

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Plymouth Congregational UCC
124 W. Washington Street, Burlington, WI 53105

Open Position: Pastor

Wisconsin Conference, Southeast Association

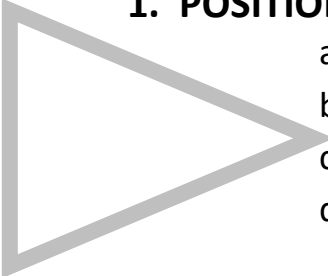
[June 24, 2022]

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us to Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

*“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)*

1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: Plymouth Congregational UCC

Street address: 124 W. Washington Street, Burlington, WI 53105

Supplemental web links: <https://plymouthucc.church>

Additional ecumenical affiliations (*e.g., denominations, communions, fellowships*):

Conference: Wisconsin Conference

Association: Southeast Association

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Reverend Ted Drewsen

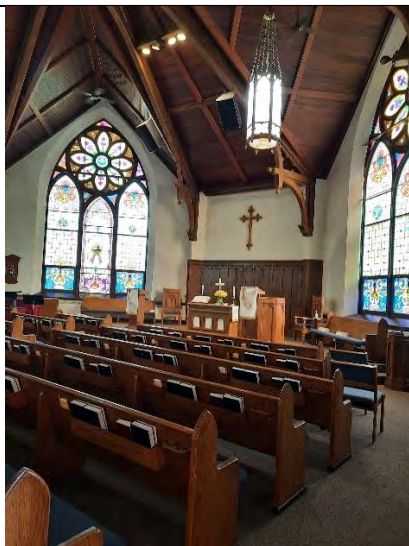
Bridge Associate Conference Minister

tdrewsen@wcucc.org

Summary Ministry Description:

We are a congregation of welcoming Christians united in the spirit of love. We are committed to aid our community, our nation and the world in peace and justice. Our church is open to all people no matter who they are or where they come from. We are seeking a pastor to lead us in our spiritual journey and our community participation.

Photographs: Plymouth Congregational UCC



Top Left: Church Exterior
 Top Right: Altar and Lecterns
 Middle Left: Choir with Stained Glass Background
 Middle Right: Pipe Organ in Sanctuary
 Bottom Left: Sanctuary

What we value about living in our area:

Burlington is a growing community of nearly 11,000, which offers a welcoming, home-town feel. We enjoy numerous community festivals and events, a low crime rate, excellent schools, plus many superb medical facilities including a hospital, wellness and rehab center, and clinics. You will find miles of bike trails, dozens of parks, and four lakes. Burlington is conveniently located just 30 minutes from Milwaukee and 90 minutes from Chicago and Madison, and only 10 minutes from historic Lake Geneva.

Current size of membership: 150

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

Position Title: Pastor

Position Duration:

Settled – a called position intended for longer-term ministry.

This is a full-time Pastor position.

1b. SCOPE OF WORK

Core Competencies:

We are seeking a pastor who is an effective preacher and speaker, someone who can preach Biblical sermons that relate a person's faith to their daily lives. This requires strong communication and public speaking skills. A meaningful worship service includes a well-planned service and sermon, music from one of our choirs (voice, bell, or praise band) and lay participation as liturgist, ushers, and fellowship servers.

Our next pastor should be compassionate, caring, and sensitive, and can make pastoral calls on people in hospitals, nursing homes and those that are homebound. He/she will plan and coordinate calls with our existing Caring Committee.

Our position requires a person who is approachable and has good communication skills with people of all ages. This includes interacting with youth and adults, and with church committees and leaders.

We would like to work with our next pastor to shape our church's vision for the future and help us implement that plan.

1c. COMPENSATION AND SUPPORT

Salary and Benefits Basis: Will be commensurate with experience, in accordance with Conference guidelines.

Expected living situation:

Our new pastor should live nearby, with housing allowance.

Incentives:

Congregation would be willing to provide a second mortgage loan not to exceed \$25,000 to be used toward purchase of a home.

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.

- Continued focus on Sunday school and youth programs in collaboration with our Children's Education Director
- Growth of adult spiritual education
- Becoming more visible in the community
- Increase member awareness of church life in fellowship, community, and generosity

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

- Provide pastoral services to people at risk, i.e., illness, death, abuse, and addiction
- Increase awareness in community missions and support for charity in our nation and around the world
- Create an environment where people of all ethnicities, cultures and faiths are welcome and respected
- Become more visible in the Burlington community

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

Our church and community are only minimally diverse. English is the needed language.

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 and Effective Authorized Ministry that your next minister will display to further equip the congregation's ministry in these areas.

