. We love the Lord and want to follow God’s ways in today’s modern world. We need direction and help on this path and want very much to work with a new pastor who has love, compassion and insight. We offer this prayer as we continue to seek God’s guidance and Holy Spirit in our search for a new Pastor:

Gracious and loving God, we thank You for guiding our church towards a new Pastor who will walk with us in faith. We will receive this leader with open hearts, trusting that You have prepared them, and us, for the work ahead. Bless our new pastor with wisdom rooted in Your Word, courage to follow Your Spirit, and compassion that reflects the heart of Christ. Strengthen them with patience, clarity, and joy and they learn our stories, share in our hopes, and help shepherd this community.

Unite us as one body, eager to support, encourage, and pray for one another. May our partnership in ministry be marked by grace, humility, and a shared desire to make Your love known.

Lord, go before us in every step. Shape this new chapter into one filled with growth, healing, and renewed purpose. Let Your presence be our guide and Your peace be our foundation. In Jesus’ name we pray, Amen.

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided

information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

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.)*

This profile was completed by the members of the Consistory, doubling as the Search Committee. A separate Transition Committee worked with an interim minister during the initial phase of the search process, analyzing historical patterns, foundations and relationships within the church. Members of the congregation participated in group sessions and activities regarding these matters. A written member survey helped to further shape our knowledge of what members are looking for in their church going forward. We also owe a debt of gratitude to some of our more regular pulpit supply ministers (retired, well-experienced) who offered us insight and encouragement along the way.

Signed: *Michelle Zirbel*

Name / Title / Date: Michelle Zirbel, Consistory President 4/2/26

6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete. Staff

Comment:

To the best of my knowledge, available church financial information is presented thoroughly. Staff

Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22