- EXHIBITING A SPIRITUAL FOUNDATION by loving God, following Jesus Christ, and listening to and understanding the power of the Holy Spirit
- STRENGTHENING INTER- AND INTRA-PERSONAL ASSETS by understanding and ministering to all people through all stages of life, and demonstrating excellent communication skills
- WORKING TOGETHER FOR JUSTICE AND MERCY by building relationships of mutual trust and interdependence and engaging in mission and outreach in our church, community and throughout the world
- ENGAGING SACRED STORIES AND TRADITIONS by demonstrating knowledge of the Bible and history of the Christian Church, and by applying the sacred stories to our daily lives, and leading faith formation across generations



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

Over the past two years, Covid-19 guidelines were followed, and we had long periods of worship via online services instead of in-person services. Therefore, one of the experiments listed here was accomplished shortly before Covid-19 and one was within the past year.

Our church voted to become Open and Affirming in 2018. We live in a community that is not very racially diverse, but we recognized the need to support the LGBTQ community to show the universal love of God.

Many years ago, our church employed a parish nurse, and we formed a care group that called on elderly and shut-in members. It was a way that we could support our pastor in getting out to visit people and make sure these members were remembered as part of the church family. One of the great strengths of our congregation has always been the strong sense within our membership that our church is family. Now with the recent Covid interruptions, we re-activated the care group. It has been a positive experience not just for the members being called on, but also for those doing the calling.



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.

We want to know God’s love and presence in our everyday life, and how do we share with others?

We believe that each person is on a spiritual journey and that each of us is at a different stage of that journey.

We believe that the persistent search for God produces an authentic relationship with God.

We believe that all people of faith are invited to join Christ at Christ's table for the sacrament of communion.

We are a people of possibility. After all, God is still speaking.

Describe several strengths or positive qualities of your congregation.

- Sense of family among or members
- We have many musical talents including voice choir, bell choir, praise band
- Our members support local and worldwide missions
- We have a hugely successful fall fundraiser (dinner and auction)
- Children education through our current program for pre-K through 8th grade, which is run by our Children's Education Director

Describe what worship is like when your congregation gathers.

We worship in a beautiful sanctuary that has a vaulted wood ceiling, stained glass windows and a huge pipe organ. The sanctuary, fellowship space and lower level are all wheelchair accessible. Our service is based on the Common Lectionary texts. Music from one of our groups or a special guest is always included. We prefer sermons that have a message that can be taken with us and applied to our daily lives. Our services are followed by coffee and fellowship.

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

Currently, Sunday school is offered to children pre-K through 8th grade, which is run by our Children's Education Director. Confirmation is led by our Pastor. The Sunday school and youth students occasionally lead the Sunday worship service.

Describe how your congregation is organized for ministry and mission.

We are governed by the Operating Committee, which meets monthly for about 1-1/2 hours. Missions Committee meets monthly. Other committees, such as Caring, Music, Christian Education, meet as needed. A copy of the organizational structure and bylaws can be provided.

3b. 11-YEAR REPORT

Please see next page for 11-Year Report.



God is still speaking.
**UNITED CHURCH
OF CHRIST**

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#:	860390	Schedule:	0	Plymouth Congregational UCC	Burlington	WI	53105			
Assoc:	832									
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2010	299	83	45	1	1	5	8	5	-6	
2011	259	82	58	7	0	5	4	48	-40	
2012	250	82	60	7	0	2	11	7	-9	
2013	256	82	60	0	0	11	5	0	6	
2014	274	85	75	14	1	7	4	0	18	
2015	246	72	60	0	4	2	6	28	-28	
2016	254	68	39	8	0	0	0	0	8	
2017	257	75	40	0	1	9	7	0	3	
2018	266	75	39	12	0	1	4	0	9	
2019	266	55	11	0	0	2	2	0	0	
2020	272	55	11	0	0	6	0	0	6	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2010	\$222,970	\$0	\$6,200	\$6,945	\$13,145	\$8,826	\$21,971	2.78	\$244,941	\$188,262
2011	\$221,291	\$0	\$4,700	\$4,018	\$8,718	\$9,574	\$18,292	2.12	\$239,583	\$178,175
2012	\$235,310	\$0	\$4,700	\$3,216	\$7,916	\$11,061	\$18,977	2.00	\$254,287	\$173,440
2013	\$219,467	\$0	\$4,700	\$10,245	\$14,946	\$9,849	\$24,795	2.14	\$244,262	\$176,536
2014	\$228,183	\$0	\$4,700	\$9,287	\$13,967	\$8,973	\$22,940	2.06	\$251,123	\$166,537
2015	\$219,160	\$0	\$5,100	\$10,694	\$16,794	\$8,558	\$25,352	2.78	\$244,512	\$169,716
2016	\$225,090	\$18,989	\$7,500	\$28,940	\$37,440	\$7,203	\$44,643	3.33	\$288,732	\$174,714
2017	\$234,000	\$54,000	\$7,500	\$2,902	\$10,402	\$7,000	\$17,402	3.21	\$251,402	\$182,000
2018	\$241,000	\$79,000	\$7,500	\$11,317	\$18,817	\$7,000	\$25,817	3.11	\$266,817	\$172,000
2019	\$238,000	\$0	\$7,500	\$4,369	\$11,869	\$6,000	\$17,869	3.15	\$255,869	\$178,000
2020	\$220,000	\$0	\$7,500	\$1,940	\$9,440	\$0	\$9,440	3.41	\$229,440	\$186,000
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM EXPENDITURE	TOTAL		
2015-2020	10.57	-23.61	-81.67	0.00	-100.00	0.38	-43.79	-6.16		
2010-2020	-9.03	-33.73	-75.56	-14.29	-100.00	-1.33	-28.19	-6.33		

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	140	x
Number of active non-members:	8	x
Total of church participants (sum of the numbers above):	148	x

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	75	x
Less than 10, more than 5 years:	15	x
Less than 5 years:	10	x

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>
10	13	4	11	15	15	15	40	25	x

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	30	x
College:	45	x
Graduate School:	10	x
Specialty Training:	15	x
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	40	x
Adults who are retired:	50	x
Adults who are not fully employed:	10	x

Describe the range of occupations of working adults in the congregation:

Occupations of our members generally follow the community demographics as shown in the full InSite report.

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?

Our community and congregation are not very diverse but welcoming to all.

3d. PARTICIPATION AND STAFFING

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

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	Covid	Various Lay Leaders
Baptisms <i>(number last year)</i>	2	Pastor
Children’s Groups or Classes	(Included with Youth)	Christian Education Committee/Pastor
Christmas Eve and Easter Worship	110	Pastor, Music Directors

Church-wide Meals		
Choirs and Music Groups	20 (Bells, Voice)	Music Directors, Pastor
Church-based Bible Study		
Communion (<i>served how often?</i>)	40-60 monthly	Pastor
Community Meals	Love, Inc.-45 meals monthly; Christmas Dinner -250	Lay Leaders
Confirmation (<i>number confirmed last year</i>)	2	Pastor
Drama or Dance Program		
Funerals (<i>number last year</i>)	1	Pastor
Intergenerational Groups		
Outdoor Worship	40	Pastor and Worship Committee
Prayer or Meditation Groups	Men's/Women's	Lay Leaders
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	1	Pastor and Wedding Coordinator
Worship (time slot: 10:00 am)	#	Pastor, Operating Committee
Worship (time slot: _____)		
Young Adult Groups or Classes		Prayer Groups
Youth Groups or Classes	13-18	Christian Education Committee/Pastor
Other		

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).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
John Gibbon		Retired	Retired minister	Y
Jim Burd		Retired	Retired minister	Y
Manda Stack		Consultant		
Jeffrey Smith		Higher Education		

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.

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
Interim Minister		Full Time	Pastor	1 yr
Financial Secretary		Part Time	Pastor	9 yrs
Office Secretary		Part Time	Pastor	2 yrs
Custodian		Part Time	Pastor	15 yrs
Organist, Bell Choir Director		Part Time	Pastor, Music Committee	15 yrs
Voice Choir Director		Part Time	Committee	6 yrs
Piano Accompanist		Part Time	Pastor, Music Committee	15 yrs

Children's Education Director		Part Time	Pastor	3 yrs
-------------------------------	--	-----------	--------	-------

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$144,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	5%
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$23,000 for 2021
Gifts Designated for a Specific Purpose	\$5,000
Grants	\$
Rentals of Church Building	\$30,000
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g., Women's Group</i>)	\$
Transfers from Special Accounts	\$
Other (specify): Loose Plate Offering/Non-Pledged	\$35,000
Other (specify):	\$
TOTAL	\$237,000

Current annual expenses (dollars budgeted for most recent fiscal year): \$223,500

Budget attached.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 40%

Has the church ever failed to pay its financial obligations to a minister of the church? No

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

☒ Our Church's Wider Mission (OCWM – Basic Support)

☒ One Great Hour of Sharing

☒ Strengthen the Church

☒ Neighbors in Need

☒ Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage?

Budget item of 3.3%

What is the church's current indebtedness?

Total amount of loan debt: 0

Reason for debt: n/a

Are capital and other payments current? Yes

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

Year(s)	Purpose	Goal	Result	Impact
2015 – 2020	Building improvement	\$750,00	\$750,000	New kitchen/office/pastor office
		\$	\$	

If a capital campaign is underway or anticipated, describe:

None at this time.

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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

Annual Fundraiser – 50% goes to Missions
IMPACT
Camps

Does your church have an endowment? Yes

What is the market value of the assets? \$519,000

Are funds drawn as needed, regularly, or under certain circumstances? If needed, loan can be taken from \$100,000 Winkler Fund, with congregational approval.

What is the percentage rate of draw (last year, compared to 5 years ago)? 0% unless/except for the Backlin Fund

Other Assets

Reserves (savings): \$

Investments (other than endowment):

Does your church have a parsonage? NO

Describe all buildings owned by the church:

Church building offers a beautiful sanctuary which seats approximately 110 people with attached fellowship room, Pastor office and meeting room; the lower level includes administrative office, educational wing currently used by Day Care during the week, dining hall and state of the art kitchen, and a chapel. The elevator provides access to all levels. The church owns our parking lot across the street.

3f. HISTORICAL INFORMATION

Significant happenings in the history of the church:

- Capital Campaign Project completed in 2020. Our congregation made a pledge to fund the \$750,000 project within 5 years and we completed that challenge successfully. The key parts of the project included an addition to create new office space for the Pastor and the church office staff, and a major remodel of our fellowship hall and kitchen downstairs.
- Heritage Sunday Celebration. This is an annual celebration to recognize long-term members of 25 years or more. Many of our members have church connections that span several generations, and we celebrate that part of our church “family” history.
- Celebration of our Church’s 160th Anniversary in 2018. Our early church leaders valued human rights causes such as the underground railroad in the fight against slavery and we have retained that spirit for advocating pro-human rights. We support the UCC and its causes.
- Plymouth Childcare in our building for over 45 years.

History of our church:

- 1903 Plymouth Church constructed; Church Bell dates to 1875.
- 1951 Two story education wing added, four classrooms, office, and a small chapel.
- 1974 Education wing changed to first daycare center in Burlington. Started participating in Love Dinners for needy people once a month.
- 1980 Building remodeled.
- 1992 Major building remodel, new entrance, new foyer, and elevator added to make all areas of the church handicap accessible.
- 1999 New pipe organ installed, replacing the 100-year-old organ.
- 2015 2nd major remodeling, new pastor’s office, new secretary’s office, bathroom, small kitchen, and fireside meeting room. State of the art kitchen for the Daycare Center and church events, basement flooring, and powder room.
- 2018 We became open and affirming.
- 2020 Painted sanctuary, kitchen, fellowship area and chapel.
- 2021 Future updates: New stained-glass coverings, painting, and update elevator.

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.

When conflicts arise, we encourage open discussion among members and Pastor, together with the Pastor Parish Relations Committee.

Ministerial History *(include all previous ministerial staff for the past 20 years)*

Staff member's name	Years of service	UCC Standing (Y/N)
Rebecca Johnston	Feb. 2021/present	Y
Robert Wang	April 2009/Jan. 2021	Y
Thomas Porter	Feb. 2008/April 2009	Y
David Denoon	Feb. 2002/Jan. 2008	Y

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

We have learned that it is necessary to discuss any differences promptly with members, Pastor, and the Pastor Parish Relations Committee. We are seeking a Pastor who can negotiate differences of opinions and work with the leaders and congregants to resolve issues. We welcome a Pastor who will guide us spiritually and who would like to join us in our missions and social functions.

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?

Our church, with our Missions Committee, is very involved with sharing here in our community and around the world. Some activities include:

- Love, Inc. – Monthly Community dinners, PB&J Collection, Christmas Food Bank Donations, Adopt-a-Family for Christmas
- The Cozy Night Project – TLC – providing comfort baskets to children
- Riverview Manor Senior Luncheons
- Burlington Community Christmas Dinner – 257 meals last year
- Valentine Cookie Project
- Weekend Lunch Program
- National Fire Safety Q
- Camp Scholarship Assistance for our church members
- Soles4Souls – Shoe collection
- Milwaukee Rescue Mission
- The Night Ministry-Chicago
- Exploit No More – Human trafficking project
- United Church of Christ Church Camps Capital Campaign
- Church World Service, Emergency Hygiene Kits, Emergency School Kits, Emergency Clean-Up Buckets
- Help a Hero – Hygiene collection

- College Care Packages
- Feed My Starving Children – Sponsor and packing meals
- Holy Joe’s Café – Offering support, serving coffee, and counseling for our military personnel
- Operation Christmas Child Shoeboxes – 150 Boxes packed last year
We have also helped at the Chicago Distribution Center for this project
- Haiti Allies and Haiti Mosaic Project – Building projects and sponsoring scholarships
- Building Cambodia Project – Sponsoring projects and scholarships
- Compassion International Give Safe Water for Life
- Tornado Relief - \$2,000 donation collected from congregation
- Ukraine Relief - \$4,500 donation collected from congregation

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

In the past, we have sent members to the Southeast Association Annual Meeting.

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.

- | | |
|-------------------------------------------------------------|----------------------------------------------------------------|
| <input checked="" type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input checked="" type="checkbox"/> Economic Justice | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input checked="" type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) | <input type="checkbox"/> 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?

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

As an open and affirming church, accessible to all, we offer our community more than a welcoming atmosphere; we offer them a supportive and proactive atmosphere to be inclusive of all members of the local community. Likewise, for those suffering economic or other hardship, our active missions projects address local needs for the hungry, the homeless, and others suffering daily hardship. Our commitment to these locally supportive missions make us a pillar in the Burlington community. Our presence comes alongside the underprivileged, giving them assistance and advocating on their behalf. We believe this is part of our calling and why the community needs our vitality.

In the past, we have participated in the ecumenical community group, but it has dissolved. We would be open to rejoining the group if it reorganizes.

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.

We are not aware of a called mission statement, but would like to work on this with our new pastor.

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?

4b. MISSION InSite

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

The community of Burlington leans towards a conservative bent. We at Plymouth try to be a more progressive voice in the midst of that.

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?

Our church congregation is comparable to neighboring churches and our community.

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

Our community generally is minimally diverse, as is our congregation. However, there is a growing Latino presence in our area.

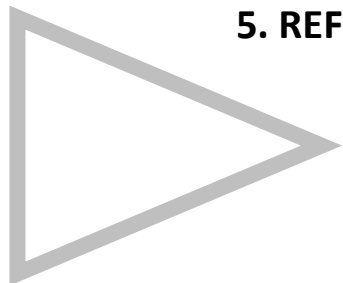
What do you hear when you talk to community leaders and ask them what your church is known for?

For a small congregation, Plymouth Church leads the way in missions giving.

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

The genuineness of our congregation, the music and the mission involvement are exemplary.

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

Phyllis Hancock, Assistant Director

Sara Trewyn, Director

Plymouth Children’s Center

Located in our church building

262-763-5470

plymouthchildren@sbcglobal.net

REFERENCE 2

Candice Welsh, Executive Director

Mozayik

(Missions)

608-513-2865

mozayikvillage@gmail.com

REFERENCE 3

Terri Plachy, Administrative Director
Southern Lakes Area Love, Inc.
(Social Service)
262-763-6226
terriplachy@love-inc.net



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

We are a loving and spiritual family, and take comfort in the words of this prayer:

Lord,
You are the wind in our sails.
You guide us as we steer and find direction.
You give us the strength to keep on going.
You watch over us as we navigate stormy seas.
You are the harbor where we stop for rest.
You are our encourager when we lose hope.
You are the lighthouse that keeps our path safe.
You are with us always.
Thank you,
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.

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

Search Committee, leadership from most of the independent teams, Church Council, Interim Pastor

2. Additional comments for interpreting the profile:

The Committee enlisted feedback by questionnaire sent to entire congregation. Those responses assisted us in creating this profile.

Signed: /s/ Glenn Stoll
Glenn Stoll / Committee Chair / 06-23-2022

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: Rev. Ted Drewsen/Bridge Associate Conference Minister

Email: tdrewsen@wcucc.org

Phone: 920-251-9640

Date: June 24, 2022

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.

**UNITED CHURCH
OF CHRIST**



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

Plymouth Congregational UCC

Budget Performance - Actual to Budget

	May 22	Budget	Jul '21 - May 22	YTD Budget	Annual Budget
Income					
4000 · Pledge Recelpts	6,145.83	11,833.33	130,201.60	130,166.67	142,000.00
4010 · Plate Offering					
4011 · Loose Offering	5.00	166.67	749.51	1,833.33	2,000.00
4012 · Non Pledge	7,449.90	2,750.00	28,677.90	30,250.00	33,000.00
Total 4010 · Plate Offering	7,454.90	2,916.67	29,427.41	32,083.33	35,000.00
4020 · Winkler End. Con't. Pledge Inco	217.68	225.00	2,459.76	2,475.00	2,700.00
4030 · Backlin R&M Fund Income Trsf.	103.08	108.34	1,164.81	1,191.66	1,300.00
4040 · Endowment & Memorial Interest	63.96	58.34	727.53	641.66	700.00
4100 · CE Income					
4110 · Backlin SS Fund Interest Trsf.	126.42	125.00	1,428.50	1,375.00	1,500.00
4120 · Devor SS Fund Income Trsf.	58.45	58.34	660.50	641.66	700.00
4140 · Logos Supplement	0.00	0.00	0.00	0.00	0.00
Total 4100 · CE Income	184.87	183.34	2,089.00	2,016.66	2,200.00
4300 · Miscellaneous Giving					
4310 · Birthday	0.00	2.50	50.00	27.50	30.00
4320 · Offering Envelope Donation	0.00	4.16	10.00	45.84	50.00
4335 · Use of Endowment Funds	746.43	125.00	1,501.72	1,375.00	1,500.00
4340 · Special Offering	0.00	16.66	35.00	183.34	200.00
Total 4300 · Miscellaneous Giving	746.43	148.32	1,596.72	1,631.68	1,780.00
4400 · Other Income					
4410 · Refund	30.54	8.34	102.75	91.66	100.00
4420 · Mathews Mem End. Income	10.48	10.84	118.44	119.16	130.00
4430 · Bank Interest	1.19	2.09	10.63	22.91	25.00
4440 · General Endowment Fund Income	11.89	12.50	134.37	137.50	150.00
4450 · Building Use	0.00	8.34	0.00	91.66	100.00
4460 · Plymouth Fundraisers	0.00	541.66	11,438.19	5,958.34	6,500.00
4490 · OCWM Supplement	0.00	0.00	0.00	0.00	0.00
Total 4400 · Other Income	54.10	583.77	11,804.38	6,421.23	7,005.00
4500 · Plymouth Children's Center	2,500.00	2,500.00	27,500.00	27,500.00	30,000.00
Total Income	17,470.85	18,557.11	206,971.21	204,127.89	222,685.00
	17,470.85	18,557.11	206,971.21	204,127.89	222,685.00
Expense					
5000 · Church Home					
5010 · Custodian	776.10	956.75	9,519.74	10,524.25	11,481.00
5011 · Custodian Supply	0.00	125.00	1,367.98	1,375.00	1,500.00
5020 · Secretaries					
5021 · Office Sec.	1,019.29	1,130.41	11,352.86	12,434.59	13,565.00
5022 · Financial Sec.	681.71	682.16	7,561.07	7,503.84	8,186.00
Total 5020 · Secretaries	1,701.00	1,812.57	18,913.93	19,938.43	21,751.00
5030 · Payroll Taxes	432.28	399.16	4,321.44	4,390.84	4,790.00

Plymouth Congregational UCC

Budget Performance - Actual to Budget

	May 22	Budget	Jul '21 - May 22	YTD Budget	Annual Budget
5040 · Office Expenses					
5045 · General Office Supply	4.95	100.00	1,900.61	1,100.00	1,200.00
5050 · Computer System/ Programs	446.74	333.34	2,018.02	3,666.66	4,000.00
5060 · Copier					
5061 · Lease Payments	0.00	210.00	880.83	2,310.00	2,520.00
5062 · Maintenance Contract	252.50	116.66	1,963.27	1,283.34	1,400.00
Total 5060 · Copier	252.50	326.66	2,844.10	3,593.34	3,920.00
5070 · Paper	0.00	91.66	155.21	1,008.34	1,100.00
5080 · Bank Charges	35.00	8.34	115.00	91.66	100.00
5085 · USPS	0.00	133.34	1,058.65	1,466.66	1,600.00
Total 5040 · Office Expenses	739.19	993.34	8,091.59	10,926.66	11,920.00
5090 · Insurance	118.04	750.00	7,121.98	8,250.00	9,000.00
5100 · Advertising	22.00	19.00	242.30	209.00	228.00
5110 · Repair & Maintenance	577.03	708.34	7,181.66	7,791.66	8,500.00
5115 · Investment Expenses	0.00	25.00	272.56	275.00	300.00
5120 · Utilities					
5121 · Gas	507.95	500.00	4,880.95	5,500.00	6,000.00
5122 · Electric	507.95	500.00	4,880.95	5,500.00	6,000.00
5123 · Water	0.00	83.34	1,022.56	916.66	1,000.00
5124 · Phone	269.94	291.66	2,929.34	3,208.34	3,500.00
Total 5120 · Utilities	1,285.84	1,375.00	13,713.80	15,125.00	16,500.00
Total 5000 · Church Home	5,651.48	7,164.16	70,746.98	78,805.84	85,970.00
5200 · Education					
5210 · General Expenses					
5205 · IMPACT Lodge	0.00	0.00	0.00	0.00	0.00
5206 · IMPACT Materials	58.80	45.84	565.80	504.16	550.00
5215 · Youth	0.00	20.84	0.00	229.16	250.00
5225 · Supplies	0.00	16.66	0.00	183.34	200.00
5250 · Curriculum	0.00		0.00	0.00	0.00
5255 · Confirmation	0.00	41.66	127.40	458.34	500.00
5260 · Christmas/Easter	0.00	5.84	0.00	64.16	70.00
5270 · Bibles	0.00	16.66	202.01	183.34	200.00
Total 5210 · General Expenses	58.80	147.50	895.21	1,622.50	1,770.00
5280 · Christian Ed Director	970.09	815.41	9,244.14	8,969.59	9,785.00
5281 · CE Professional Enhancement	0.00	41.66	200.00	458.34	500.00
Total 5200 · Education	1,028.89	1,004.57	10,339.35	11,050.43	12,055.00
5300 · Music					
5310 · Choir Director	803.41	618.83	6,441.27	6,807.17	7,426.00
5315 · Bell Choir Director	492.08	309.41	4,406.87	3,403.59	3,713.00
5320 · Music Supply	75.73	25.00	330.94	275.00	300.00
5325 · Organist	405.44	574.67	5,402.54	6,321.33	6,896.00
5330 · Sheet Music	0.00	20.84	0.00	229.16	250.00
5335 · Choir Accomp	358.00	210.16	2,265.17	2,311.84	2,522.00
5340 · Guest Musicians	0.00	0.00	0.00	0.00	0.00
5345 · Robe Cleaning	0.00	0.00	0.00	0.00	0.00
Total 5300 · Music	2,134.66	1,758.91	18,846.79	19,348.09	21,107.00

Plymouth Congregational UCC

Budget Performance - Actual to Budget

	May 22	Budget	Jul '21 - May 22	YTD Budget	Annual Budget
5400 · Spiritual Life					
5410 · Conf Expenses	0.00	29.16	0.00	320.84	350.00
5420 · Diaconate Programs					
5421 · Rites and Sacraments	0.00	10.84	0.00	119.16	130.00
5422 · Spiritual Care	0.00	12.50	39.75	137.50	150.00
5423 · Worship	433.31	116.66	1,824.35	1,283.34	1,400.00
5424 · Worship/Fellowship Supplies	0.00	25.00	15.00	275.00	300.00
Total 5420 · Diaconate Programs	433.31	165.00	1,879.10	1,815.00	1,980.00
5430 · Minister's Pkg	6,157.50	6,157.50	67,732.50	67,732.50	73,890.00
5435 · Minister's Health Insurance	943.12	1,250.00	10,374.32	13,750.00	15,000.00
5440 · Guest Minister	0.00	83.34	800.00	916.66	1,000.00
5445 · Nursery Supervisor	0.00	33.33	0.00	366.67	400.00
5460 · Professional Enhancement	15.74	125.00	241.92	1,375.00	1,500.00
5470 · Stewardship Expenses	30.00	16.66	30.00	183.34	200.00
5475 · Sabbatical Ministry Savings	0.00	108.33	324.99	1,191.67	1,300.00
Total 5400 · Spiritual Life	7,579.67	7,968.32	81,382.83	87,651.68	95,620.00
5600 · UCC Support					
5610 · Health Insurance (Conference)	0.00	0.00	0.00	0.00	0.00
5620 · Our Church's Wider Mission-OCWM	625.00	625.00	6,875.00	6,875.00	7,500.00
5621 · OCWM Supplement	0.00	0.00	0.00	0.00	0.00
5630 · SE Association Dues	0.00	104.16	0.00	1,145.84	1,250.00
Total 5600 · UCC Support	625.00	729.16	6,875.00	8,020.84	8,750.00
Total Expense	17,019.70	18,625.12	188,190.95	204,876.88	223,502.00
	451.15	-68.01	18,780.26	-748.99	-817.00

June 7, 2022

To Whom it May Concern:

My name is Phyllis Hancock and I have been working as Assistant Director at Plymouth Children's Center for about 16 years. Since 2008, my office has been located at Plymouth Church. Sara Trewyn is the Director of our center and has been here since 2000. Her office was located at the church until 2006. We have always felt support and acceptance from the church family and the staff. We feel like the church staff is always eager to help us with anything building related and to stand behind us if we need them.

When remodeling was done several years ago, the Pastor came to us and talked to us at length about what was being done. We felt like we were part of the entire process. When we had some ideas that would benefit our childcare center the church staff were willing to listen and to implement our ideas in the remodeling process. Many times, the church has split the cost of an improvement for the building that directly benefitted the children's center. During the pandemic when we closed for two months, the church returned our rent check, and have not raised our rent during these trying times, although many costs have gone up.

In the summer of 2020 when there was so much going on in the world and in our community, we found ourselves receiving some phone calls about issues that were happening at our local public school. Although we were not directly involved in these issues, some of the people involved threatened to march and picket at the church, because we had a school age program at the school. When we went to Pastor Bob Wang to tell him what had happened, he was totally supportive and told us the church would stand behind us and protect us. The words of comfort Pastor Bob gave us that day sums up our relationship with Plymouth Church.

Our relationship with Plymouth Church has always been positive, and we hope it continues for many years. We appreciate being able to serve the community together.

Sincerely,

Phyllis Hancock

Sara Trewyn



June 5, 2022

To Whom May Concern,

I was honored to be asked by the search committee at Plymouth UCC in Burlington to write this letter of recommendation.

My name is Candice Welsh and I am the Executive Director of a Non-Profit organization called Mozayik. We serve a group of 126 families living in extraordinary poverty in Haiti. These families have lived in community for the past 11 years, following the 2010 earthquake that devastated Port Au Prince. Our mission is to support these families as they strive to build a community that provides safety, stability and opportunity. We focus on 4 essential foundational elements: Housing, Income, Education, and Health.

Our organization has been affiliated with this warm and inclusive congregation for the past 8 years. The congregation has welcomed us in to share our story and our mission to help the poorest of the poor. We both have a love of music and have been invited to share original music and artwork to enhance their worship service and build a stronger relationship. The congregation has helped support our mission both emotionally and financially. Not too long ago they took on a fund raiser and raised nearly \$8000, which was the cost to build 1 family home in Haiti. They connected us to the annual Burlington Prayer breakfast in 2016 which raised \$1500 for our organization. Several folks from the community also supported our performances at the Coffee House at Chestnut and Pine, showing up for moral support. This congregation could not have been more friendly and welcoming.

I am pressed to suggest an area of needed improvement for this congregation but I will mention that at some time in the future we would love to lead a small group trip to Haiti with any members that are interested in learning more about our work. This would no doubt be a faith and mission expanding experience.

We were encouraged and loved by this small-town congregation. They have been progressive in their outreach and ministry long before the BLM movement, and long before supporting diversity and inclusivity became at the forefront of political conversations in recent years.

Matthew 25:35 is a passage that sums up how I will always feel about Plymouth UCC in Burlington.

“For I was hungry and you gave me something to eat. I was thirsty and you gave me something to drink. I was a stranger and you invited me in”

I am confident that whom ever accepts the call to lead this congregation will no doubt be welcomed and fed just as we were.

In peace and love,

Candice Welsh
Executive Director
Mozayik
EIN:47-3872669
www.mozayikvillage.org
608-513-2865



Southern Lakes Area Love, Inc.

480 S Pine Street
Burlington WI 53105

P 262.763.6226
F 262.763.7990
www.love-inc.net

June 17, 2022

To Whom It May Concern:

Plymouth Church and its congregation have been a long-time part of our volunteer team that serves Love, Inc. in a variety of ways. They have believed in our mission, A Community Network Helping Our Neighbors In Need for over 20 years.

There have been many areas that they have supported us in on a consistent basis, year after year. Love, Inc. has a mealsite program that the churches and community help support by preparing and serving meals to our guests. Plymouth Church has been doing this every third Wednesday of the month.

Love, Inc. has many programs, Adopt a Family Christmas is one of our biggest and the church members have chosen families to adopt, purchase gifts and return them to us to distribute to those families.

Our food pantry has received Plymouth Church's support in many ways including monthly food collections, special item requests, and by running a peanut butter and jelly drive for families every summer.

Without the support of our area churches and the volunteers that come from the churches and the community, we would not be able to serve our community with the needs they have. We appreciate everything that Plymouth Church and their members have been doing to serve their community in partnership with Love, Inc. and our programs.

We look forward to continuing this wonderful relationship with the members of Plymouth Church and their new Pastor.

Sincerely,

Terri Plachy
Administration Director